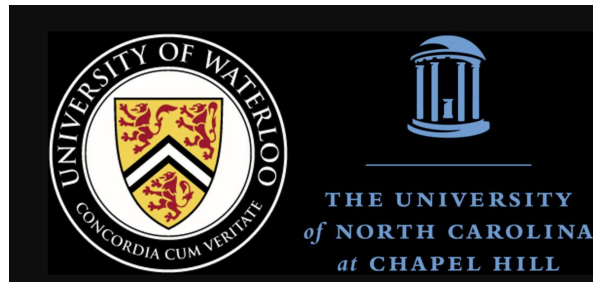


URGE

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URGE Demographic Data for NARWaL (Global Hydrology and Basu Labs)

This is what was found by the NARWaL pod at UNC Chapel Hill and University of Waterloo 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 /info about demographic data UNC Chapel Hill are here:**
 - The university shares demographic/diversity information on the student body dating back to 2007, as well as gender diversity of faculty/postdoc dating back to 2010 and current (2020) racial diversity : <https://oira.unc.edu/reports/>
 - Older reports on racial diversity for both student and faculty seem to go up to 2015 <https://oira.unc.edu/institutional-effectiveness/surveys-and-other-assessment-data/> but stop there.
 - I couldn't find any data on past invited speaker demographics and there is no given reason for not having it. I'm guessing it's never been collected.
 - There is an [archive](#) of past commencement speeches, but it doesn't list demographic data of the speakers, or even their names (other than Bill Cosby, but that's for legal reasons not associated with demographics).
 - There are more historical 'qualitative' representations on race in the [unc virtual museum](#), but these are somewhat secondary to the official reporting data for recent years.
- **The link(s) to / info about demographic data in the Department of Geological Sciences at UNC Chapel Hill:**
 - Currently, there are no public demographic data about past and present department members. The [department website](#) lists current faculty, staff, postdocs and graduate students as well as emeritus faculty and recent graduates, but these lists are incomplete and have not been updated regularly.
 - Establishing baseline diversity data for the department is one of the goals in the [28 item DEI action plan](#) (#3). Future progress will be compared to these baseline diversity and demographic data and the department's DEI committee will develop an evaluation plan to track changes.



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- The DEI committee and department chair are committed to this goal.
 - The UNC Geological Sciences website lists [past and current invited colloquium speakers](#) by name, but demographic information is not publicly shared.
 - Per the [28 item DEI action plan](#) (#12), the department aims to diversify colloquium speakers to include more underrepresented researchers. To achieve this goal, the department may formally add this goal to the responsibilities of the colloquium committee.
 - Collecting demographic data on invited speakers could be a good addition to the DEI action plan so that progress on this goal can be evaluated over time.
 - From what I can tell, these data have never been intentionally collected. There is no explicit reason for the data not being collected.
- **How does your UNC Chapel Hill compare to universities, or to the field as a whole?**
 - At UNC, detailed departmental documents don't appear to be available. However, in 2014-2015, they did report Student Racial/Ethnic and Gender Composition.
 - Comparing UNC graduate student and postdoc diversity breakdown versus those in the U.S., we see that UNC has 26.7% of its population from minoritized groups, whereas the geoscience field as a whole is approximately 12%. It should be noted that UNC data includes international students.

	Black (%)	Native American (%)	Asian (%)	Hispanic (%)	White (%)	Other/Total (%)
UNC Graduate students & Professionals	7.41	0.33	13.16	5.77	63.13	10.20
% Grad Students and Postdocs in Geosciences	0.52	0.24	1.73	1.65	88	8*

*inferred data to sum to 100%

Citation: https://www.americangeosciences.org/sites/default/files/currents/Currents-132-DiversityinPostdocs_0.pdf

https://diversity.unc.edu/wp-content/uploads/sites/371/2017/06/UNC-Diversity_Report_2014-15.pdf

- The comparison in the table above shows that graduate students and postdoctoral fellows are predominantly white. In the U.S. for example, approximately 12% of the population is Black (non-hispanic), 18% is Hispanic, and 1% is Native American. This ethnicity and racial diversity is not reflected in the academy ([U.S. Census](#), Bernard and Cooperdock, 2018)
- National statistics show that other science fields have more diversity than geosciences. Therefore, we might infer that the 26.7% of students from minoritized groups is not representative of the geosciences departments on campus.



