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Unlearning Racism in Geoscience



URGE Demographic Data for University/Organization

This is what was found by the GooseBarn Pod at CU Boulder, INSTAAR, 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:**
 - Organization Current Staff/Student Demographics
 - University of Colorado 2019-20 Diversity Report [LINK](#)
 - CU interactive demographic data [LINK](#)
 - CU Fall 2020 overall enrollment profile [LINK](#)
 - CU Faculty/staff demographic data [LINK](#)
 - Student demographics for Fall 2020 aggregated across ATOC, CVEN, ENVS, EVEN, GEOG, and GEOL:

	UG	MS	PhD	US Census Proj 2019
White	73.2%	65.0%	56.7%	60.1%
International	7.1%	20.7%	22.4%	NA
Unknown	0.0%	6.4%	5.8%	NA
Hispanic/Latinx	11.5%	5.7%	7.6%	18.5%
Asian	4.9%	2.1%	6.1%	5.6%
American Indian/Alaska Native	1.2%	0.0%	1.4%	0.7%
Native Hawaiian/Pacific Islander	0.5%	0.0%	0.0%	0.0%
African American	1.6%	0.0%	0.0%	12.2%
 - Past invited speaker demographics are not reported for INSTAAR or specific departments - this data is likely not collected
- **How does your organization compare to others, or to the field as a whole?**
 - CU Boulder generally ranks relatively low among Colorado institutions of higher education and PAC-12 schools (see tables below from Diversify CU Boulder Now)

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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	Corvallis, OR	0.47
11	216	University of Utah	Salt Lake City, UT	0.46
12	230	University of Colorado - Boulder	Boulder, CO	0.44

Diversity Index from U.S. News & World Report

<https://www.usnews.com/best-colleges/rankings/national-universities/campus-ethnic-diversity>

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>

- 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:**
 - Are there general goals stated at your organization for achieving representation?
 - **CU-wide IDEA Plan [LINK](#)**
 - **3 key goals for CU’s plan:**
 - **Climate: Build a campus climate that is centered around a sense of belonging and a commitment to respect all members of the CU community. This includes hiring and retaining diverse faculty, staff and students who reflect the**

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- global society and ensuring a curriculum that fosters intercultural competence and critical thinking.
 - Infrastructure: Improve structural aspects (policies, systems, professional development, organizational learning, data and accountability) that enable professional and personal growth.
 - Leadership: Create and implement strategies that ensure DEI efforts among leadership roles
 - Departments/Institutions
 - INSTAAR
 - Goal: “The racial demographics of INSTAAR should meet or exceed those of the State of Colorado and ultimately the U.S.”
 - Are there measurable goals stated at your organization for achieving representation?
 - Which of the above actually include measurable goals?
- “The racial demographics of INSTAAR should meet or exceed those of the State of Colorado and ultimately the U.S.” This is a measurable goal, but will require continuous action because meeting this goal for a single year is not truly meeting the goal of making institutional change.
- Suggested additional goals for your organization:
 - Goal 1: INSTAAR should financially invest and support the recruitment and retention of BIPOC students, post doctoral scholars, staff, and faculty in a meaningful and substantive way.
 - A specific dollar amount should be specified (to be discussed further)
 - Specific metrics (i.e., percent retention) should be included too
 - What are the targets for change each year? How will they be measured and reported on?
 - Goal 2: Demographic data should be displayed on the INSTAAR diversity page as well as change over time
- **Policy or proposed policy for collecting demographic data at your organization:**
 - [Link](#) - The Office of Data Analytics at CU-Boulder uses Fall Enrollment census information a variety of ways, including benchmarking, reporting to the system, state and federal levels, and funding units across campus.



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- What did you learn about other organizations (or in general) while investigating demographic data?
 - Demographic data is available both for CU as a whole and individual units, but this information is rarely (if ever) displayed in prominent ways (i.e., department/program admissions or overview pages)
 - <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.