
URGE Demographic Data for University/Organization

This is what was found by EES pod at Lane Community college on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

As we found in reporting procedures (S2) web access to data and information around anti-racist, and diversity issues are confused and lacking in transparency. There is no publically available data of this sort available with public web access. Recent changes to the LCC website indicate that this may be provided through a web portal, but it is not currently functional. We have compiled data obtained from different staff members - by explicitly requesting it through internal email.

- **The link(s) to demographic data at our organization are here:**
 - [Link](#) - Lane Community College does not have this information online, but we got it from the college directly and it's at the bottom of this document.
 - Analysis of past invited speaker demographics
 - We don't have our own department speaker series.
 - The college as a whole doesn't track demographics of all speakers, or even track all the speakers they invite as far as we can tell.
 - If data are not available, what is the reason for not making it public?
 - If data are not collected, what is the reason?
- **How does your organization compare to others, or to the field as a whole?**
 - We're in a super not-diverse state and county, but still our numbers in the college as a whole are lower than the county population as a whole. And for faculty in EES we are entirely white.
 - 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:**

We've asked management, and got no response. We might go to a diversity council meeting later this week and they might have some answers.

 - Are there general goals stated at your organization for achieving representation?
 - Currently we cannot obtain any stated or measurable goals - only general process descriptions like the equity lens are available.
 - Are there measurable goals stated at your organization for achieving representation?

- As above - we cannot obtain any stated or measurable goals - only general process descriptions like the equity lens are available.
- Suggested additional goals for your organization:
 - Upper management should be no more than 80% white. This would be more diverse than the county population, which is listed as 89% white.
 - If the college ever has panels of speakers, commit to never having one that is all male, and that any panel over 3 speakers much have at least one non-white member
- **Policy or proposed policy for collecting demographic data at your organization:**
 - <https://www.lanecc.edu/ir> - How data are collected, reported, tracked, and utilized in decision making. Student focused, not on employees currently.

- **What did you learn about other organizations (or in general) while investigating demographic data?**

Some ideas - include the difference between employment in the field, and employment within the academy. Also the questionable accuracy of reported diversity data in the US - because of the link to socio-economic identity & the willingness of people to shift self-identified category over time, also the default of “white” for anyone who is not clearly answering diversity questions.

- <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.

LCC data

We got this from the Institutional Research dept. As far as we know it’s not available publicly anywhere on the website. There are signs that they might be intending to get it up on the new website redesign.

Student Data

Annual Data - Valid % Estimate

Group	Race/ethnicity	2018-19	2019-20
Non Credit CE	Latino (any race)	11%	9%
	American Indian/Alaskan Native	2%	2%
	Asian	2%	3%
	Black/African American	1%	1%

