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## URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by Kansas Geology URGE at The University of Kansas and Kansas Geological Survey 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:**
  - Data can be accessed/requested at the: <https://air.ku.edu/>
    - An interactive dashboard is also found at that website, specifically: [https://air.ku.edu/interactive\\_factbook](https://air.ku.edu/interactive_factbook)
  - We don't have publicly available data for colloquium speaker demographics. We are able to get general estimates from the colloquium coordinator. Out of the last 48 speakers demographics are as follows: 25 female, 23 male; 0 African American; 2 Latinx; 4-5 international. Speakers are not asked to self-identify their demographic information, and so the numbers provided are only estimates.
- **How does your organization compare to others, or to the field as a whole?**

For comparison, we are using the percentages of degrees awarded to under-represented groups provided by the [American Geosciences Institute in 2020](#). Overall, they have seen a rise in degrees awarded at the bachelor's level, but much less growth at the masters and PhD level. The graphs are provided below in Figure 1. We compiled the corresponding values for KU Geology Degrees awarded between 2010-2020 using the KU A.I.R. source in Figure 2. The numbers are variable, with many degrees and years having zero degrees awarded to under-represented groups. With respect to the bachelor's and master's degrees, there was a combination of individuals from different racial groups. However, at the PhD level, the only under-represented group that has received degrees in this time frame are individuals who identify as Hispanic.

Figure 3 shows the estimated demographics for the current faculty and staff at the KGS and the KU Geology Department. This information is not accessible through KU, therefore only estimates are provided.

# URGE

## Unlearning Racism in Geoscience

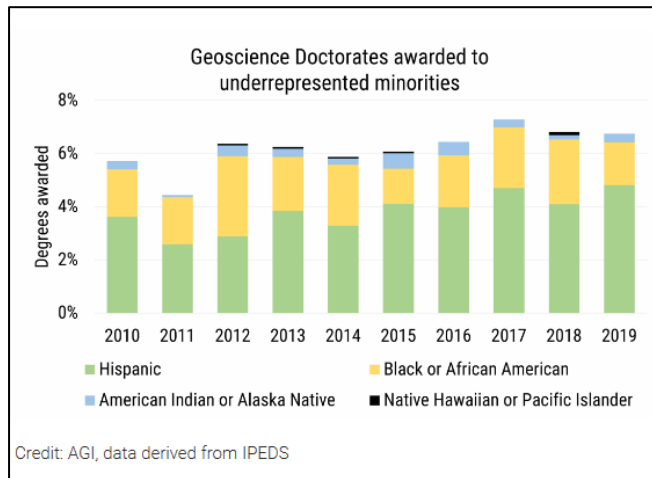
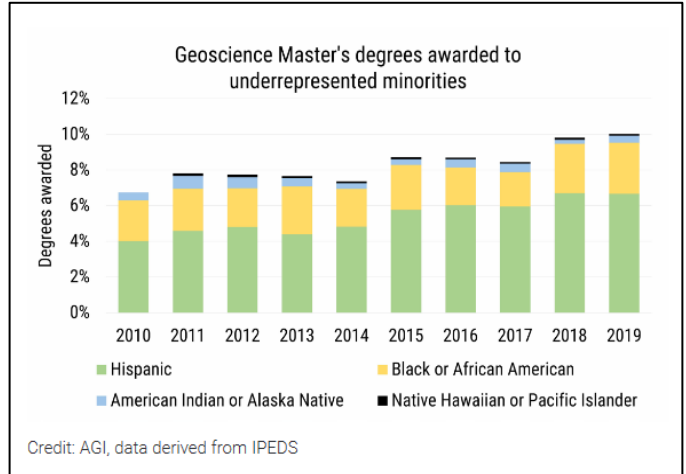
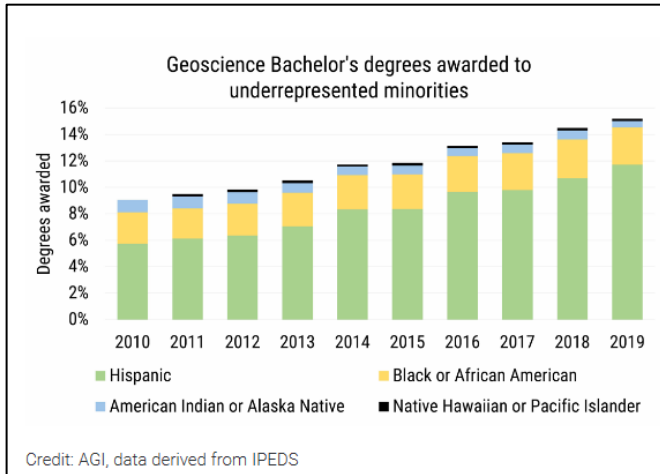


