

# COLGATE UNIVERSITY

---

## URGE Demographic Data for Colgate University and Ithaca College

This is what was found by the Colgate / Ithaca pod for 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](#) - Current faculty/staff/student demographics for Colgate
  - [Link](#) - Current student grouped demographics for Ithaca College
  - Analysis of past invited speaker demographics at Colgate: Neither the Geology nor Geography departments collect invited speaker demographic information, however, it is notable that of 21 Geology speakers over the past several years, 8 have been alumni. This skews speaker representation towards the demographics of the existing student cohort. Progress at diversifying student enrollment in geo courses and a commitment to maintaining alumni relationships with students of color provides one important pathway to increasing the future diversity of department-invited speakers.
  - Demographic information for students enrolled in Geology and Geography department courses is collected by the Registrar's Office at Colgate. A record of student enrollment demographics in these courses over the past 10 years has been requested and approved by the registrar. Data are expected by the end of March. This will help identify which courses or sequences serve as gateways for minoritized students to the geosciences, and which serve as obstacles to advancement and retention.
- **How does your organization compare to others, or to the field as a whole?**
  - Based on Colgate Human Resources analysis of faculty by department in 2019-2020 in comparison to 2018 SEDS availability data, Geology faculty 60% female (vs. 44.2% national availability), suggesting Geology is not underutilizing female faculty candidates. Geography faculty are 33% female (vs. 53.2% national availability), suggesting Geography is presently underutilizing female faculty candidates.
  - Based on Colgate Human Resources analysis of faculty by department in 2019-2020 in comparison to 2018 SEDS availability data, Geology faculty are 0% non-international persons of color (vs. 15.6% national availability). With 5 faculty, HR indicates this does not represent underutilization. Geography non-international faculty of color constitute 20% of the department's faculty (vs. 30.6% national availability), suggesting faculty of color are presently underutilized.
  - Ensuring representation of non-international faculty of color is a priority for the department and an important component of planned growth.
  - Ithaca College is [working to understand](#) how its faculty and staff demographics compare to national demographic distributions.
- **Public goals on demographics or increasing representation:**
  - At Colgate, Equity and Diversity policy is set by the Provost & Dean of the Faculty's office consists of the following strategic goals:

# URGEO

## Unlearning Racism in Geoscience

### **Strengthen diversity recruitment efforts**

Collaborate with the Provost and Dean of the Faculty and Human Resources as well as individual departments and search committees to employ recruitment efforts designed to attract and retain an excellent and diverse faculty and staff.

### **Respond to concerns regarding equity and diversity, including perceived discrimination and harassment**

Educate the campus community about the University's Non-Discrimination and Anti-Harassment Policy, and take steps for the prompt and equitable resolution of complaints of harassment and discrimination, including Title IX complaints.

### **Offer diversity education opportunities for the Colgate community**

Provide discrimination and harassment prevention trainings and facilitate opportunities for dialogue across differences.

### **Coordinate campus-wide efforts to promote a welcoming and inclusive climate**

Design and implement integrated initiatives to increase understanding, respect, and inclusion.

### **Assess the progress of ongoing diversity efforts**

Establish benchmarks and implement coherent, systematic assessments of progress for faculty, staff, and students. Oversee the University's response to campus climate surveys.

### **Develop strategies to communicate and publicize Colgate's diversity achievements**

Provide up-to-date information on diversity programs and initiatives.

These goals will be expanded and executed as part of Colgate's Third Century Plan, which includes a specific [plan for Diversity, Equity, and Inclusion](#), which includes efforts to hire a President's cabinet-level chief diversity officer.

At Ithaca College, EDI policy is reported out of a top-level website, which includes [reporting at data tools](#), but is not associated with a public-facing office or administrator.