

URGE Demographic Data for University/Organization

The *NCEAS Pod* at the *University of California, Santa Barbara* compiled this information on demographic data (public and internal facing) collection practices and availability, stated goals for representation, and proposals to collect and report demographic data.

Availability of demographic data:

Currently, UCSB collects information (Figure 1) on gender, sexual orientation, race/ethnicity, highest degree, year of degree conferral, veteran status, and disability status for staff as a requirement of the job application process (respondents can decline to answer questions). UCSB's Office of Equal Opportunity & Sexual Harassment is unable to release our department's demographic data because our employee pool is too small, making it difficult to maintain anonymity. Due to current CA state law, NCEAS is unable to require (or even ask) ethnicity data to be reported by staff and residents, or anybody receiving a tangible benefit from the University (e.g., employment).

For participants of working groups and attendees of training events, NCEAS collects information on education, gender, race, ethnicity, sexual orientation, disability, caregiving status, veteran status, and first-generation college student status (note that some of these categories are not always included in all surveys, which currently vary by program; see **Figure 1**). This information is connected to the person in NCEAS' Administrative database, though it is not publicly available.

Figure 1: *Demographics Information collected by UCSB during the job application process:*

Invitation to Self-Identify Gender, Race and Ethnicity

The University of California strives to create an inclusive environment for all constituents. As part of this effort, it is important to understand the demographic profile of the entire UC Community. The questions below are voluntary, but sharing this information will provide important and meaningful data regarding the diversity of our employees. For additional questions you may have, please see our [FAQ](#). Your responses will be kept confidential.

What is your gender identity?

- Female
- Male
- Trans Female/Trans Woman
- Trans Male/Trans Man
- Genderqueer or Nonbinary Gender
- Different Identity
- Decline to State

Previously selected

Do you consider yourself to be:

- Heterosexual or Straight
- Gay or Lesbian
- Bisexual
- Not listed above
- Decline to State

Previously selected

Are you Hispanic or Latino?

- YES, I am Hispanic or Latino
 - Mexican/Mexican American/Chicano
A person of Mexican culture or origin regardless of race.
 - Latin American/Latino
A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.
 - Other Spanish/Spanish American
A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.
- NO, I am not Hispanic or Latino
- Decline to state

Previously selected

In addition, select one or more of the following racial categories that best describe you, if applicable.

- AMERICAN INDIAN OR ALASKA NATIVE
A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- ASIAN**
 - Chinese/Chinese American
A person having origins in any of the original peoples of China.
 - Filipino/Pilipino
A person having origins in any of the original peoples of the Philippine Islands.
 - Japanese/Japanese American
A person having origins in any of the original peoples of Japan.
 - Korean/Korean American
A person having origins in any of the original peoples of Korea.
 - Pakistani/East Indian
A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).
 - Vietnamese/Vietnamese American
A person having origins in any of the original peoples of Vietnam.
 - Other Asian
A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Malaysia and Thailand).
- BLACK OR AFRICAN AMERICAN
A person having origins in any of the Black racial groups of Africa.
- NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Island.

Previously selected

Diversity across the University of California:

Demographic (including ethnicity) data are available across the UC system.

We have compiled the following UC- and campus-wide diversity assessments:

- [University of California 2020 Accountability Report, Chapter 7: Diversity](#)
- [University of California Diversity Fact Sheet](#)
- [University of California, Santa Barbara Campus Profiles](#)

A few notable highlights from the UC 2020 Accountability report include that (section 7.1) the UC undergraduate pipeline (admissions and retention) is not keeping pace with the ethnic diversity of California high school graduates, though in contrast (section 7.2) the diversity of UC graduate students in doctoral fields is keeping pace with the racial/ethnic diversity in the U.S.

Comparing our organization to others and the field as a whole:

While we are unable to provide NCEAS department diversity statistics, a summary of campus ethnic profiles for UCSB and UC-wide undergraduate and graduate student populations can be found below. Data were taken from the [UC Enrollment Dashboard](#) for Fall of 2020.

