

URGE

Unlearning Racism in Geoscience



URGE Demographic Data

This is what was found by Multiple Institute Faculty Pod at Multiple Institutions on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

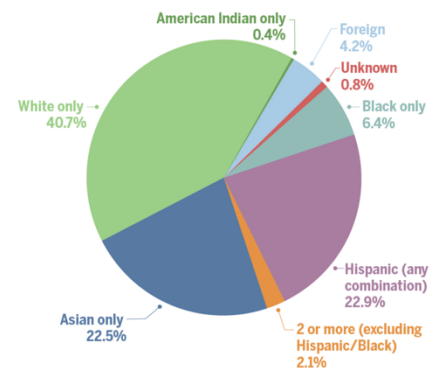
- **The link(s) to demographic data at our organizations are here:**

- Oregon State University
 - Enrollment and Demographics reports for Oregon State University students can be found at <https://institutionalresearch.oregonstate.edu/enrollment-and-demographic-reports>.
 - OSU does not report demographic data on Faculty and Staff. This information can be gathered from password-protected databases. The contact is Kerry McQuillin, Affirmative Action Manager, OSU Office of Equal Opportunity and Access.
 - Password-protected reports have been prepared for tenured faculty, but not all faculty of staff
 - The OSU College of Earth, Ocean, and Atmospheric Sciences published self-reported applicant demographic data in a college newsletter in 2020. They showed that between 13-17% of graduate school applicants are underrepresented minority students (URMs) and that about 19% of the matriculated student population identifies as URM. The graduate program director concluded that while admissions didn't seem to select against URM, the college needed to make progress on recruiting a diverse applicant pool. Data are currently being gathered for undergraduate and alumni positions.

- University of Texas at Austin

- Demographics data for the UT-Austin College of Natural Sciences (CNS) undergraduate body can be found at <https://cns.utexas.edu/diversity/college-demographics>.
- Demographics data for the Department of Marine Science (DMS) at UT-Austin is not currently posted on the web, but can be obtained from the DMS administrative office. Examination of statistics for DMS graduate students over the past decade shows that the number of graduate students enrolled each year averages 29, varying between 24 and 35. The

Fall 2017 CNS Undergraduate Enrollment by Race/Ethnicity



* Percentage totals may not equal 100% due to rounding. Foreign student figures include foreign exchange students. College of Natural Sciences.



Unlearning Racism in Geoscience

number of underrepresented minority students (URMs) in the department in a given year has increased from an average of 1.6 (5%) during 2011-2015 to 3.2 (12%) during the past 5 years, with 5 URM students (18-21%) in 2019 and 2020. The graduate student population has been majority female for decades, and an average of 10% of the students are non-white and non-URM (e.g., foreign or Asian American). The full applicant pool for graduate admissions averaged 40 (31-52) per year over the past decade; URM applications averaged 3.1 per year. URM applications increased from 7% during 2011-2015 to 9% in the latter half of the decade. The number of students admitted each year is primarily limited by the ability of faculty to financially support additional students. The total number of admissions offers per year averaged 6.6, varying from 4 to 10 over the decade. URM students averaged 8% of offers (6% and 11%, respectively, for the first and second half of the decade). URM students represented 14% of the incoming classes over the decade, increasing from 7% in the first half to 23% in the latter half. As of August 2020, there were 24 graduate students in the program, of which 5 (21%) are URM students.