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- Looking at NSF data compiled in Bernard and Cooperdock (2018) PhDs earned in the U.S. for Hispanic or Latino, Native American, and Black students are an order of magnitude lower than those from white students.
- Geosciences have made no progress in increasing diversity and remain the least diverse discipline with STEM (Bernard and Cooperdock, 2018).

- **Public goals on demographics or increasing representation within the Geological Sciences Department at UNC:**

These are based on the UNC Geology DEI committee action items. To my knowledge these are a work in progress but are publicly available. [Link](#)

- Are there general goals stated at your institution/department for achieving representation? There is a general statement [here](#) acknowledging broader issues, complaints about speed of response, and committing to change. It is **very** general, but does link to a google sheet (linked above) with more specificity.
- Are there measurable goals stated at your institution/department for achieving representation?
 - Yes, some are easily measurable and appropriate. They include:
 - Developing baseline diversity data and a structure to update it going forward
 - Lobby for change of UNC geologic sciences building (records of racist statements by namesake)
 - Discontinue use of GRE scores in admission
 - Participate in the AGU bridge program
 - However, many others are worded so that they seem more measurable than they actually are. In these cases, a very low effort would still count as “done.” E.g.:
 - “Create a mechanism” for airing concerns re: DEI
 - “Consider how” visiting speakers can be diversified
 - “Ensure that appropriate resources” ... in reference to enacting recommendations from this document. “Appropriate” leaves substantial room for ambiguity.

- Suggested additional goals for your institution/department:

Many of these suggestions are great, and it is worth acknowledging the slippery, every-changing nature of potential solutions to problems that are larger than UNC Geology. That said, one of the biggest issues with DEI in this department and most comparable ones is diversity at the faculty level. *Yet there is no mention of transparency in hiring decisions, tenure decisions, etc to ensure that deeply-held biases aren't manifesting in these processes.* They are



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long-term and infrequent enough that immediately changing the way they are implemented is imperative.

- **Policy or proposed policy for collecting demographic data at UNC Chapel Hill and within the Department of Geological Sciences:**
 - Geological Sciences Department
 - Policy for departmental demographic data collection, data dissemination, or data evaluation is not available on the departmental website.
 - On the recent departmental diversity [plan](#), the second item on the to-do list is to “Establish baseline diversity data for the department and track future changes; develop an evaluation plan to track change through time (to be conducted by the new DEI committee).” However, as of now, students have not yet been made aware of anything that has been done on this front.
 - One suggestion for using diversity data within the department is increasing diversity in seminar series (example at [UMass Amherst](#) & within [50 US Universities](#)). Another suggestion is to make diversity data and diversity demographic goals publicly available on the departmental website, as is suggested by the university, [here](#).
 - UNC Chapel Hill
 - While general demographic data for undergraduate, graduate, and professional students can be found [here](#), there isn’t a detailed description of how it was collected, my guess would be that it is data collected when students enroll.
 - The university also did a large ‘diversity and inclusion campus climate survey’ back in 2016 that collected data from undergrads, graduates, and staff, found [here](#) under the ‘Diversity Climate Survey Results’ header. In this case, demographic data was self-reported as part of the survey.
 - The university does [suggest](#) that departments publicize diversity data, but doesn’t seem to check in with departments to make sure that this is being done, nor provide a clear set of guidelines about what exactly needs to be collected.
 - Up until 2015, the university provided detailed Diversity Plan Reports that described what data had been collected along with the progress made on any diversity goals and initiatives. This seemed great, but I can’t find them after 2015! Did they stop publishing them, or did they get stored on a different website? [Here is a link](#) to the old reports.



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- *We propose that the university continue to create and publicize the diversity plan reports because they hold the university accountable by reassessing whether or not diversity goals are being met each year.*
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - In terms of our department, making demographic data visible is part of one of the DEI committee's objectives, but there has yet to be communication about whether or not that is taking place
 - It seems like UNC and other organizations need more clear documentation of demographic data collection methods and demographic goals, as well as follow-up showing whether or not those organizations are meeting those goals
 - More transparency in the hiring process as well as making sure that colloquium speakers are diverse seems like a way a lot of departments are starting to make changes.
 - Other relevant links
 - <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