
URGE Demographic Data for Scripps Institution of Oceanography/UC San Diego

This is what was found by the Scripps Institution of Oceanography - UCSD pod regarding demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

Each section has its own bullet point:

1. [Links](#)
2. [Institution comparison](#)
3. [Stated goals](#)
4. [Data collection policy](#)
5. [Reflections](#).

The link(s) to demographic data at our organization are here:

- Institution-wide data, including division/unit-specific numbers:
<https://diversity.ucsd.edu/accountability/index.html>
- Invited speaker data: not available and not collected. Reasons include changing organizers every year. SIO Communications may help search old calendars or listserv archives to collect historical data, as might individual departments/curricular groups.
- All data collected appear to be made available publicly
- [Black at Scripps Timeline](#)

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

We compared SIO now to historical data, SIO to the field as a whole, SIO to peer institutions. We also examined the demographics of named honorifics (e.g., buildings, ships, facilities, awards) at SIO.

Comparison datasets:

- URGE materials: Session 3 readings (e.g., stats reported in 1972 Geotimes article); Bernard & Cooperdock (Nature paper)
- 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>
- Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
- Other Peer Institutions (listed if found)
 - Stanford: [IDEAL dashboards](#)
 - Pomona: <https://www.pomona.edu/about/fact-sheet>
 - Harvard: <https://oir.harvard.edu/fact-book/enrollment>
 - Illinois: <https://waf.cs.illinois.edu/discovery/Gender-Diversity-at-UIUC/>
 - CalTech: <https://www.gps.caltech.edu/resources/dei-gps>
 - Duke: <https://gradschool.duke.edu/about/statistics/all-departments-phd-and-masters-admissions-and-enrollment-statistics>
- US Census - <https://www.census.gov/quickfacts/fact/table/US/PST045219>

Results - SIO

- **SIO academic personnel:** 59% white, 23% Asian, 7% Hispanic/Latinx, 2% Black, <1% indigenous
- **SIO graduate students:** 53% white, 10% Asian, 9% Hispanic/Latinx, 4% Black, 19% international. Undergraduate data not available because demographics reported only by residential college or broad “STEM” major (not SIO specifically)
- **SIO:** 27% women academic personnel (faculty or research), vs 35% 2020 GSA women members, and ~40% UCSD-wide

Results - SIO Compared to CA, US, UCSD

- **Geoscience workforce (AGI):** 12% Hispanic/Latinx, 5% Black; total ~20% URM vs ~35% national population aged 18-64



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- **US:** 60.1% white, 18.5% Hispanic/Latinx, 13.4% Black/African American, 1.3% American Indian/Native Alaskan, 5.9% Asian/Asian American, 0.2% Native Hawaiian/Pacific Islander, 2.8% two or more races, 51% female, 49% male
- **California:** 36.5% white, 6.5% Black/African American, 1.6% American Indian/AK Native, 15.5% Asian, 0.5% Pacific Islander, 39.4% Hispanic/Latino
- **UCSD academic personnel:** 59% White, 23% Asian/Pacific Islander, 2% Black/African-American, 7% Chicano/Latino, <1% American Indian/Native Alaskan.
- **UCSD graduate students:** 25.6% white, 7.1% Hispanic/Latinx, 2.5% African American/Black, 0.44% American Indian/Alaska Native, 13.3% Asian/Asian American, 48% international, 0.07% Native Hawaiian/Pacific Islander

Other Institutions

- **American Geosciences Institute:** ~14.5% of bachelor's degrees are to URM (11% Hispanic/Latinx, 3% Black, <1% indigenous); can't compare to SIO directly because UCSD only report undergraduate college and no SIO major
- **Pomona College** (undergrad only) 54% women (total n = 1477);
- **Harvard** (GSAS, data from OIR) 48% women (2335/4846)
- **Rutgers:** (undergraduate only) 52.5% women; Tenured faculty, 35% women (n=1,711); 45% women total faculty - tenured/non-tenured (n=4340)
- **University of Illinois:** Dashboard 43% female All-Grad. 67% female Professional masters ([reports](#))
- **Caltech** (all-grad):427/1339 (32%) female
- **Stanford SEES 2021-2021**, non-international: 60% white undergrad, 80% white graduate, 77% post-doc, 92% faculty; proportion of males increases with hierarchy
- **Duke University, Physical Sciences & Engineering, Graduate Program**, White (416), Asian (102), Black or African American (24), Hispanic or Latino (39), American Indian or Alaskan Native (3), Native Hawaiian or Pacific Islander (1) Male (933)/Female (529).

