

# URGE

## Unlearning Racism in Geoscience

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### URGE Demographic Data for UCSC

This is a **draft** document of what was found by EPS Students and ECRs at UCSC 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:**
  - [UCSC as a whole](#)
  - Demographic data is not publicly available for the EPS department
  - Analysis of past invited speaker demographics is not collected in our department
  - We are unsure as to why data is either not collected or not available, but presume it simply hasn't been a priority for the department.
  - The Diversity, Equity and Inclusion (DEI) office at UCSC has [some data](#) available.
  
- **How does your organization compare to others, or to the field as a whole?**
  - [AGI - "Diversity in the Geosciences – a Look at the Data and the Actions of the Community"](#)
  - [Creating and Promoting Gender Equity and Diversity in Professional Geological Societies](#)
  
- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - [At university level](#)
    - At the department level nothing is publicly stated but there is an excerpt below from a private document:
      - A departmental DEI committee has been formed to “evaluate barriers and inequities created by department policies and procedures, pedagogy and mentoring, and culture. With the aim to propose actions to create more equitable and just policies and a more inclusive and anti-racist climate.”
  - Suggested additional goals for your organization:
    - Publicize existing documents with goals.
    - Have a website page specific to DEI work at the department level with objectives that have accountability built-in.
    - Having each lab group keep and report demographic information, hence more accountability for professors.
    - Prioritize funding for undergraduate research experiences and have opportunities easily accessible through the department website.



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- [Coursework needs to be re-framed in the context of geosciences history](#)
  - In our department, this includes changing some existing mandatory classes that feature papers from a predominantly white, male group of authors (some of whom have racist history that is ignored or justified by the claimed meritocracy of the papers).