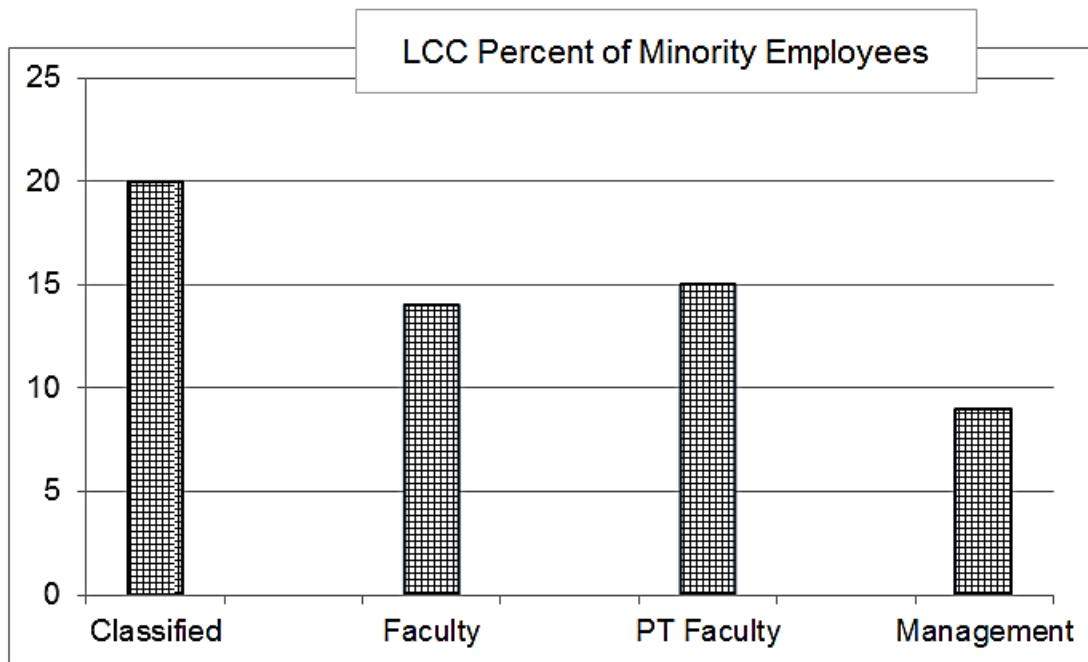
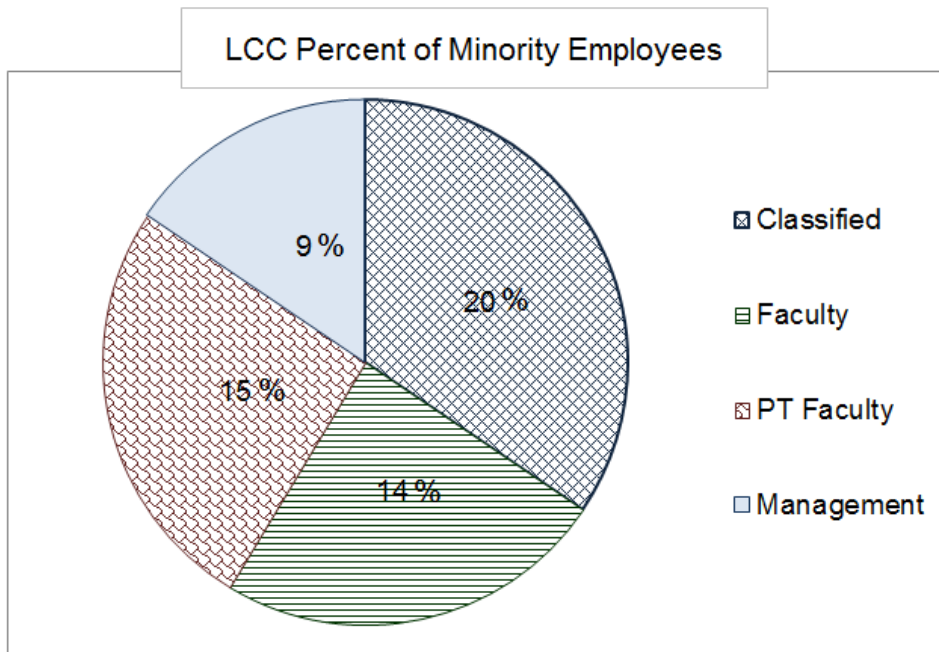
	Pacific Islander	0%	0%
	White, Non-Latino	82%	82%
	More than one race	2%	3%
	International	1%	1%
	Total - All Groups above	100%	100%
	Unknown as % of All Non Credit CE	57%	57%
Non Credit SD	Latino (any race)	33%	32%
	American Indian/Alaskan Native	2%	2%
	Asian	6%	5%
	Black/African American	2%	2%
	Pacific Islander	0%	0%
	White, Non-Latino	48%	50%
	More than one race	5%	5%
	International	4%	3%
	Total - All Groups above	100%	100%
	Unknown as % of All Non Credit SD	0%	0%
Regular Credit	Latino (any race)	14%	15%
	American Indian/Alaskan Native	1%	1%
	Asian	2%	3%
	Black/African American	2%	2%
	Pacific Islander	1%	1%
	White, Non-Latino	68%	68%
	More than one race	6%	6%
	International	5%	4%
	Total - All Groups above	100%	100%
	Unknown as % of All Regular Credit	4%	3%

