

# URGE

## Unlearning Racism in Geoscience



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### URGE Demographic Data for MPOWIR

This is what was found by the MPOWIR Pod for MPOWIR 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:**
  - Self reported statistics as of 2016.
    - African American 1%
    - Asian 8%
    - Caucasian 77%
    - Hispanic 7%
    - Native American 0%
    - Other 6%
  - We are requesting race and ethnicity as part of 2020 enrollment to update self-reported data.
  - We will make public demographics for leadership but participant demographics will remain confidential to protect the identities of group members as they participate.
  
- **How does your organization compare to others, or to the field as a whole?**
  - 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/>
  - Consider reaching out to ESWN or 500womenscientists about their diversity statistics.
  
- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - We strive to take an active effort in ensuring Physical Oceanography PhD’s are aware of our program.
    - **Leadership and invited presenters:** Commit to MPOWIR leadership that matches or exceeds diversity of participants (BIPOC, LGBTQA,



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and/or people with diverse abilities) for Mentor Group leaders, Pattullo Senior Leaders, panelists, webinar speakers.

- **Event accessibility:** Provide clear information upfront about accessibility at our events
- Suggested additional goals for your organization:
  - Goal 1: Consider how we can best collect and share data without breaking confidentiality.
  - Goal 2: MPOWIR will issue invitations to mentor group leaders in 2020 at least matching minority percentages reported in 2016.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - MPOWIR proposes using open ended questions about racial and ethnic identities in registration for Mentor Groups and Pattullo Conference attendees. proposed policy for collecting, reporting, tracking and utilizing demographic data.
  - We propose adding a web page to <http://mpowir.org>, detailing our policies regarding collection and reporting (where we are able without breaking individual confidentiality).
- **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.