

URGE

Unlearning Racism in Geoscience



URGE Demographic Data for Augustana College, Rock Island, Illinois

This is what was found by the Augustana College Geosciences Pod at Augustana 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](#) – Augustana College Student Diversity (Fall 2015 – Fall 2019)
 - [Link](#) – the Augustana Class of 2023 (Including a Diversity Profile)
 - [Link](#) – Retention Rates by Race-Ethnicity
 - [Link](#) – Diversity, Equity and Inclusion: 2018-2019 Annual Report
- **Public goals on demographics or increasing representation:**
 - Goals outlined in the Diversity, Equity, and Inclusion Strategic Plan:
 - **Campus Climate:** Ensure that Augustana College is a welcoming community committed to cherishing diversity and promoting inclusion and fairness.
 - **Recruitment and Retention:** Ensure that Augustana College is a community that reflects the diversity of the region and the world.
 - **Education and Scholarship:** Build a community that fosters learning, research, scholarship and co-curricular activities that reflect global diversity, inclusion and social justice.
 - **Institutional Support/Infrastructure:** Strengthen institutional infrastructure and systems to support diversity, equity and inclusion efforts.
 - **Community Engagement:** Exercise leadership with the Quad-Cities community as it endeavors to promote diversity, advance inclusion and be welcoming to all.
- **Policy for collecting demographic data at Augustana College:**
 - The [office of Institutional Research](#) collects, analyzes, interprets, and reports data that can be used to assess the mission and objectives of the College. IR&A works with College leadership, faculty, and senior staff to incorporate data into decision making. IR&A collaborates with the Augustana community to provide data, recommendations, and solutions that will help the College achieve its mission and strategic goals. IR&A is also tasked with the timely and accurate reporting of data to regulatory, state, and federal bodies.