Employee data

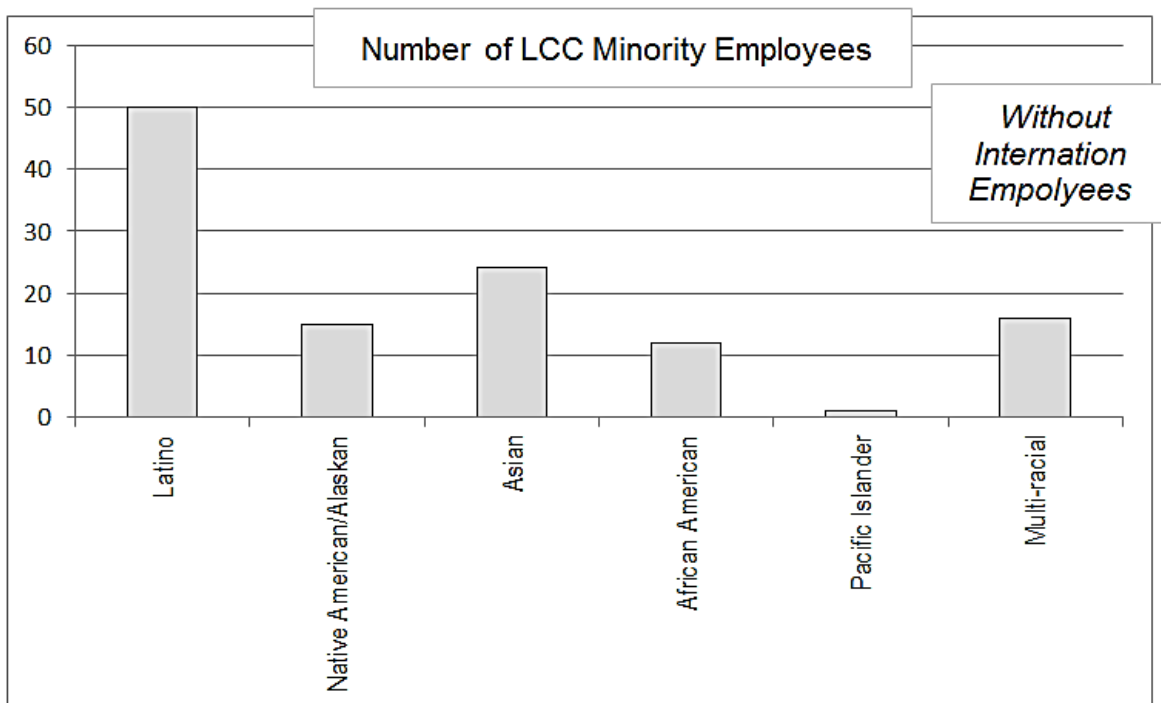
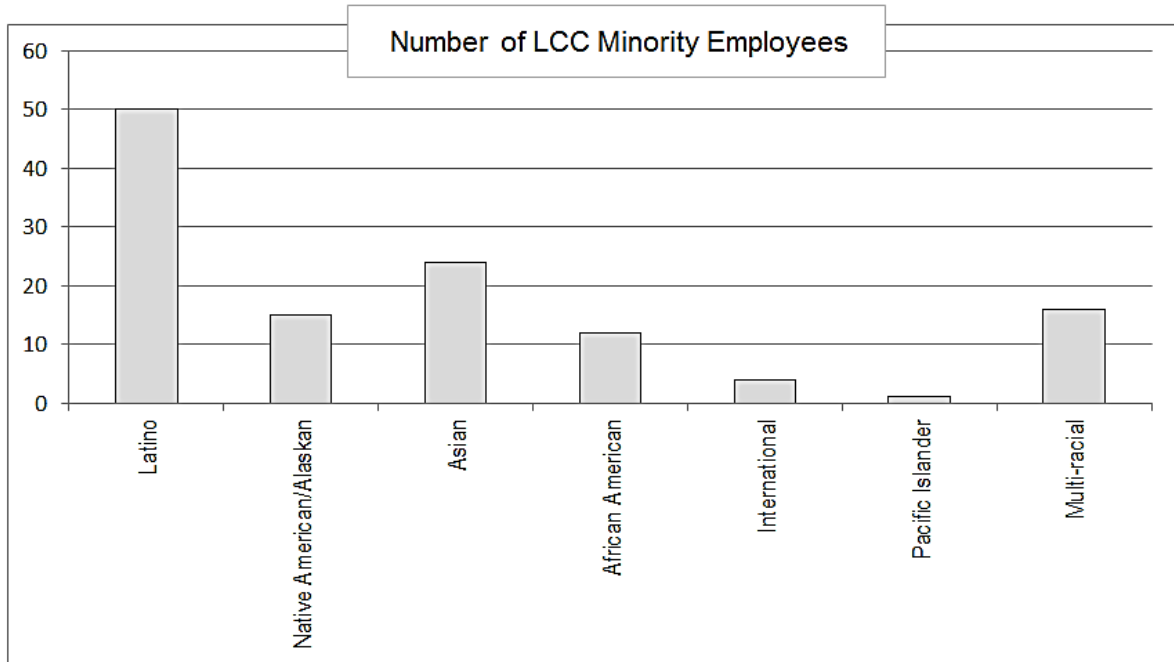
Employee Classifications	Classified (Contracted)	Faculty (Contracted)	Faculty (Credit Part Time)	Management
Latino (any race)	29	8	10	3
American Indian/Alaskan Native	8	4	2	1
Asian	10	7	6	1
Black/African American	3	3	5	1
International	2		2	
Pacific Islander	1			
More than one race	6	5	5	
White/Non-Latino	230	169	173	60
Not Reported	17	4	34	2
Grand Total	306	200	237	68
Female	196	118	137	35
Male	110	82	99	34

