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URGE Demographic Data for Earth & Planets Laboratory (Carnegie Institution for Science)

This is what was found by the Carnegie Pod at the Earth and Planets Laboratory 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:**
  - Our data is not publicly available. Historically, this has been because our institution is small and there is concern that private data could be “figured out” due to the small sample size. This is being reassessed as a part of our recent DEI efforts.
- **How does your organization compare to others, or to the field as a whole?**
  - We have 0 BIPOC scientific staff members in our department.
- **Public goals on demographics or increasing representation:**
  - Our goals are currently being developed as a part of our recent DEI efforts.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Currently, data is collected by HR through our DayForce system. We are investigating other methods for collecting, reporting, tracking and utilizing demographic data.