Ethnicity	UC-wide		UCSB	
	Undergrad (N, %)	Graduate (N, %)	Undergrad (N, %)	Graduate (N, %)
<i>American Indian</i>	1,003, 0.4%	439, 0.7%	185, 0.8%	26, 0.9%
<i>African American</i>	9,639, 4.3%	2,738, 4.6%	949, 4.1%	101, 3.4%
<i>Hispanic/Latino(a)</i>	56,667, 25.0%	6,751, 11.4%	5,525, 24%	314, 10.5%
<i>Asian</i>	77,878, 34.4%	11,795, 19.9%	5,898, 25.4%	332, 11.2%
<i>White</i>	46,991, 20.8%	19,067, 32.2%	7,029, 30%	1,231, 41.4%
<i>Domestic Unknown</i>	6,030, 2.7%	2,988, 5.0%	610, 3%	77, 2.6%

<i>International</i>	28,244, 12.5%	15,489, 26.1%	3,000, 13%	896, 30.1%
Total	226,449, 100.0%	59,267, 100.0%	23,196 100%	2,977, 100.0%
Grand Total	285,716		26,173	

NCEAS has also partnered with the Bren School of Environmental Science and Management at UCSB to create a new Master of Environmental Data Science (MEDS) degree with the first cohort beginning in 2021. The MEDS coordinator has access to diversity statistics provided on student applications. These include:

- *Demographic Data*: Military Service, Language at Home, First Generation College, Siblings, Father's Highest Degree, Mother's Highest Degree, Parent's Income, IPEDS Hispanic/Latino, IPEDS Racial Categories, IPEDS Racial/Ethnic Background, Gender Identity, Pronouns
- Country of Citizenship, Country of Legal Residence, Country of Birth

Other Organizations' Actions:

- [Diversity in the Geosciences – a Look at the Data and the Actions of the Community](#) - American Geosciences Institute (AGI) Webinar (11/3/2020)
 - Takes a look at (1) the data about diversity, including current trends and drivers, and challenges in effectively measuring progress, (2) actions the geoscience societies are taking to address the challenges to making the discipline inclusive and representative and a look at some of the current steps, and (3) discusses AGU's new diversity initiative LANDIn
- [Creating and Promoting Gender Equity and Diversity in Professional Geological Societies](#) - Kernen *et al.* 2021
- [University of Texas, Austin diversity stats](#)

Public goals on demographics and increasing representation:

NCEAS' [Diversity and Inclusion](#) webpage outlines our commitment to improving diversity and inclusion in the sciences, and links to our [DEI Strategic Plan](#) (last updated August 2020). Though affirmative action is banned in the state of California, our DEI Strategic Plan, Goal 3 outlines the following strategies for increasing and supporting the diversity of NCEAS staff and researchers:

- 3.1 "Advertise widely, and focus recruitment on channels that reach URG (Under-Represented Groups)"

3.2 “Reduce bias in the hiring process”

3.3. “Consider contributions to diversity, equity, and inclusion when assessing job and internship applicants”

An Equal Opportunity Memo is also included with every academic recruitment to assess if we have met our diversity goals in the applicant pool, though these goals are based on the entire UCSB campus and not just NCEAS.

In our commitment to the [DEI Strategic Plan](#), Goal 4, NCEAS will continue to seek ways to recognize and engage with diverse perspectives and communities outside of our organization.

Proposed policy for collecting demographic data at NCEAS:

As a collaborative synthesis science center, NCEAS hosts researchers from around the world. Since 1996, an optional and confidential demographic survey was sent to working group participants to fill out on a voluntary basis, however, over this time less than 10% of the participants completed this survey. Beginning mid-2019 an electronic [demographic survey](#) has been sent to working group participants who come to collaborate at our center, though few people have historically filled it out.

Various synthesis and training programs have been administering their own demographic surveys -- with largely similar questions, but different wording. Beginning in 2021 NCEAS will be administering a standardized demographic survey to all working group participants. One tangible outcome of the URGE activity will be to explore if other activities at NCEAS, such as trainings, could also administer this standardized survey to participants. Our current understanding is that administration of a similar survey to NCEAS staff and residents would be prohibited under California law as employees receive “tangible benefit” via their employment.

Agreement by pod members:

We, the members of the NCEAS URGE Pod, support this deliverable and agree to hold each other accountable to enacting it:

- Kaitlyn Gaynor
- Paul-Eric Rayner
- Annie Colgan
- Jasmine Lai
- Christopher Jones
- Sam Csik

- Courtney Scarborough
- Kristen Peach
- Danielle Ferraro
- Geoff Willard
- Carrie Kappel
- Juliette Verstaen
- Marty Downs
- Tess Hooper
- Amber Budden