

# URGE

## Unlearning Racism in Geoscience

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### URGE Session 3 - DRAFT Demographic Data for UH Manoa/SOEST

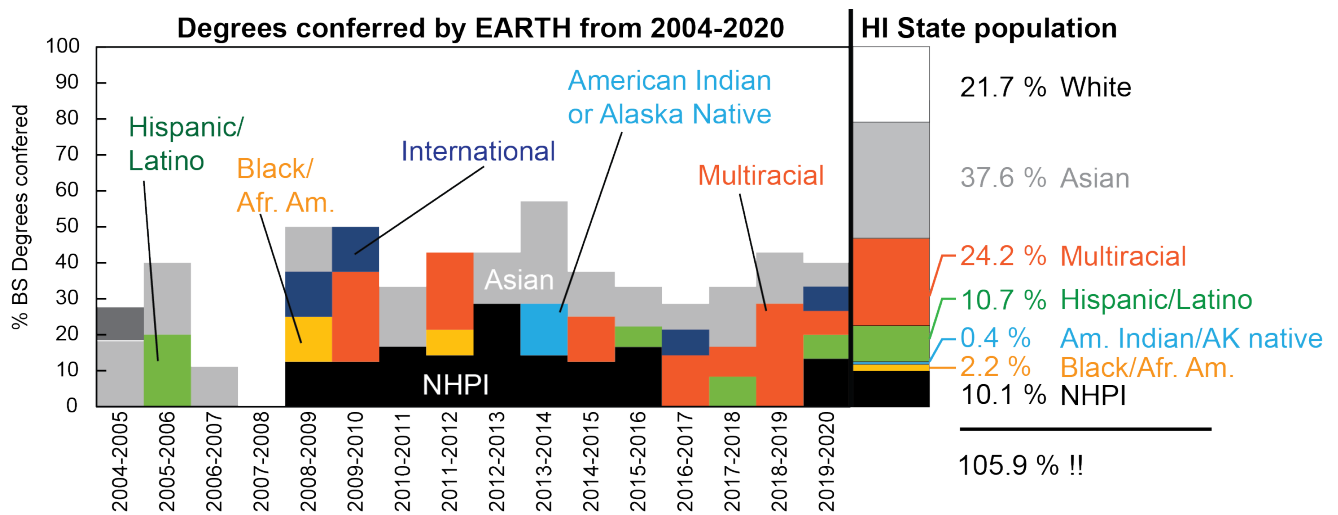
This is what was found by our Huliāmahi Pod at the University of Hawai'i at Mānoa on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
  - <https://manoa.hawaii.edu/miro/> - Manoa Institutional Research Office, UH Manoa. Contains (1) undergraduate student demographics (Gender, Ethnicity/Race, level of studies), and since Feb 2021, (2) faculty/staff/graduate student demographics (Gender, Ethnicity/Race, level of studies). This data is not necessarily accessible to the public as one has to be logged in with UH id to access parts of the data. The data itself is made available and meant to be used to 'support decision making for institutional effectiveness'. In detail, the mission and goals of MIRO include:
    - a) To collaborate with offices within and outside of UH Mānoa to build a cohesive, standardized, and reliable data and reporting system.
    - b) To offer accurate, timely, unbiased, and digestible official statistics and research that is tailored to diverse audiences.
    - c) To further the core missions and major initiatives of the institution through promoting evidence-based and research-informed decision-making.
  - Data pertaining to our specific geoscience department are not publicly available. What is the reason for not making it public? Privacy of faculty and student employees (small department). We would need to make a justified request to the dept chair.
  - As far as we are aware, there has been no specific analysis of past invited speaker demographics done to date at the School or department level (SOEST, Earth Sciences and HIGP). What is the reason for not making it public? Likely a lack of interest in tabulating those metrics in the past.
- **How does your organization compare to others, or to the field as a whole?**

