

This deliverable for [Session 3](#) is locating, requesting, and/or analyzing demographic data (race, ethnicity, gender, etc) for admissions, hiring, invited speakers, and relevant roles within your organization.

The idea: Demographic data show current representation in an organization (especially important for leadership roles), can determine if an organization is reaching representation goals, and tracked over time to show if actions/changes made are having intended impact and for accountability. There are many opportunities to check on demographics, such as current staff or students, applicant pools and those accepted, leadership boards or committee membership, current and past presidents or department chairs, invited speakers, as well as awardees or recognitions. An example of [demographic data](#). An example of [measurable goals](#).

This is what was found by **Courtney Hatch** at **Hendrix College** 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](#) - Institutional Research page links to Student Demographics
 - Hendrix [Office of Diversity and Inclusion Reports](#) on student demographics and population of Pell-eligible students
 - Faculty/staff demographics are available internally through the College's Common Data Set.
 - Invited speaker demographics are not recorded nor available. I'll be following up with our Diversity and Inclusion office about this:)

- **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>

- Undergraduate Geoscience degrees awarded to underrepresented minorities is ~14-15%
 - Hendrix percentage of underrepresented students is ~23%.
Demographics for specific majors are collected, but not made publicly available.
 - From the Hendrix [Office of Diversity and Inclusion Report](#):
- **Public goals on demographics or increasing representation:**
 - Public Goals and Plans are reported in the Hendrix College Annual [Report](#) and [Strategic Plan](#) from the Office of Diversity and Inclusion.
 - Hendrix has an official College [Statement on Diversity](#). This would represent the general goals of the institution.
 - Are there measurable goals stated at your organization for achieving representation?
 - Yes, Assessment metrics are outlined in the Diversity and Inclusion [Strategic Plan](#).
- **Policy or proposed policy for collecting demographic data at your organization:**
 - Publicly available demographic data is collected and reported by the [Institutional Research Office](#) based on Federal reporting requirements.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - I learned that very limited data are reported publicly, and only some additional demographic data is accessible internally.
 - Data other than student/faculty/staff demographics are not collected nor reported.

This is what was found by **Austin Harris** at **Wisconsin-Milwaukee** 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:**
 - UWM's "[data hub](#)" has a repository for institutional reports where we can access and upload data. Available data includes information on [ethnicity](#) and [faculty diversity statistics](#). *There is no data specific to our Atmospheric Science department*, though anecdotally, 5/5 faculty members are while males

- Invited speaker demographics are not recorded nor available. I'll be following up with our Diversity and Inclusion office about this. For our department, a listing of speakers is provided [here](#).

- **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>
 - Undergraduate Geoscience degrees awarded to underrepresented minorities is ~14-15%
 - I've requested access to find the percentage of underrepresented students in geosciences/atmo science via this [link](#). Demographics for specific majors are collected, but not made publicly available? Anecdotally, five of our graduate students are caucasian men, while five are caucasian women.
 - The broader UW system has a [policy](#) regarding data collection.

- **Public goals on demographics or increasing representation:**
 - Public Goals and Plans are scattered about the UWM office of equity/diversity services [page](#).
 - There are not, however, stated goals for our department. In addition to reporting protocols and statement of support for JEDI principles, I think it would be easy to add this to our department webpage. One thing our department does have control over is colloquium speakers - we should make a public commitment to having x% of speakers be from underrepresented groups.

- **Policy or proposed policy for collecting demographic data at your organization:**
 - There are not stated goals for our department. In addition to reporting protocols and statement of support for JEDI principles, I think it would be easy to add this to our department webpage. One thing our department does have control over is colloquium speakers - we should make a public commitment to having x% of speakers be from underrepresented groups, at the bare minimum.

- **What did you learn about other organizations (or in general) while investigating demographic data?**

- I learned that very limited data are reported publicly, and only some additional demographic data is accessible internally.
 - Data other than student/faculty/staff demographics are not collected nor reported.
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This is what was found by **Amy Brock-Hon** at **University of Tennessee at Chattanooga** 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 are available through the UTC Factbook:

<https://new.utc.edu/academic-affairs/planning-evaluation-and-institutional-research/factbook>

It is easy to find Faculty demographic data and students. These data are public. No information is found on demographics of past invited speakers. **The demographic data that are collected includes:** Race/Ethnicity, Gender (MF), Age

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

UTC serves ~75% students who are white and ~25% is non-white

57% of the undergraduate student population is female.

The Institutional dashboard which is public gives the following demographics about faculty: 50.95% Male and 81% white.

AGI data show women make up ~33% of Environmental Scientists and Geoscientists.

62.75% UTC science faculty are male and ~78% are white

From this, looks like UTC is slightly above when it comes to women in science fields.

Undergraduate students in science fields are 58% female and 78.9% white.

Public goals on demographics or increasing representation:

I am not aware of, nor could I find where there were any stated goals of increasing representation.

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

UTC should keep data on speakers and other visible campus visitors.

I like someone's idea above to put more information on our department page.

What did you learn about other organizations (or in general) while investigating demographic data?

I think they do a pretty good job of having the information public. I'd like to see more details on the actions that the university will take to increase underrepresented groups in all fields, especially the sciences

This is what was found by **Carmen Atkins at The University of Alabama** 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](#) – The University of Alabama, University Current Student Demographics
 - [Link](#) – The University of Alabama, University Current Faculty Demographics
 - The diversity of the faculty is vague at best. All non-white demographics are lumped under the generic moniker “minority”. No information is given as to how many of the faculty are Black, Indigenous, Latinx, Asian, etc.
 - Diversity reports are on the university level and not broken down by college/department.
 - Department of Geosciences does not have a diversity report.
 - “Diverse” faculty consists of European and Asian (China, India)
 - There is no data on past invited speaker demographics at the university or college/department level
 - Do not think anyone thought it pertinent to collect data
- **How does your organization compare to others, or to the field as a whole?**
 - According to the numbers, The University of Alabama’s Department of Geological Science is fairly diverse. At the graduate level there are 5 Black students, 1 Latinx, 12 Asian (China/India), and 2 European/international out of 52 graduate students
 - Gender-wise the department is almost evenly split
 - Not tracked, disability/accessibility, however efforts are being made to make sure the department/classes are accessible.
- **Public goals on demographics or increasing representation:**
 - **Are there general goals stated at your organization for achieving representation?**
 - This is something that has been mentioned on numerous occasions for a year now, however the last check of the department **website still does not have a statement affirming this.**
 - **Are there measurable goals stated at your organization for achieving representation?**
 - No. Again, this has been stated and discussed but no concrete plan has been put in place.

- **Suggested additional goals for your organization:**
 - Goal 1: The department has stated that they would like to hire a diverse faculty member. There is a program through the university to hire a pool of diverse post-docs, that then can transition to tenure track professors. (In observation, there are some issues with this)

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

University level, collected by the University Office of Institutional Research and Assessment
Department level- N/A

- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - The department is currently trying to increase diversity in seminars (we've had our first Black seminar speaker in ~6 yrs outside of student presentations).
 - Just an observation, but at the university level, while committed to diversity and attempting to be transparent, the university is intentionally vague with their diversity data. As a student who has been at the university for a while, I'd like to also see data on the retention rate of the diverse faculty and concrete plans on how to fix/maintain it.