

URGE

Unlearning Racism in Geoscience



Middlebury

URGE Demographic Data for Middlebury College

This is what was found by Middlebury URGE at Middlebury College 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:**
 - The Geology Department at Middlebury College is relatively small (6-7 faculty and about 10 graduates/year), and the demographic data we currently have has not been self-reported. Before making the details of the data we do have available public, we intend to ask our institution's diversity professionals for advice on best reporting practices.
 - For the purposes of this deliverable and making general comparisons with the geosciences as a whole, we can provide the following basic demographic information about our program. During the 11-year time period spanning 2000-2010, the Middlebury Geology Department graduated 90 students with 42% being women and 5.5% being BIPOC. During the 10-year time span between 2011 and 2020, the department graduated 108 students with 47% being women and 10.8% being BIPOC.
 - Student demographic data are collected at the College level and we are in the process of trying to obtain this data so we can compare the Geology Department's demographic data with that of the greater Middlebury College student demographics.
 - Data for speakers in the Geology Department are also a small sample size and not self-reported, so the information we have may not be an accurate reflection of our outside speaker demographics. Our best information, collected over the past 5 years, indicates the Geology Department has had 29 departmental speakers, with 45% being women, and 14% being BIPOC.
- **How does your organization compare to others, or to the field as a whole?**
 - In making comparisons between our demographic data and that of the geosciences field as a whole (as reported in the AGI report), we find that our demographics are similar. Our relatively small numbers and the fact that our data has not self-reported prevents rigorous statistical analysis, but our percentage of women and BIPOC participation over the past 20 years appear to closely mirror that of the geosciences as a whole.



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- Although the details of Middlebury College demographics as a whole over this 20 year time period are not yet available to us, we believe the Geology Department's percentage of women graduates lag slightly behind that of the College as a whole, and our percentage of BIPOC graduates lag significantly below that of the College, particularly over the last 10 years.

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

- ***We strive to ensure that our department's demographics match or outpace the representation of BIPOC individuals on Middlebury's campus.***

Are there general goals stated at your organization for achieving representation?

- The Department will reach out to BIPOC-centered and adjacent student groups at Middlebury to introduce our department and invite participation in our community.
- Anecdotally, the Department has seen that BIPOC representation in our introductory classes is significantly below that of overall BIPOC representation at the College. Thus, the Department will make an effort to develop and offer new introductory courses that focus on relevant topics that will be of interest to a broader range of students, particularly BIPOC. The Winter Term and First Year Seminar program have traditionally been times when students at the College take courses in less familiar programs and so we believe providing these offerings in these programs will be important. We will also strive to provide content in our existing courses that is more relevant and appealing to BIPOC students.
- We need to find ways to appeal to a broader range of students, especially in our field, where almost no one comes to college planning to major in geology and related fields.”
- Are there measurable goals stated at your organization for achieving representation?
 - We will aim to place faculty in mentorship roles for individuals from underrepresented groups, and/or student organizations serving those groups.
- Suggested additional goals for your organization:
 - The Geology Department will seek involvement with Discover Middlebury and other prospective/admitted-student programs to showcase our department within the College

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



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- The Geology Department will make an effort to collect self-reported demographic data from students in our program. We will consult with our institution's diversity professionals for advice on collecting this information.
- We will obtain institutional-level demographic data in order to access progress towards our stated goal of having the ***Geology Department's demographics match or outpace the representation of BIPOC individuals on Middlebury's campus.***
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
 - Possible faculty diversity resources from Consortium for Faculty Diversity: <https://www.gettysburg.edu/offices/provost/consortium-for-faculty-diversity/applying-to-become-a-member-institution>