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Unlearning Racism in Geoscience



FLORIDA STATE UNIVERSITY

URGE Demographic Data for Florida State University

This is what was found by FSU EARTH, OCEAN AND ATMOSPHERIC SCIENCES POD at FLORIDA STATE UNIVERSITY on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

Demographic Data - Locating, requesting, and/or analyzing demographic data (race, ethnicity, gender, etc.) for admissions, hiring, invited speakers, and relevant roles within your organization. Check on demographics for current staff or students, applicant pools and those accepted, leadership or committee membership, current and past presidents or department chairs, invited speakers, as well as awardees or recognitions.

- **The link(s) to demographic data at our organization are here:**
 - <https://strategicplan.fsu.edu/diversity-inclusion/initiative-a/> (2017 to 2020)
 - Minority students made up 32.6% of the student population in 2017 and minority faculty made up 11.1% of total faculty in 2017.
 - Both of these percentages have increased through the Fall of 2020, where it is now 35.6% for students and 12.8% for faculty.
 - Other data includes: % Minority Faculty/Staff that have completed advance leadership development program, number of awarded president's diversity and inclusion mini-grants, % Expenditures spent with diversity suppliers (small, minority, veteran, women-owned), # of participants/attendees in diversity and inclusion speaker series (no data provided).
 - 2014-2020 Fact Sheets (<https://ir.fsu.edu/facts.aspx>) - Includes ethnicity distribution for students, has faculty and staff info but no demographic data
 - Historical Presidents - <https://ir.fsu.edu/Factbooks/2019-20/President.pdf> , no information on ethnicities, all males
 - Admission statistics (https://ir.fsu.edu/Factbooks/2019-20/Admission_Statistics.pdf) but no demographic data
 - Faculty characteristics (https://ir.fsu.edu/Factbooks/2019-20/Faculty_Characteristics.pdf)
 - Full-time employees by occupational category, ethnicity and gender, Fall 2019 (https://ir.fsu.edu/Factbooks/2019-20/Employee_Demographics.pdf)

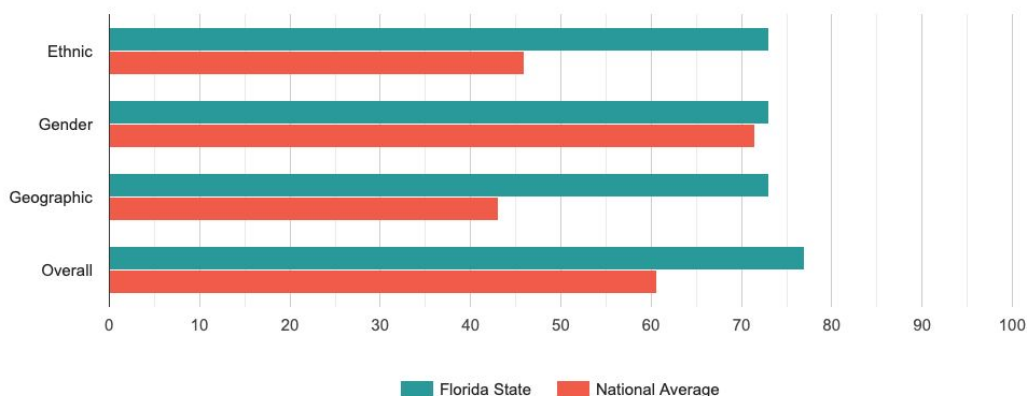
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- **Earth, Ocean, and Atmospheric Science Department specific demographic data:**
 - Diversity Statement does not state demographics goals: *“At EOAS we continuously work to create an inclusive department that fully reflects the diverse community we serve. We seek to accomplish this by recruiting a diverse faculty, staff, and student body and promoting and strengthening under-represented groups within EOAS. Here, we build on an inclusive culture in which difference is welcomed and valued. We embrace the responsibility of providing and nurturing an affirming climate that supports and celebrates individual identities across a broad spectrum while ensuring equitable treatment. We strongly believe that different backgrounds, perspectives and experiences drive creativity and innovation, and deliver better results.”*
 - Demographic information is not available on the EOAS website under the “people” section: <https://www.eoas.fsu.edu/people/>
- **How does your organization compare to others, or to the field as a whole?**
 - Below based on student population and taken from collegefactual.com - not entirely clear how data was collected e.g. self-reported? Data represent diversity scores/grades given by collegefactual.com, not percentages.