Figure 1: Data from the [2020 AGI Diversity in the Geosciences](#).

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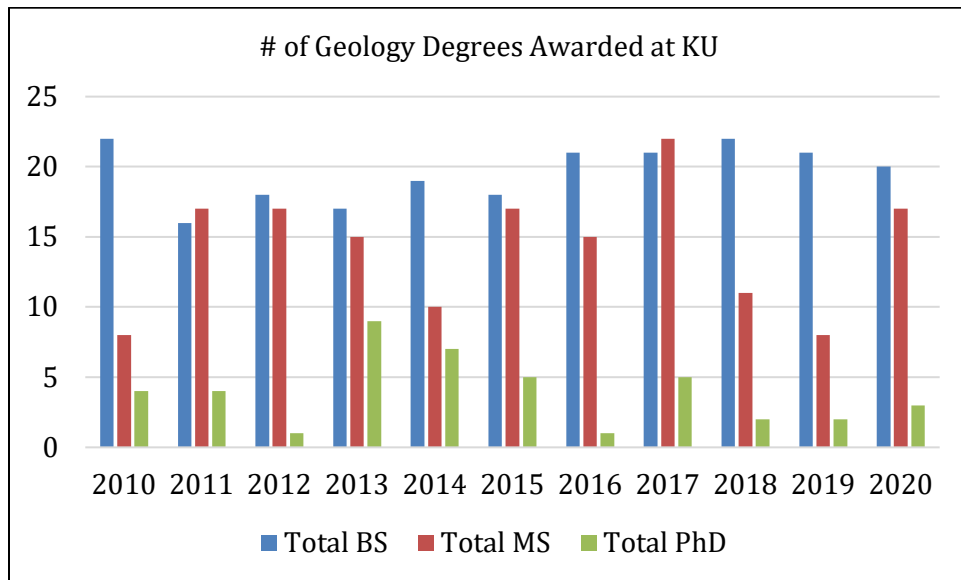
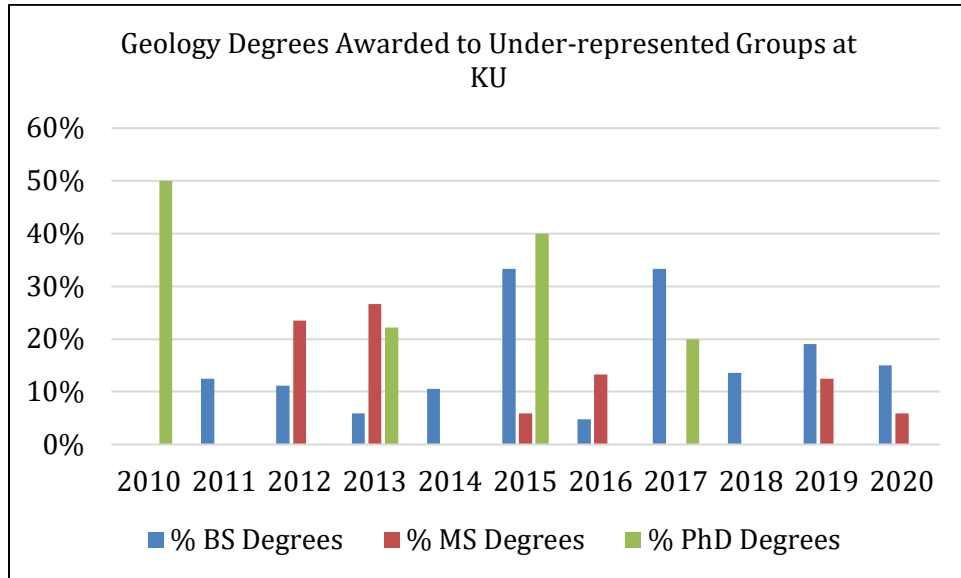


Figure 2: Data pulled from the Visual Analytics tool provided by KU.