Named Honorifics

- 14/15 buildings surveyed were named after white men. 1 building was named after a white married couple.
- 3/5 awards surveyed were named after white men. 2 awards were named after a white married couple.
- 3/5 research vessels surveyed were named after white men. 1 vessel was named after a white married couple, and 1 vessel was named after a white woman.

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Public goals on demographics or increasing representation:

- The Office of EDI at UCSD has a [strategic plan](#) that applies to Scripps and is found on the [Scripps EDI website](#).
- General stated goals are:
 - Attract, retain, and support a diverse faculty, staff, and student body with the goal of reflecting California demographics and achieving institutional excellence at UC San Diego
 - Ensure institutional accountability through processes and structures that strengthen UC San Diego's clear and continuous commitment to equity, diversity, and inclusion.
 - Create and foster a positive and welcoming climate where we value, include, and support all at UC San Diego.
- Are there measurable goals stated at your organization for achieving representation?
 - We could not readily find measurable goals for achieving representation.
- Suggested additional goals for your organization:
 - Encourage the addition of specific, measurable goals into the Scripps plan (e.g. at Scripps, increase the number of Black faculty to 10% and BIPOC faculty overall to 30% by 2025).
 - Support the demands in the [Letter on Anti-Racism](#) regarding faculty and graduate student demographics
 - Demand II.iv - "Work to increase the population of BIPOC graduate students in each cohort at SIO to be, at minimum, commensurate with California's demographics by 2025."
 - Demand IV.iv - "Work to increase the population of BIPOC faculty at SIO to be, at minimum, commensurate with California's demographics by 2030."
 - Start tracking demographics for invited speakers by department to create a baseline for setting goals for increased representation.
 - Record and publish admissions and hiring demographics.
 - When possible, commit to naming any new awards or buildings after underrepresented scientists.

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

- Demographic data link: <https://diversity.ucsd.edu/accountability/index.html>
- Data collection source noted in dashboard footnote: dominantly comprises self-reported data collected from academic personnel and all applicants, the latter of which appears to be cross-referenced against those who matriculate. Continuing students may self-report data online.
- Good clarity and organization on UCSD dashboards. Unclear how information is utilized in decision making for admission or hiring.

Suggestions:

- Include demographic data specific to post-docs in the dashboard.
- Include data to represent students/staff/faculty who have intersectional identity.
- Include data to represent students/staff/faculty who do not identify as a binary gender.
- Instead of <5, give a number (if not a privacy issue).
- First generation students and their demographics.
- No hiring criteria found to reference dashboard or up to date demographics.
- Tools to monitor change over time to assess progress in diversity.
- Tools to monitor retention of students from underrepresented groups.

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

At SIO:

- This exercise reiterated the over-representation of white males across disciplines and positions at SIO, which is concurrent with trends for demographics in the geosciences.
 - Our organization has a history of honoring these individuals for ships, buildings, and academic awards.
- First SIO woman faculty member in 1972; SIO was established in 1903.
- Compared to the data provided in Bernard and Cooperdock (2016), SIO is exhibiting greater diversity (56% white PhDs at SIO versus 85% white PhDs awarded in Bernard and Cooperdock data) and has a greater fraction of PhDs awarded to women (53% at SIO versus 45% in Bernard and Cooperdock).

Other Organizations:

- Many institutions (cf. [partial list](#)) do not make demographic data readily available, particularly from department/institute websites, despite often having web pages dedicated to DEI. Where data is present, it can be sparse or narrowly focused (e.g., gender breakdown of the student body, or demographics of the most recently admitted class, etc.). Institutional websites visited included VMIS of William & Mary; Skidaway Inst. of Oceanography/UGA; RSMAS/UMiami; WHOI; MBARI, GSO/URI, CEOAS/OrSU.
- Columbia University Lamont Doherty Earth Observatory [Seminar Diversity Initiative](#), aimed at bringing diverse speakers to Lamont for scientific seminars, and at promoting greater understanding and awareness on Diversity, Equity and Inclusion (DEI) in STEM fields.

Additional Information:

- [Nature editorial advocating for no more all-male panels.](#)
- [Guidelines and information on monitoring and combating racism and racial discrimination from the Ontario Human Rights Commission](#)

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