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- Compared to national numbers (e.g. number of degrees conferred broken down by race-ethnicity) [given in 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> ] the Earth Science department has slightly higher numbers of graduates but it is highly variable from year to year (from 0% to ~40% of the the total, Figure 1). It should be noted that our program is a small program that graduates on average around 8-12 students per year so the data is not always representative. The category ‘international’ is a bit obscure but likely represents students coming from outside the US lumped into one group (?). While the data is relatively flattering for our department, it is less so when compared against the demographics of the State of Hawaii. The state has about a quarter of its residents identifying as white, yet the proportion of BSc graduates from non-white ethnicities is on average <50%. Hawaii’s diverse population requires different metrics than most of the mainland states (i.e., comparing AGI and Hawaii data may not be adequate).



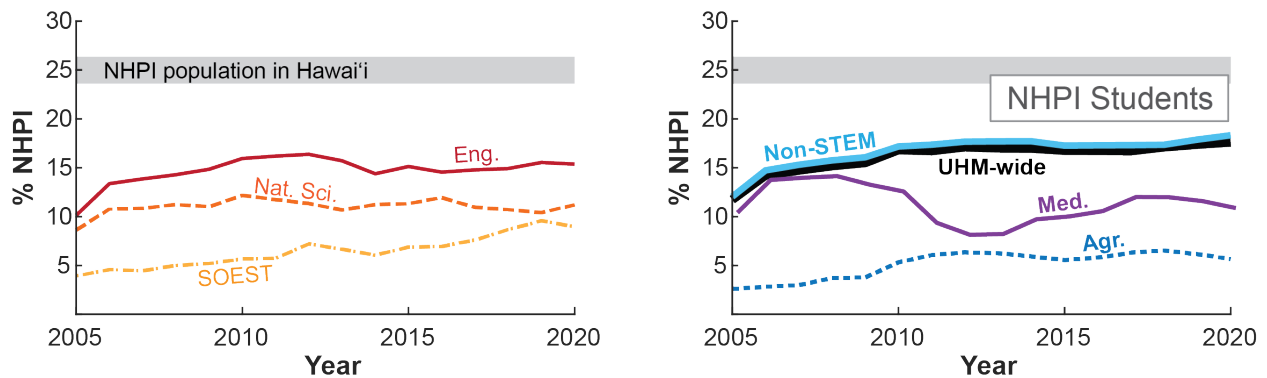
**Figure 1:** Degrees conferred at the department of Earth Sciences (UHM) since 2004 by Ethnicity/Race.

- Compared to other disciplines within the University, Earth Science (part of the School of Ocean and Earth Science and Technologies SOEST) like many STEM disciplines lag behind non-STEM fields in terms of

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underrepresented minority representation (Figure 2). But SOEST is further lagging behind other STEM groups, when compared to disciplines like Natural Sciences, Engineering, Tropical Agriculture or Medicine.



**Figure 2:** Native Hawaiian and Pacific Islander Representation in SOEST (UH Manoa) compared to other STEM and non-STEM disciplines.

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

- Are there general goals stated at your organization for achieving representation?
  - Only example found was the statement recently added/amended in the graduate application page ([http://www.soest.hawaii.edu/GG/admissions/gg\\_admissions\\_graduate.html](http://www.soest.hawaii.edu/GG/admissions/gg_admissions_graduate.html))
- Are there measurable goals stated at your organization for achieving representation?
  - Not to our knowledge. Mainly increasing the number of students from local high schools, and in particular NHPI but this is not stated specifically in any outward facing media.

- **Policy or proposed policy for collecting demographic data at your organization:**

- <https://manoa.hawaii.edu/miro/> - After recent amendments to the search tools (added possibility to separate students and employees in different schools and pursuing different degrees by gender, ethnicity), we now have access to a significant amount of data for our school (SOEST) and



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partly for our department (at the Undergraduate and to some extent Graduate student level, not faculty) for the last 15 years.

- To do: see how our internal department efforts to collect/collate this data compare with those of MIRO.
  
- **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.