Natural Resources Research Institute

UNIVERSITY OF MINNESOTA DULUTH

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URGE Demographic Data for Natural Resources Research Institute (NRRI), University of Minnesota Duluth, University of Minnesota

This is what was found by the NRRI pod at the University of Minnesota Duluth on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

⇨ Action items indicated by arrow

1. **The link(s) to demographic data at our organization are here:**
   - Organization, Company, University Current Staff/Student Demographics
     - There is no public demographic data for our unit, NRRI. However, there is data for UMD and UMN
       - NRRI specific demographic data is not publicly available, but under **Appendix - Demographic Charts** we have included our data
     - IPEDS report generated for UMD
       - "Look up an institution" - IPEDS
     - Student profile Tableau dashboard
       - NRRI is not listed under *Collegiate Unit*
     - UMD data by college
       - This link may only be accessible to UMN employees
     - Campus Data Book
     - "Student Profile" for UMD. Only one of the points address underrepresented individuals
     - Student Profile | UMN Duluth
     - "Diversity Data Deep Dive" UMN presentation 2017
       - Presentation 2 has survey answers regarding campus climate relating to BIPOC
       - Diversity Data Deep Dive Part Two.pptx
         - Papers & Presentations | OIR
       - SERU Survey
         - https://seru.umn.edu/faq
     - Non-UMD/UMN website giving demographic information.
       - University of Minnesota Duluth Diversity & Student Demographics
       - University of Minnesota - Duluth Diversity: Racial Demographics & Other Stats

- Invited Speakers
  - UMD's Office of Diversity and Inclusion has a series of presentations on the topic of diversity and inclusion
    - "The Speakers Series is a semesterly presentation and discussion series highlighting major themes relating to diversity, equity, and social justice. Throughout the semester, the Office of Diversity & Inclusion will host a variety of sessions centered around a pre-established theme. These sessions may take the form of panels, lectures, roundtables, multimedia, etc. Presenters range from students, faculty, staff, and UMD campus community members. At the completion of each presentation, a facilitated discussion will enable participants to engage in conversation with their peers/colleagues regarding the topical issue and overarching theme."
    - https://www.d.umn.edu/office-diversity-inclusion/programs-services

2. **How does your organization compare to others, or to the field as a whole?**
   - See **Appendix - Demographic Charts** for a visual look at diversity within the general population, how it compares to UMD, and STEM fields as a whole
     - Spreadsheet with demographic data and charts
   - We will be looking at peer institutions' demographic data to compare their data with NRRI specifically, but we have not yet received the data from our peer institutions. We will also look at data relating to other STEM fields, etc.
   - The University of Minnesota provides demographic information for all of their campus on their Office of Institutional Research website. The demographic information is listed for both students and employees.
     - https://champ.d.umn.edu/office-institutional-research/student-employee
     - This website has a lot of information, including demographics for students and employees for the UMN system (University of Minnesota: Employee Headcount Data | OIR)
   - A source of statistics for diversity data for most colleges and universities.
     - https://www.collegefactual.com/

3. **Public goals on demographics or increasing representation:**
   a. Are there general goals stated at your organization for achieving representation?
      - We could not find any stated goals specific to NRRI related to demographics or increasing representation.
      - The University of Minnesota's Board of Regents has a list of priorities for 2020-2021. This is for the entire UMN system and not specific for our Duluth Campus (UMD), and our specific unit (NRRI). One of the Regents priorities address equity, diversity, and inclusion, which is listed below.
        - Priority: "Ensuring welcoming campuses and deepening understanding of efforts to enhance equity, diversity, and inclusion

in a social climate more finely attuned to issues of race and justice."
- [Meeting Schedule & Priorities | Board of Regents](#)
  - ■ UMD's Diversity and Inclusion website has listed Missions, Vision, and Values
    - https://www.d.umn.edu/office-diversity-inclusion/about/vision-mission
  - ■ The Board of Regents (for the entire UMN system) has a policy: Equity, Diversity, Equal Opportunity, and Affirmative Action.
    - [Equity, Diversity, Equal Opportunity, and Affirmative Action (PDF)](#)
      - ○ https://regents.umn.edu/policy/all

    b. Are there measurable goals stated at your organization for achieving representation?
- ■ Measurable goals for the UMN system (including UMD, but not NRRI specifically) is listed in the 2020 University Performance and Accountability Report
  - https://drive.google.com/file/d/1I1CI8uSgIFwMvWKhxgt3LSKPIeBWHiAz/view

    c. Suggested additional goals for your organization:
- ■ ⇒ Goal 1: Begin discussions with NRRI leadership regarding creating a measurable goal for achieving representation at NRRI.
- ■ ⇒ Goal 2: Implement a policy achieving representation at NRRI.
  - [A Guide for Minorities in STEM: Increasing Workplace Diversity](#)

