

URGEO

Unlearning Racism in Geoscience



URGE Demographic Data for Minnesota State University, Mankato

This is what was found by the Midwest Area Pod at Minnesota State University, Mankato 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:**
 - <https://mankato.mnsu.edu/about-the-university/fast-facts/> - University Fast Facts including faculty diversity data.
 - <https://mankato.mnsu.edu/about-the-university/student-success-analytics-and-integrated-planning/institutional-analytics-and-strategic-effectiveness/institutional-data-and-information/annual-data-summaries/> - Detailed data summaries for the university and colleges. Some are public, and some are internal documents.
 - Analysis of past invited speaker demographics – This information is not available on a campus-wide basis. Our Geology program is small and does not have a regular invited speaker seminar series. We will make an effort to collect data for future speakers.
- **How does your organization compare to others, or to the field as a whole?**
 - Based on 2019 data provided by AGI, 36% of working age is underrepresented, geosciences are 20% underrepresented groups and has made recent gains according to the AGI presentation. Black and African-American are about 12% of the national workforce, and recent data show about 5% of the geoscience workforce is Black or African-American though there have been cyclical fluctuations. Hispanic/Latino is about 17% of the US workforce, and around 12% of the geoscience workforce. More Hispanic/Latinos are moving through undergraduate programs, but fewer gains are being made for other underrepresented groups.
 - The most recent data (Spring 2020) from the MSU Geology BS program shows that we have made some gains in terms of recruiting students of color to our major, with 5/18 (27.7%) of students declaring Geology majors designated as students of color



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by the university, and two of those (11%) being Black or African American. While these are promising signs, we have also observed anecdotally many students struggling to complete degrees in the past year, and we are concerned about how this will likely impact minority students more substantially. However, according to pre-pandemic data our program was making gains, and it will be important for us to examine our practices to ensure we can continue recruiting underrepresented students to our program, and most importantly, retain them once they have made the choice to invest in our major.

- We have recently (2019) welcomed our first woman Geology faculty member to our campus. This brings our faculty to 25% women, which is near but slightly below professional society memberships discussed by Kernan et al. (2021 preprint). We will strive to achieve gender parity in our program faculty when our next hiring opportunity arises.
- **Public goals on demographics or increasing representation:**
 - The goals of the university are to have student and faculty demographics represent those of Minnesota. According to a recent report, we are near that goal for students, but have more work to do on the faculty and staff side. There will also be work that needs to be done in individual colleges or departments/programs that are less diverse than the general student body.
 - There are no currently stated goals for university leadership representation, but adhering to the goals above would be a minimum commitment to make.
 - The MSU Geology program should have a goal to develop a population of majors, graduates, and faculty that represents the demographics of the state of Minnesota (20% people of color). It will be important to rapidly meet and then exceed this goal, as the demographics of Minnesota are rapidly shifting, and people of color are the fastest growing demographic in the state (<https://mn.gov/admin/demography/data-by-topic/age-race-ethnicity/>).
- **Policy or proposed policy for collecting demographic data at your organization:**
 - MSU Policies <https://www.mnsu.edu/atoz/policies/#d>
 - There are no specific policies concerning demographics. The “Data Governance” and “Information Privacy and Security” policies partly apply.
 - State-level policies also govern university collection of demographics, e.g.
 - <https://www.minnstate.edu/board/procedure/303p1.html>
 - <https://www.minnstate.edu/board/procedure/5-23p2g1.pdf>



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- The university also maintains an data analytics unit which tracks and analyzes demographic data, student success metrics, and provides reports to departments, programs, and decision makers.
 - <https://mankato.mnsu.edu/about-the-university/student-success-analytics-and-integrated-planning>
- **What did you learn about other organizations (or in general) while investigating demographic data?**
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 - An important takeaway from drafting this deliverable is the importance of bringing representation to seminars (LDEO's Seminar Diversity Initiative), and to hold societies accountable for assembling diverse panels (Nature editorial, "no more 'manels'"). The example of the Ontario Human Rights Commission policy and guidelines provides many concrete examples of policies and actions that can be taken by organizations to advance an anti-racist agenda. We will look to these resources, and examples from other URGE Pods, as we continue to develop these policies at MSU Mankato.
 - Resources:
 - <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
 - <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels
 - <http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-3-%E2%80%93-guidelines-implementation-monitoring-and-combating-racism-and-racial-discrimination> - more information on collection of demographic data in Canada.