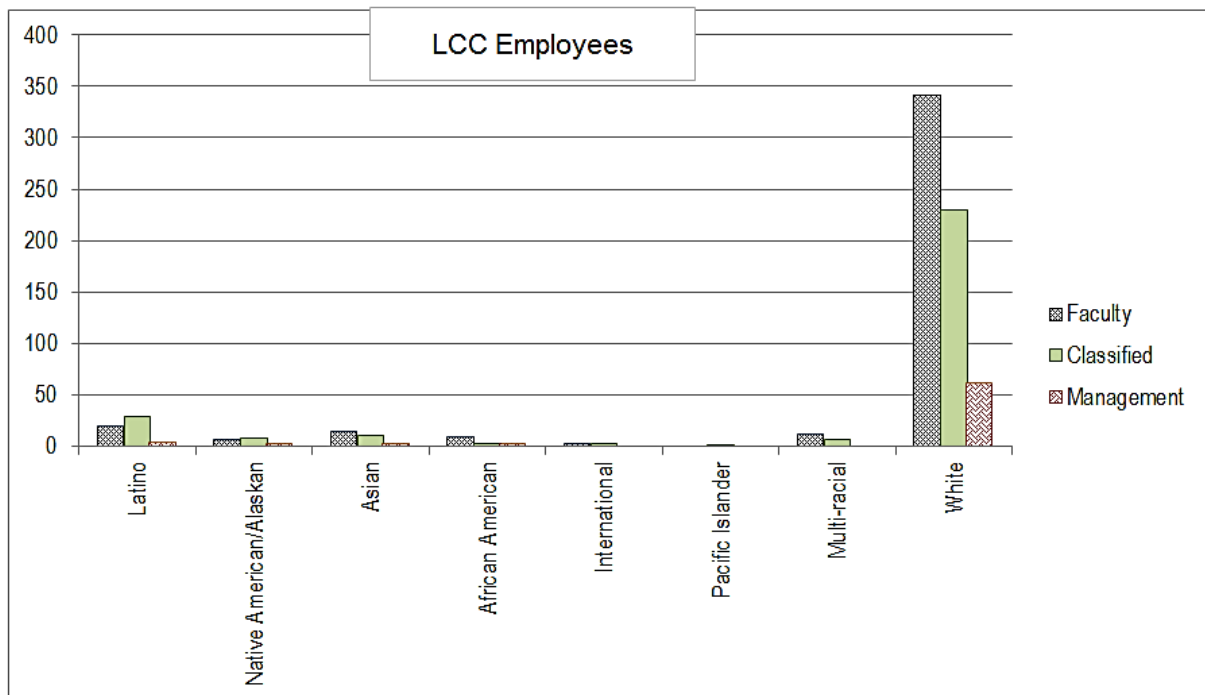
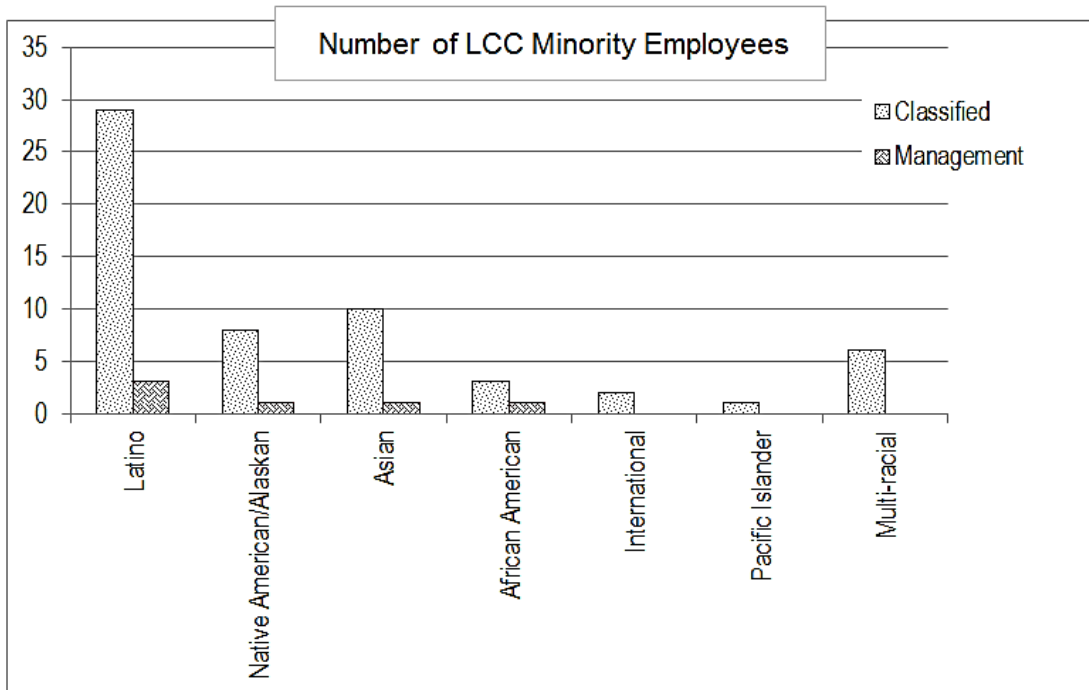
Charts

