

# URGE

## Unlearning Racism in Geoscience



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### URGE Demographic Data for Geological Society of America

This document summarizes what was found by the Geological Society of America (GSA) staff 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:**
  - ❑ Annual GSA Member Demographics, [LINK](#)
  - ❑ GSA publishes an internal report, *GSA Membership Diversity Comparison – Gender and Ethnicity*, every three years since 2012. This report summarizes internal data relating to the cumulative gender and race/ethnicity of members who serve in leadership roles, recipients of awards, fellows, editors, applicant and award demographics of student programs (e.g., GeoCorps™ America, Geoscientists-In-the-Parks, Graduate Student Research Grants, Field Camp Scholarships, Bighorn Basin Field Program, and On To the Future). Data on GSA staff is also included. GSA does make data available to individuals for specific purposes if requested.
  - ❑ A public report of demographics is planned to be released at the end of the fiscal year alongside GSA’s annual report.
- **How does your organization compare to others, or to the field as a whole?**
  - ❑ GSA’s data is comparable to other societies. There is a lack of data related to participation in meetings and those who serve as journal reviewers and authors.
  - ❑ 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:**
  - ❑ GSA is guided by two position statements: 1) [Diversity in the Geosciences Community](#); and 2) [Removing Barriers to Career Progression for Women in the Geosciences](#).
  - ❑ Strategic priorities related to diversity, equity, and inclusion (DEI) are highlighted in the [Decadal Strategic Plan](#).

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- GSA is also addressing DEI through GSA Council-implemented ad hoc committees and working groups in place to assess [four key areas](#) of governance and planning: 1) Review of nominations and awards recruitment, selection, and processes; 2) Review of criteria and processes for election to Fellowship; 3) Measuring DEI priorities, strategies, and action in GSA and realigning these with the Decadal Strategic Plan; and 4) Revising the GSA Diversity Position Statement to more strongly articulate GSA's DEI priorities.
  - GSA also compiled an [Anti-racism Resource Guide](#).
  - At this time GSA is working towards developing measurable goals for achieving representation through its leadership roles, awards, committees, and fellowships.
- **Policy or proposed policy for collecting demographic data at your organization:**
    - Demographic data is collected through a membership database software. Data for student program participation is collected via applications. There is a gap of data collection for those who serve in positions where GSA membership is not required. Demographic data is reported on and tracked when needed for decision-making.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
    - Other organizations are in a similar position as GSA in collection of their demographic data. AAAS recently conducted a data collection report and have shared their findings with GSA.
    - Other resources of information:
      - AGI Workforce reports
      - <https://diversity.ideo.columbia.edu/seminardiversity> - Diversity Seminar Initiative to increase the visibility and representation of speakers from underrepresented groups.
      - <https://www.nature.com/articles/d41586-019-03784-x> - Implementing codes of conduct to help support more diverse research meetings, events, and invited speakers.
      - <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.