

URGE

Unlearning Racism in Geoscience

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URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by Geology & Geophysics at Texas A&M University 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://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Student-Demographics> - Organization, Company, University Current Staff/Student Demographics
 - No demographic data are available for past invited speakers in the Geology & Geophysics department
 - No apparent reason beyond lack of record keeping and failure to collect that information from the speakers themselves
 - We have records of the individuals dating back to 2018, but no demographic information; just names, affiliations, and titles of talks

- **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>
 - We are similarly low in terms of students and degrees granted to BIPOC students
 - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
 - Although we have women in leadership positions in our college (for example, the Dean is Debbie Thomas; our department head is Julie Newman) we are still not balanced with regard to faculty numbers.

- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?
 - <https://geosciences.tamu.edu/files/StratPlan2020.pdf> (strategic initiative 4)
 - <https://diversity.tamu.edu/Diversity/media/diversity/PDF/State-of-Diversity-06-23-20-final2.pdf>
 - Engage campus leadership (accountability)
 - Address safety, well-being, and sense of belonging (campus climate)
 - Improve structural diversity (equity)
 - Improve student success (equity)
 - Are there measurable goals stated at your organization for achieving representation?



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- <https://diversity.tamu.edu/Diversity/media/diversity/PDF/State-of-Diversity-06-23-20-final2.pdf>
- Increase the number of female full-time non-tenured faculty
- Increase the racial and ethnic diversity of full-time non-tenured faculty
- Increase number of women in leadership positions
- Increase the number of female STEM faculty members
- Increase the number of full time underrepresented students
- Increase the racial and ethnic diversity of full-time tenured faculty.
- Suggested additional goals for your organization:
 - Goal 1 - Keep records of invited speakers for The Geology & Geophysics department seminars, and increase the number of female invited speakers.
 - Goal 2 - Increase diversity in the department overall (e.g. faculty and graduate students)
- **Policy or proposed policy for collecting demographic data at your organization:**
 - [Link](#) - How data are collected, reported, tracked, and utilized in decision making.
 - It is unclear how the data is being incorporated into decision making at the university, college or department level.
 - From the 2010 TAMU State of Diversity Report (the earliest diversity report available on the office of diversity website <https://diversity.tamu.edu/Plan#accountability>):
 - “ In the area of accountability, we are working with campus leaders to establish structures, processes, and policies that hold all units accountable and reward units for demonstrating their current standing, plans, and progress in creating an environment where the diversity of individual identities and ideas are treated equitably in a climate that fosters success and achievement for all. In the future, the Vice President and Associate Provost for Diversity will award money to units that excel in areas of the plan. This money will be added to the unit’s base funding, and the amount of funding available for distribution will be calculated based on the size of the merit allocation pool for a given year (approximately 10%). Unit plans and the deadline for the submission for review by the Council on Climate and Diversity was September 15, 2010. TAMU-Qatar is working to modify the current Diversity Plan to best meet their campus culture and context. An integral component of the unit plans is gathering data from peers and aspirant peers to determine how we are doing, areas for improvement, and where we need to focus our efforts for



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the future. These data will help us strengthen recruitment, retention, accountability, climate, and equity efforts.”

- This is the first evidence of the university requiring demographic data reporting and establishing a structure to reward units, colleges, and departments for keeping good reports/writing good plans (?)- that part is very unclear
- From the 2020 TAMU State of Diversity report (most recent):
 - “The primary method for recognizing and rewarding the colleges and administrative units is the annual Diversity Plan Accountability Reports. The Diversity Plan Accountability Reports are reviewed and scored by the President’s Council on Climate and Diversity (PCCD). In 2019, the Office for Diversity and the Office of the Provost used the PCCD feedback and scores to distribute an all-time high of 1.5 million dollars to 27 units. In summary, PCCD feedback and scores guide campus leadership to ensure that policies, operations, procedures, and plans are pursued with careful attention to their impact on our diversity, inclusion, campus climate, and equity.”
 - In summary, it seems like now the University requires these annual diversity plan accountability reports from each unit/college and then they get scored by this overseeing body (PCCD). The university then distributes money to the units (to be used for what exactly? Research? JEDI efforts?) based on their scores → again vague
- **Importantly, finding the above quoted information required scouring through individual diversity reports, even the vague information is not easily accessible**
- OR proposed policy for collecting, reporting, tracking and utilizing demographic data.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - <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.