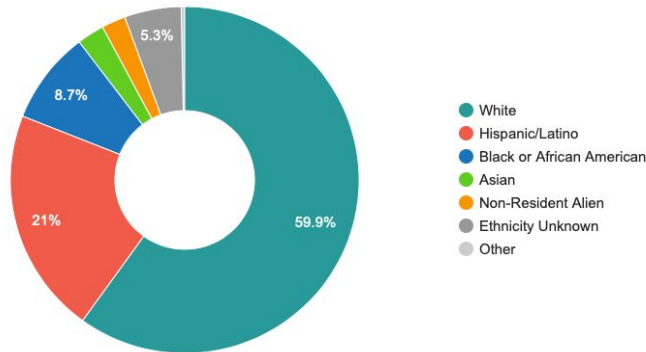
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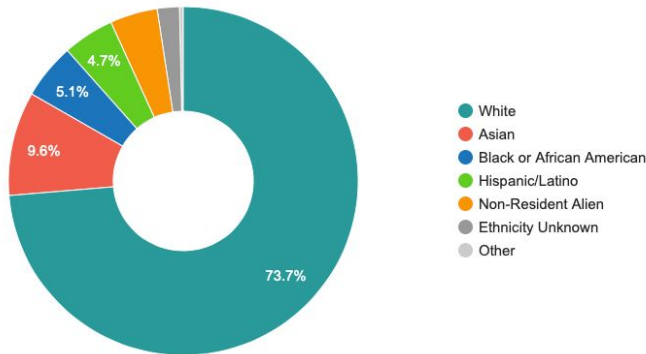


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→ Below figure shows racial diversity breakdown in student population at FSU taken from collegefactual.com.



→ Below figure shows racial diversity breakdown in staff population at FSU taken from collegefactual.com.



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

- From FSU's Diversity and Inclusion Website - The university's strategic plan starts with a belief that diversity is more than a particular head count: it must reflect the quality and depths of interactions.

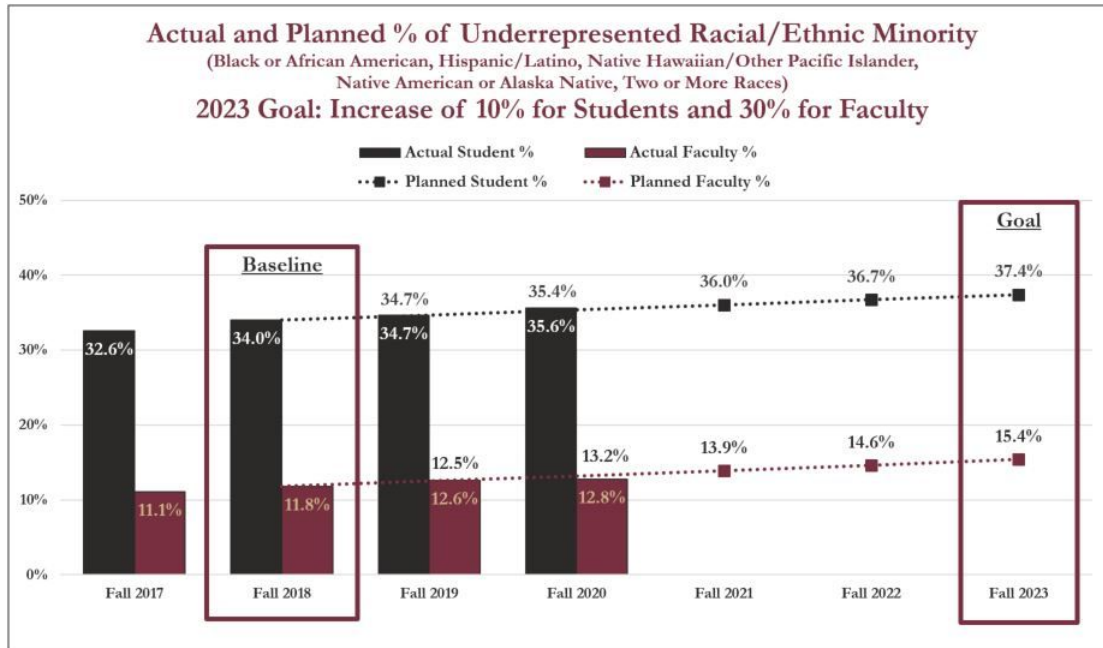
- The 2023 goal is to have an increase of 10% for students and 30% for faculty (based on 2018 baseline data). Also have from Tactic 2A: % of New Tenure/Tenure-Track hires who are from underrepresented racial/ethnic groups. In 2017-2018, FSU met the goal of 24.5%. Between 2018-2019, the goal was 25.6% but they only reached 17.9%. The goal for 2019-2020 is 26.7% (no data on what was obtained), and the goal for the final year of 2022-2023 is 30%.

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- Policy or proposed policy for collecting demographic data at your organization:**
 - Demographic information for each category of people (Academic Faculty, Graduate Students, Staff, etc) should be collected by EOAS and made available under a “Demographics” page inside the People page: <https://www.eoas.fsu.edu/people/>
- What did you learn about other organizations (or in general) while investigating demographic data?**
 - <https://diversity.ideo.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.
 - The department’s website could use more diversity info? Look at Lamon-Doherty Earth Observatory’s page for Academic Affairs and Diversity as an example.