URGE
Unlearning Racism in Geoscience

Graduate Program of Hydrologic Sciences

University of Nevada, Reno

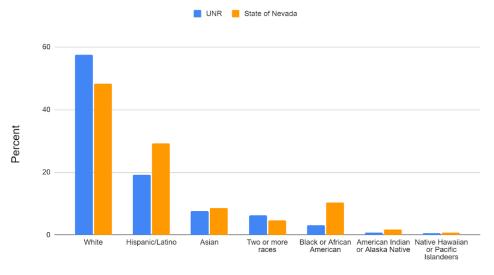URGE Demographic Data for University of Nevada, Reno

This is what was found by the GPHS and Others URGE Pod at the University of Nevada, Reno 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:**
  We found that the demographic data were only reported by the Institutional Analysis division of the University. These data were not accessible to the public, and the link to log in through the institution was broken.

  We did find demographic data published for the entire university from DataUSA, which presents demographic data from the Integrated Postsecondary Education Data System, which presents a breakdown of demographics of all enrolled students.

- **How does your organization compare to others, or to the field as a whole?**
  It is difficult for us to determine how GPHS compares to other similar fields without published statistics. We were able to compare the demographic enrollment data to the demographics of the state of Nevada.

In general, when compared to the demographics of Nevada, the University is over-represented by students who identify as White and Asian, and under-represented by students that identify as Hispanic and Latino, Black or African American, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or as two or more races.

- **Public goals on demographics or increasing representation:**
  In general, the University has set initiatives to increase the diversity of the student body and faculty; however, these goals are very general and not explicitly clear in defining a successful outcome. Below we list some of the following campus initiatives to increase representation of minority groups on campus.
  - Presidential Diversity and Inclusion Task Force
    - o "The Task Force, composed of representatives from all University units analyze existing trends, resources and best practice, including the findings from the 2019 Climate Survey, to develop the institutions first Diversity and Inclusion Strategic Plan."
  - UNR is seeking to become designated as a Hispanic Serving Institution, with 25% of the student population identifying as Hispanic

- **Our proposed changes to the University's collecting and reporting of demographic data**
  1) The [Office of Institutional Analysis](#) should fix the links to the Interactive Student Data Reports. Additionally, these reports should be publicly accessible to people without UNR log in credentials.
  2) The [Graduate School](#) should link to these reports and report the demographic statistics of graduate students in an effort to increase accountability in their efforts to cultivate a diverse student body.
  3) We appreciated the [University of California San Diego's commitment to accountability](#) and transparency of their efforts to increase diversity. We would like for the Graduate Program of Hydrologic Sciences to provide a similar statement and provide a breakdown of the demographics of graduate students and faculty in the program. We hope qualitative and quantitative measures of our program demographics will help us and others hold us accountable for creating a more diverse and inclusive program.
  4) We would like there to be information about some initiatives that are developed by GPHS' DEI committee listed on the website.
  5) Both the University's undergraduate and graduate admissions office should include a commitment to achieving and fostering an inclusive and diverse student body in addition to the non-discrimination statement listed at the bottom of their website.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - The [White House Hispanic Prosperity Initiative](#) provides financial incentives for universities to increase the representation of Hispanic or other low income students.

There is even a grant for Science, Technology, Engineering, or Mathematics. While there is much work needed to ensure that the University is an inclusive environment, rather solely a diverse environment, it was interesting to see that UNR is responding to these financial incentives to increase student body Hispanic representation.