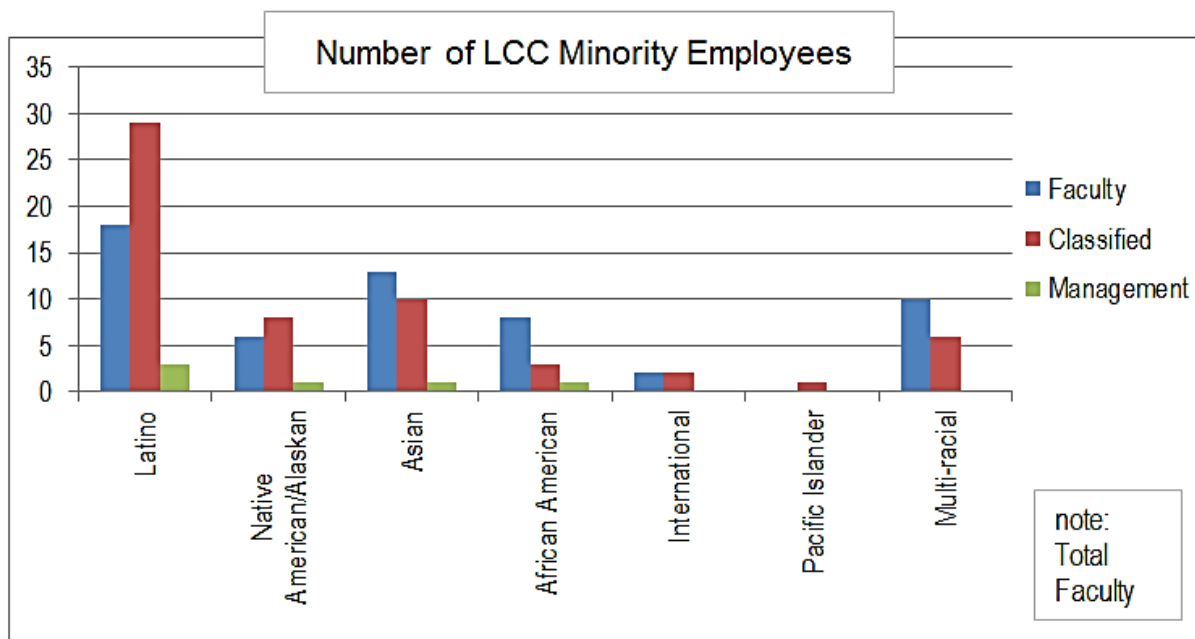
Charts leave out all in the “unreported” group.



