URGE Demographic Data for GSO/URI

This is what was found by GSO/URI at the University of Rhode Island on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The links to demographic data at our organization are here:**
    - Student Demographics
      https://web.uri.edu/ir/reports-and-surveys/enrollment/
    - University/Staff Demographics
      https://web.uri.edu/affirmativeaction/files/URI-SAAP-Plan-2017-2018.pdf

- **Public goals on demographics or increasing representation:**
    - Each year, there are affirmative action plans with both general and specific goals for achieving representation.
      https://web.uri.edu/affirmativeaction/files/URI-SAAP-Plan-2017-2018.pdf
      https://web.uri.edu/diversity/files/CED-Strategic-Plan.pdf
      We note that a common phrase in these documents is 'due to attrition, we did not meet our goals.' These documents also include the protocols for collecting information.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
    - Demographic data for our graduate program are difficult to find -- part of this is due to the nature of the record keeping. Finding demographic data for other oceanographic institutions was not easy to find either. We also learned about efforts at Columbia University and Boston University that are running seminar series that are celebrating diverse speakers.