

URGE

Unlearning Racism in Geoscience

MICHIGAN STATE
UNIVERSITY

URGE Demographic Data for Earth and Environmental Sciences at Michigan State University

This is what was found by MSU EES at Michigan State 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:**
 - [Annual report on diversity and inclusion: https://inclusion.msu.edu/about/data-information/annual-report.html](https://inclusion.msu.edu/about/data-information/annual-report.html)
 - [Demographic data for MSU, general list of links https://libguides.lib.msu.edu/c.php?g=95418&p=623801](https://libguides.lib.msu.edu/c.php?g=95418&p=623801)
 - [CNS Diversity equity and inclusion reports https://natsci.msu.edu/diversity-equity-and-inclusion/reports/](https://natsci.msu.edu/diversity-equity-and-inclusion/reports/)
 - [Past invited speakers for EES: https://ees.natsci.msu.edu/events/distinguished-speaker-series/](https://ees.natsci.msu.edu/events/distinguished-speaker-series/) (no analysis of data available)
 - The EES speaker committee does not collect demographic data on a regular basis.
 - Speaker gender/ethnicity for 2020-21: Male: 9; Female: 12; Non-White: 4
 - EES department does not keep demographic data in the department. Some data may be available through the college/university and we are seeking it.
- **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/>
 - Ohio State University -- Council on graduate students -- 2019-2020 demographics report
 - <https://cgs.osu.edu/posts/documents/demographic-report-3.pdf>
 - Indiana University - Bloomington --- Doctoral student demographics
 - <https://graduate.indiana.edu/about/demographics/phd-demographics.html>
 - University of Michigan --- Campus climate and diversity reports / data
 - <https://diversity.umich.edu/data-reports/reports/>
 - Interactive map -- Big Ten racial diversity



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- <https://www.psuunderground.com/2017/05/30/interactive-map-big-ten-racial-diversity/>
- Campus ethnic diversity at US schools (ranked)
 - <https://www.usnews.com/best-colleges/rankings/national-universities/campus-ethnic-diversity>
- **Public goals on demographics or increasing representation:**
 - General goals stated at the Department of Earth and Environmental Sciences level for increasing representation:
 - Start a postdoctoral fellowship for diverse candidates
 - Include recruiting efforts at institutions with high diversity
 - Provide graduate scholarships linked to diversity enhancement
 - Hold a workshop on DEI and unconscious bias
 - Require DEI statements as part of the faculty application packet
 - Include interview questions about the DEI initiatives for faculty candidates
 - “Fostering a positive, safe, and including environment that embraces and actively seeks to continually improve upon diversity, equity, and inclusion.”
 - “Recruit and retain a talented and diverse faculty, and move toward parity among the three faculty ranks.”
 - There are no explicitly measurable goals stated at the Department of Earth and Environmental Sciences level for achieving representation.
 - Suggested additional goals for your organization:
 - Goal 1: Start collecting more demographic data within our department (detailed below).
 - Goal 2: Land Acknowledgement on Mission Statements, particularly in respect to our status as a Land Grant institution.
 - Tangible action relative to land
- **Policy or proposed policy for collecting demographic data at your organization:**
 - We should follow best practices for collecting demographic data such as: <https://cdn1.sph.harvard.edu/wp-content/uploads/sites/2102/2020/04/ORARC-Tip-Sheet-Inclusive-Demographic-Data-Collection.pdf>
 - We could collect information about speakers using a day after follow-up survey.
 - We need to track demographic data as students, faculty, and staff go through all interactions with the department
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- Undergraduate students: demographics of the university as a whole, of CNS students, who is in our classrooms, who file paperwork to join the major, who graduates with our bachelor degrees
 - Graduate students: demographics of the applicant pool, of the admitted pool, of the matriculates, of the PhD candidates, and of the graduates of our various MS and PhD degrees
 - Faculty and Staff: demographics of applicants, short lists, and hires
 - Information should likely be kept as a function of admitted class to MSU for students and by search for faculty and staff
- **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.