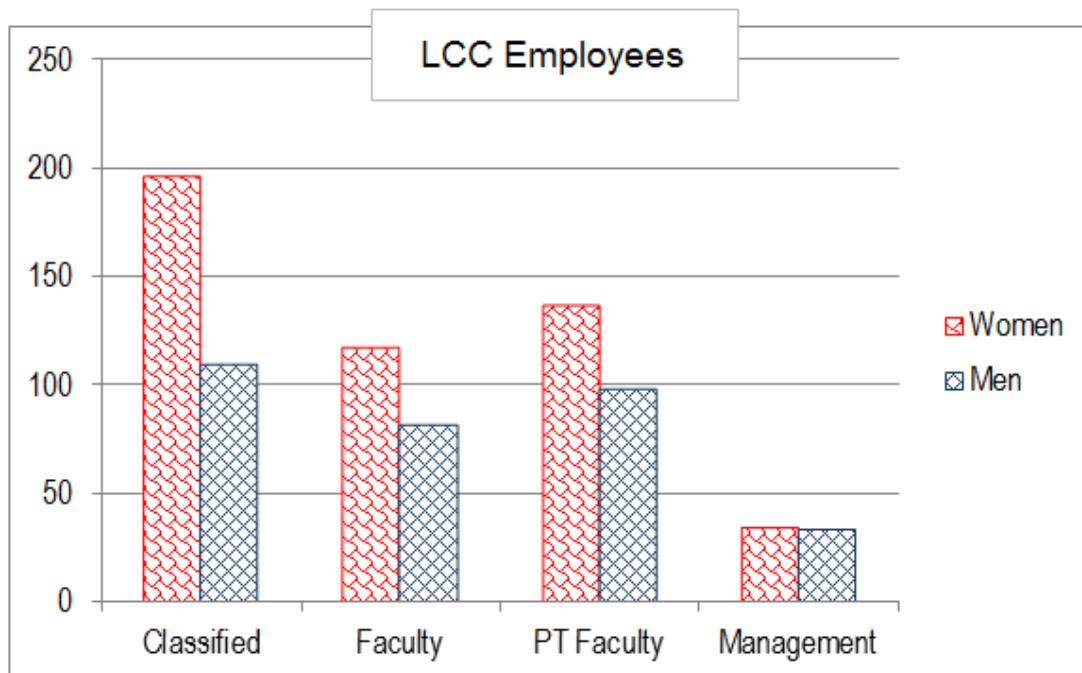
The charts below break out the ethnic type of minority.







Minorities may not be well represented at LCC but women seem to be doing well. Notably, though not surprisingly, not so much in management.





It would be interesting to compare this data with the population of the Eugene/Springfield area. It would also be interesting to look at data within divisions. For example, is science in general any better than history or music?