This is what was found by Lawrence University Geoscientists at Lawrence University 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:**
  - [2020-2021 demographic data](#) - Lawrence University reports student demographic data in the Common Data set.
  - [Staff demographics](#) - Lawrence University reports faculty demographics though IPEDS.
  - Departmental demographics were compiled in 2017 for the HHMI grant application. However, it was difficult to obtain this data as it is not publicly available. After a string of emails it is still uncertain of who has this data and we were unable to obtain it in time.

- **How does your organization compare to others, or to the field as a whole?**
  - We are lacking demographic data by department, but it is important to note that the Lawrence geosciences department is so small, making comparisons to the national averages is difficult.
  - [IPEDS Comparisons](#) - This compares Lawrence Fall 2020 demographics to 20 other similar institutions. There is no category for departmental demographics but provides total student breakdown by race and ethnicity as well as how many students are women.

- **Public goals on demographics or increasing representation:**
  - [Annual Report 2019-2020](#) – Lawrence produces an annual report that gives the demographic data as well as the bias incident reports for each school year.

- **Policy or proposed policy for collecting demographic data at your organization:**
  - [Diversity Policy Procedures](#) - How data are collected, reported, tracked, and utilized in decision making at the University level.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - [IPEDS records](#) - We found that through the IPEDS website, we are able to compare our demographic data to other institutions. Departmental data appears to be available but the latest data is from Fall 2020. There is also no separate category for Earth Science.