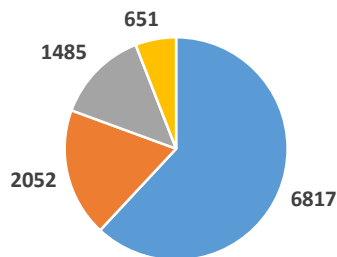
- We were not able to find numbers on LGBT students
- University of Texas El Paso
 - With an 80% Hispanic student population, UTEP proudly reflects the demographic composition of the bi-national region from which it draws the vast majority of its students. Eighty-three percent of students are from El Paso County and 4 percent are Mexican nationals (<https://www.utep.edu/about/about-utep.html>).
 - Fall 2020 (24, 879 students)
 - 83% Hispanic; 49% first in their families to attend college.
 - 926 Mexican students enrolled
 - The only R1 institution in the US with a majority Hispanic student population.
 - <https://www.utep.edu/initiatives/at-a-glance/>
 - Longer term trends in student demographics
 - <https://cierpdata.utep.edu/UTEPFacts/Enrollment.aspx>
 - Other demographics - need to log in with utep password
 - <https://www.utep.edu/planning/cierp/institutional-data/interactive-fact-book.html>
 - E.g. tenured & tenure track faculty demogs:
 - 47% white, 27% Hispanic, 17% Asian, all others less than 2%



Unlearning Racism in Geoscience

- Loyola University Chicago
 - Full diversity report is available here:
 - <https://www.luc.edu/media/lucedu/diversityandinclusion/2018-19-Diversity-Report.pdf>
 - Student demographics for Loyola University Chicago for 2019:

Loyola University Chicago
Student Demographics 2019



■ White ■ Hispanic ■ Asian ■ African American

- DePaul University
- How does your organization compare to others, or to the field as a whole?
 - Oregon State University
 - This website provides interactive graphical data through 2016: <https://leadership.oregonstate.edu/provost/university-strategic-planning>
 - In 2016, percent “historically underrepresented” in faculty and undergraduate students is below the averages for peer institutions by 1-2% for faculty and 3-5% for undergraduates.
 - University of Texas at Austin
 - Although it is not a perfect comparison, here is data compiled from the U.S.Census by DataUSA on demographics of **undergraduate** marine biology or oceanography degrees from 2012-2017 <https://datausa.io/profile/cip/marine-biology-biological-oceanography>
 - Demographics for geosciences, atmospheric science, and ocean sciences **master’s and doctoral students** in the U.S. in 2018. Note that demographic data is only compiled for U.S. citizens and permanent residents. [From the National Center for Science and Engineering Statistics](#)
 - Compared to the national average (for geo-, atmospheric, and ocean sciences), UTMSI is

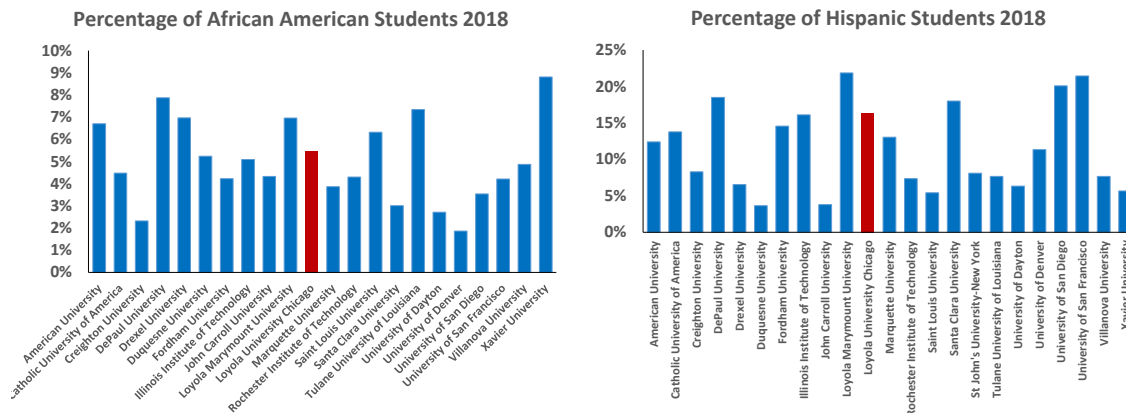
All graduate students	12,333	100.0
Male	6,720	54.5
Female	5,613	45.5
U.S. citizens and permanent residents ^a	9,652	78.3
Hispanic or Latino	831	6.7
Not Hispanic or Latino		
American Indian or Alaska Native	49	0.4
Asian	382	3.1
Black or African American	240	1.9
Native Hawaiian or Other Pacific Islander	7	0.1
White	7,352	59.6
More than one race	350	2.8
Unknown ethnicity and race	441	3.6
Temporary visa holders	2,681	21.7



Unlearning Racism in Geoscience

currently doing a better job of recruiting both women and URM students for graduate positions.