# URGEO

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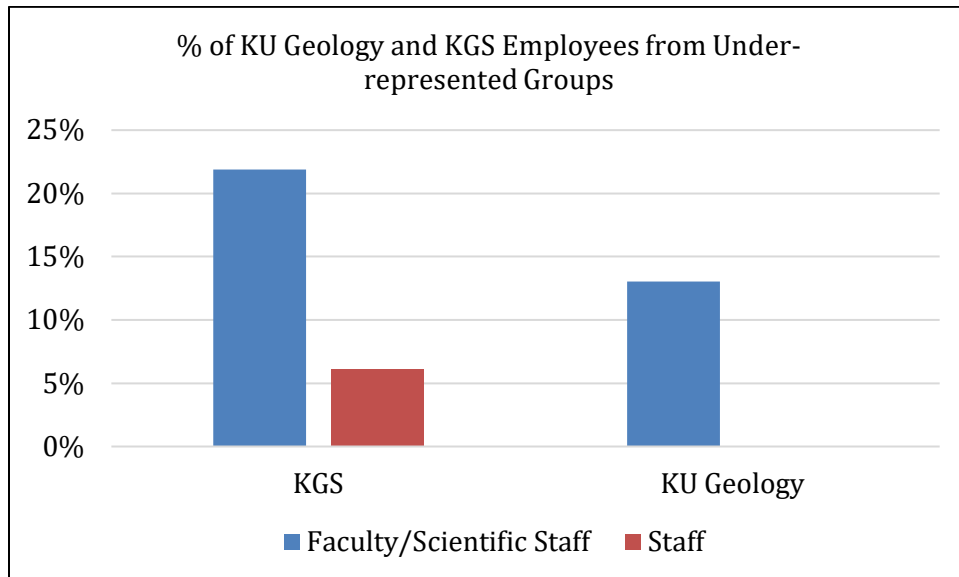


Figure 3: Demographic estimates of employees at the Kansas Geological Survey and the KU Geology Department

- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - There are no stated goals for the Dept. of Geology or the Kansas Geological Survey
    - The University of Kansas does have a “Hiring for Excellence” Process that is intended to help increase representation of members of ethnic groups. There is a minimum expectation that 20% of the make-up demographics of the candidate pool are from under-represented groups. Search committees must get approval from their dean to move forward with application review if they have not met this minimum. In addition, they have established additional processes to try and promote equitable and inclusive hiring practices.
  - Are there measurable goals stated at your organization for achieving representation?
    - There are no measurable goals for the Dept. of Geology or the Kansas Geological Survey at this time.
  - Suggested additional goals for your organization:
    - Goal 1: 10% of seminar speakers are from underrepresented groups.
    - Goal 2: All employees must take at least 2 trainings related to JEDI topics each year to include in their evaluation review.

# URGE

## Unlearning Racism in Geoscience

- Goal 3: When hiring, application review cannot move forward unless the nominee pool has met a minimum threshold of 30% of applicants that are from under-represented groups. This applies to students, staff, and faculty.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - We propose that once a year, the KU Department of Geology and Kansas Geological Survey provide a report that includes:
    - Demographics of all employees, which includes students (majors, grad students, hourly students, etc.)
    - Demographics of invited speakers
    - Demographics of the communities served/impacted by research and teaching
  - In order to collect data, information can be pulled from the KU AIR data. Additionally, both organizations could send out an end of year survey to all employees and students to help compile this information that AIR doesn't capture. Representatives from the respective DEI committees can be charged with compiling this fact sheet each year.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - 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/>
  - <https://air.ku.edu/campus-survey-sexual-assault-and-misconduct>
  - <https://climatestudy.ku.edu/sites/climatestudy.ku.edu/files/docs/The%20University%20of%20Kansas%20-%20Lawrence%20%26%20Edwards%20Campuses%20-%20Campus%20Climate%20Assessment%20Project%20-%20Executive%20Summary.pdf>