URGE Demographic Data for University of Colorado, Boulder

This is what was found by CU Boulder Grad/Undergrad students URGE pod 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:**
  - University of Colorado, Boulder Diversity Report June 2020
    - Interactive Diversity Data
    - Secondary Interactive Diversity Source
  - Fall Census Enrollment Report 2020
  - Faculty and staff job counts by race available upon request

- **How does your organization compare to others, or to the field as a whole?**

Comparing Ethnic Diversity in Colorado College and Universities			
Rank	University	Location	Diversity (0-1)
1	Fort Lewis College	Durango	0.66
2	University of Colorado - Denver	Denver	0.65
3	Colorado State University - Pueblo	Pueblo	0.61
4	Metropolitan State University of Denver	Denver	0.60
5	Regis University	Denver	0.55
6	University of Colorado - Colorado Springs	Colorado Springs	0.53
7	University of Northern Colorado	Greeley	0.51
8	US Air Force Academy	USAF Academy	0.51
9	Colorado Mountain College	Glenwood Springs	0.48
10	Colorado Mesa University	Grand Junction	0.46
11	Colorado College	Colorado Springs	0.45
12	**University of Colorado - Boulder**	**Boulder**	**0.44**
13	Colorado State University	Fort Collins	0.41
14	University of Denver	Denver	0.40
15	Colorado School of Mines	Golden	0.38
16	Western Colorado University	Gunnison	0.35

Diversity Index from U.S. News & World Report
https://www.usnews.com/best-colleges/rankings/national-universities/campus-ethnic-diversity

Comparing Ethnic Diversity in the PAC-12				
Rank	Overall Rank	University	Location	Diversity (0-1)
1	5	Stanford University	Stanford, CA	0.74
2	19	University of California - Los Angeles	Los Angeles, CA	0.72
3	41	University of California - Berkeley	Berkeley, CA	0.69
4	43	University of Southern California	Los Angeles, CA	0.69
5	67	University of Washington	Seattle, WA	0.67
6	94	Arizona State University - Tempe	Tempe, AZ	0.62
7	105	University of Arizona	Tucson, AZ	0.61
8	170	University of Oregon	Eugene, OR	0.53
9	173	Washington State University	Pullman, WA	0.53
10	211	Oregon State University	Corvalis, OR	0.47
11	216	University of Utah	Salt Lake City, UT	0.46
12	**230**	**University of Colorado - Boulder**	**Boulder, CO**	**0.44**

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  - 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
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - https://eartharxiv.org/repository/view/2060/

- **Public goals on demographics or increasing representation:**

- - Flagship 2030 Strategic Plan: Overall goals for CU Boulder, to be completed by 2030
    - Main strategic imperatives include: Shape Tomorrow's Leaders, Be the Top University for Innovation, Positively Impact Humanity
    - No direct mention of increasing diversity
    - First written in 2007, revised 2016
  - CU Boulder Diversity Plan: CU Boulder Inclusion, Diversity and Excellence in Academics (IDEA) Plan is the culminating efforts of four years of groundwork and effort
    - campus' blueprint for diversity, equity and inclusive excellence outlining three key areas of impact: climate, infrastructure and leadership in addition to identifying 5 actions to achieve results (CLIMB)
      - Cultivate success for a diverse undergraduate and graduate student body with new financial resources and programming;
      - Learn and lead effective efforts to attract and retain a diverse faculty and staff;
      - Increase financial resources and incentives to undertake diversity and inclusion work;
      - Move accountability for diversity and inclusion from the periphery to core institutional functioning;
      - Build institutional infrastructures and human capacity to implement the plan.
    - IDEA Plan Implementation
  - EBIO's Diversity and Inclusion Page: page within the main EBIO website outlining current DEI mission and resources
    - EBIO Diversity, Equity, and Inclusion Mission
  - ATOC JEDI Committee Diversity Statement
  - ENVS Step-by-Step Guide to Inclusive Faculty Hiring
  - INSTAAR Statement on Systemic Racism, including plan for change
    - Not updated since June
    - In response to Chancellor's Statement on Actions for Change
  - Suggested additional goals for your organization:
    - Goal 1: Ensure represented departments/institutes each have an easily-accessible webpage outlining diversity stats and goals within the organization.

- **Policy or proposed policy for collecting demographic data at your organization:**
  - The ODA (Office of Data Analytics) collects information on gender and ethnicity for all surveys.
    - ODA Surveys Homepage

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - https://diversity.ldeo.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.

Summary:
- Hard for outside people or prospective members of this community to learn about work happening now.
  - Suggest an 'Updates' or 'News' or 'Current Work' section to these pages
- Many important pieces of information are *available*, but not *readily available*.
  - Barriers to accessing this information (i.e. having to request data, digging through giant report documents, etc.)
- Most readily-available information was insufficient
  - Googling diversity in different departments led to few results
  - Only one department (EBIO) had a comprehensive diversity page on their website, and even that could be improved.
    - → *need for diversity stats and goals to have a separate, easily accessible webpage under each department/institute website*
- Statements on systemic racism and antiracism should be highlighted on these pages
  - Statements should be updated regularly (i.e. 1x per year) to address current work and challenges
- On the level of CU, the IDEA plan should be highlighted; specific goals and current work at different scales should be included on the informational page
  - IDEA plan should be included in the Flagship 2030 Strategic Plan