- University of Texas El Paso
- Loyola University Chicago: Percentage of students identifying as African American and as Hispanic at Loyola University Chicago and peer institutions:



- DePaul University
- Public goals on demographics or increasing representation:**
 - Oregon State University Strategic plan sets four goals, and the 4th goal is “A Culture of Belonging, Collaboration, and Innovation.” Metrics for achieving this goal include diversity goals for undergraduates, all students, faculty, and employees. The strategic plan does not define specific numerical goals for diversity, equity, and inclusion, only metrics to track.
 - University of Texas at Austin College of Natural Sciences has committed to these steps to diversify the CNS community
 - <https://cns.utexas.edu/news/committing-to-equity>
 - <https://cns.utexas.edu/deans-office/strategic-framework/committing-to-equity>
 - For example, the college is working on the “establishment of a college assessment task force for data management, reporting, and documentation to oversee ensuring transparency about and strategy for all DEI assessments, audits, and surveys (e.g., climate surveys, salary equity audits, service equity audits, DEI effort reports, etc.) and to recommend new efforts aimed at better understanding equity issues related to retention and attrition (e.g., compensation audits and strategic exit-interviews before and after departures).”
 - University of Texas El Paso
 - Part of UTEPs mission and vision include:
 - Increasing access to excellent higher education
 - Positively impacting the health, culture, education and ecology of the community we serve.
 - <https://www.utep.edu/about/utep-vision-mission-and-goals.html>
 - Loyola University Chicago
 - Our statement on diversity and inclusion goals can be found here:
 - <https://www.luc.edu/diversityandinclusion/about/diversitystatement/>



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- **Policy or proposed policy for collecting demographic data at your organization:**
 - Oregon State University
 - Policy on how student data is used for enrollment considerations is provided here: <https://enrollmentmanagement.oregonstate.edu/enrollment-data-considerations>
 - OSU has a Search Advocacy Program, <https://searchadvocate.oregonstate.edu/about> for more details. One of the primary roles of the Search Advocate is in “identifying and promoting practices that advance diversity and social justice, and minimizing the impacts of cognitive and structural biases.”
 - University of Texas at Austin
 - The DEI committee recommended to build a diversity page on the MSI website that provides statistics of ethnicity & gender of students and faculty
 - Collect demographic data for past and current faculty members. What are the demographics of people offered tenure? What demographics stay at our institution for a large portion of their career versus pursuing opportunities elsewhere?
 - Collect demographic data for applicants for faculty positions: who applies, who gets invited to interview, who gets an offer, and who accepts the position.
 - University of Texas El Paso
 - Loyola University Chicago
 - Data collection policies are described in our diversity report, which is available here:
 - <https://www.luc.edu/media/lucedu/diversityandinclusion/2018-19-Diversity-Report.pdf>
 - DePaul University
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - Oregon State University
 - A lot of data are available for undergraduate students (annual reports posted on the website), but not for faculty and staff. At OSU the website access to demographic data for faculty and staff is limited, and reporting towards JDI goals of the strategic plan are far out of date.
 - University of Texas at Austin
 - University of Texas El Paso
 - Potential concerns: Beyond percent Hispanic and first generation college students, other more detailed demographics of other groups appears behind a password protected site, including:
 - demographic data for staff or faculty
 - diversity of students that get awarded degrees
 - diversity that relates to non-hispanic and non-white enrollment
 - breakdown by department?
 - Loyola University Chicago
 - We learned that diversity has been increasing at Loyola over the last decade, and that Loyola is generally in the middle of the pack compared to peer institutions.



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- DePaul University