



## Unlearning Racism in Geoscience

Center for Atmosphere Ocean Science at NYU (CAOS-NYU) URGE

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### URGE Demographic Data for University/Organization

This is what was found by the CAOS-NYU pod at NYU 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) we've found to demographic data at our organization are below**
  - [Link](#) - University Current Student Demographics. This is the only public link we've found giving demographic data on diversity for any group within NYU
  - [Link](#) - This link provides quite a bit of undergraduate and graduate diversity information about NYU, compiled from external sources
  - Following our inquiry, the Graduate School of Arts and Sciences (GSAS) has informed us that it is in the process of creating a public data dashboard that will include diversity-related data related to graduate student admissions, outcomes and attrition
- **How does your organization compare to others, or to the field as a whole?**
  - Our PhD cohort is relatively more diverse than our peer institutions, but faculty diversity is atrocious. Note that we are a small AOS unit embedded in a large mathematics department.
  - 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>
- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - [Link](#) - The Faculty of Arts and Sciences (FAS) provides specific guidance for improving faculty diversity in hiring and promotion. No such guidance exists within the Courant Mathematics Department
    - [Link](#) - GSAS acknowledges the value of diversity among our graduate student body, and provides a few programs to enhance it, including a Pathways program for students who require mentorship and academic preparation to advance to the PhD program, as well as Diversity Fellowships to support departments who admit qualified URM students.
  - Are there measurable goals stated at your organization for achieving representation?
    - We have not found these



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- **Policy or proposed policy for collecting demographic data at your organization:**
  - As mentioned above, GSAS will soon make such data public, though we've found no indication that groups at any level intend to explain how data are utilized in decision making
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- **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.