4. Policy or proposed policy for collecting demographic data at your organization:
    a. How data are collected, reported, tracked, and utilized in decision making.
        i. We are currently requesting our HR personnel to pull our demographic information for NRRI because it is currently not being reported. We are assuming demographic data is tracked within our UMN internal PeopleSoft system.
    b. OR proposed policy for collecting, reporting, tracking and utilizing demographic data.
        i. ⇒ Request that Office of Institutional Research breakdown demographic reporting to a finer scale (to include NRRI, LLO, etc)
        ii. ⇒ Include diversity representation goals dashboard (or something to that effect) on NRRI website

5. What did you learn about other organizations (or in general) while investigating demographic data?
    a. We found there is demographic data out there for most public institutions, but not all of the information is centralized for each institution or collected and displayed the same way. Other peer institutions that are similar to NRRI do not all have public demographic data.

| Pod Members	Initials
Meagan Aliff	MNA
Steve Berger	SJB
Christopher Filstrup	CTF
Megan Gorder	MDG
Cally Hunt	CRH
Kristofer Johnson	KTJ
Lucinda Johnson	LBJ
Brett Spigarelli	BPS
Tiffany Sprague	TAS
Rolf Weberg	RTW
Holly Wellard Kelly	HAWK

Appendix - Demographic Charts

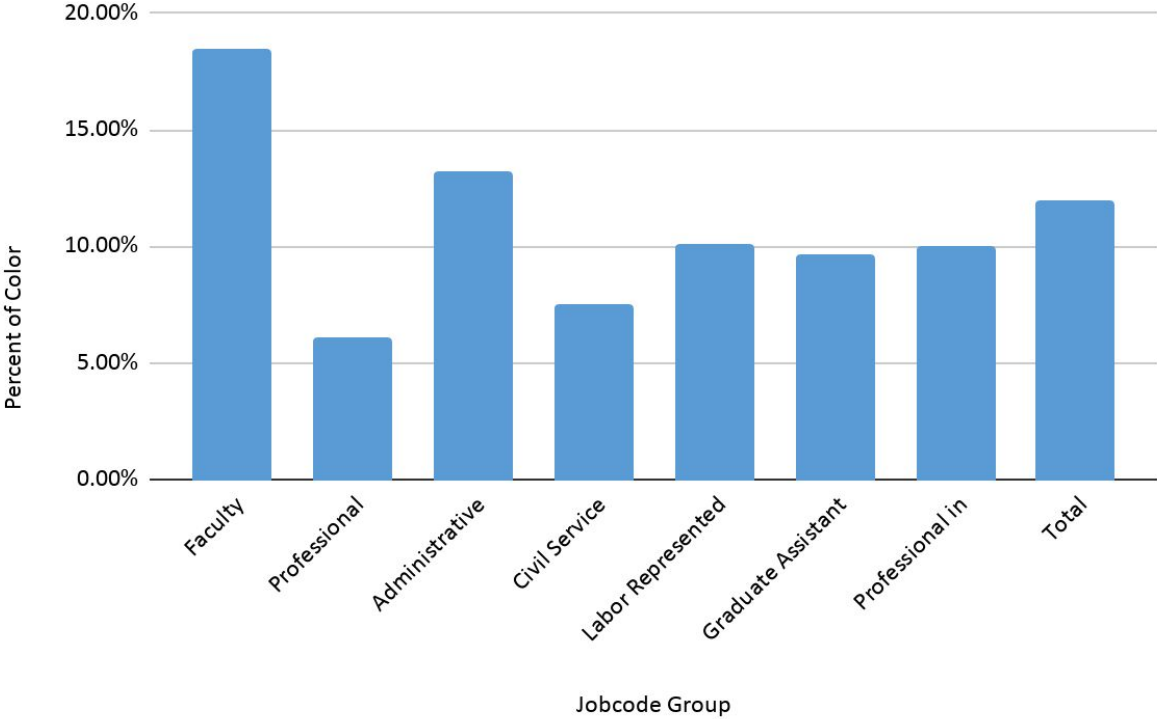## Percent of Color, by Region

US Census via MnCompass
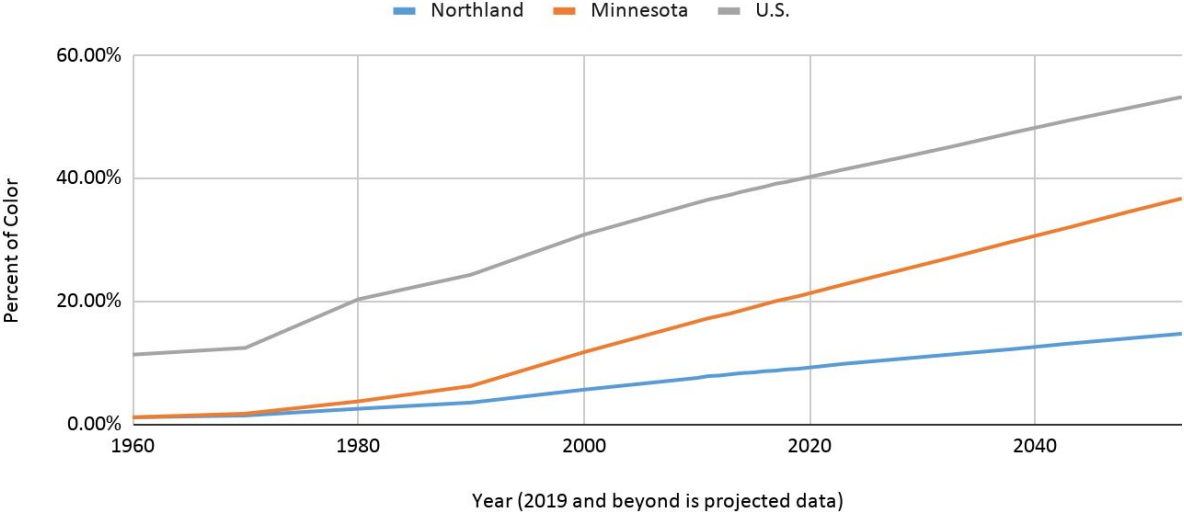
Percent of Color, by Region/City
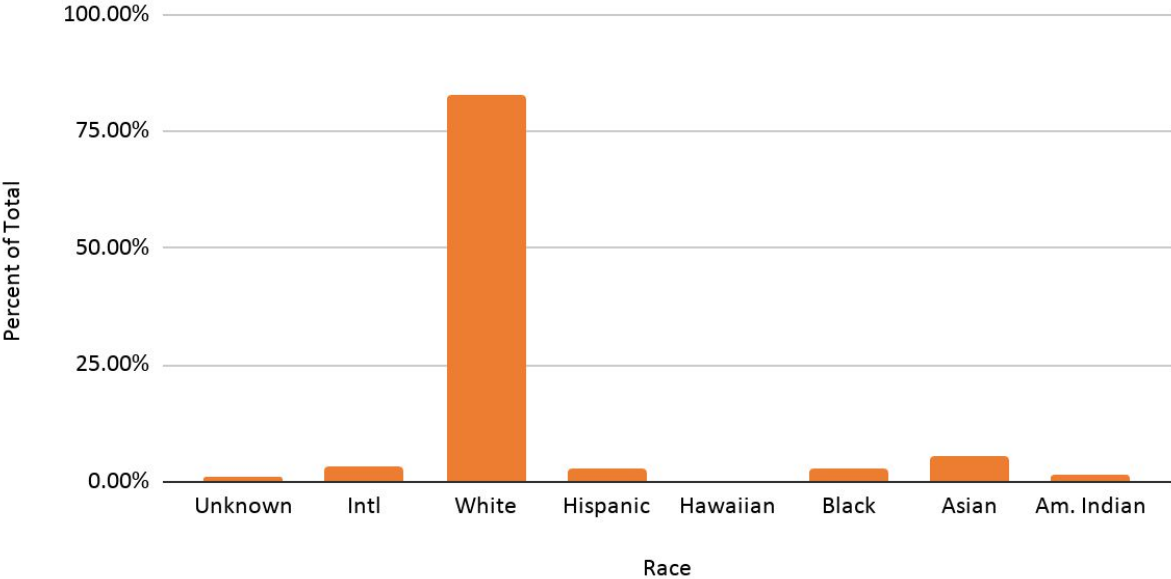
US Census via MnCompass
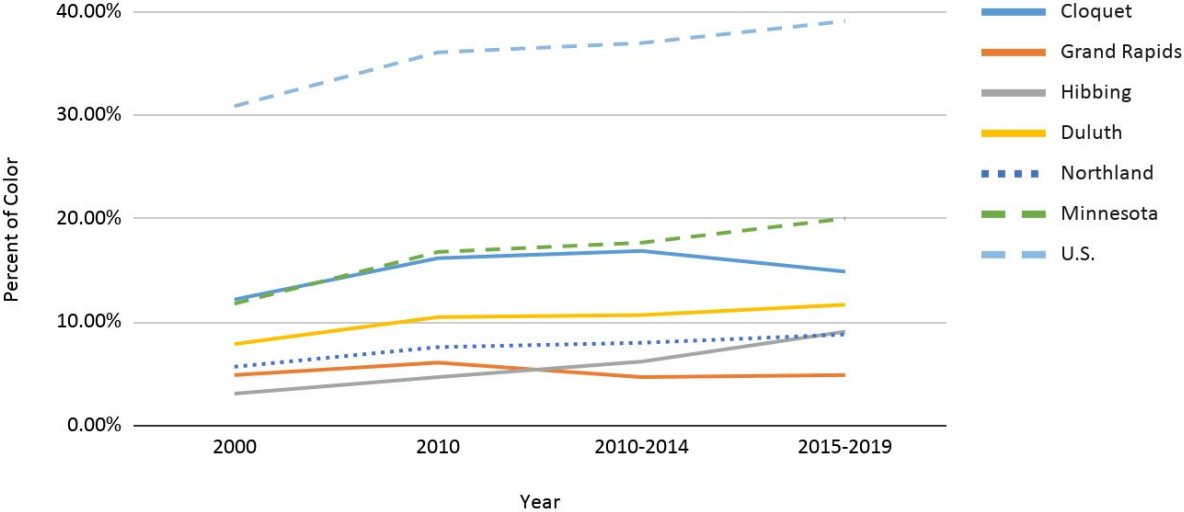
UMD - Percent of Color by Jobcode

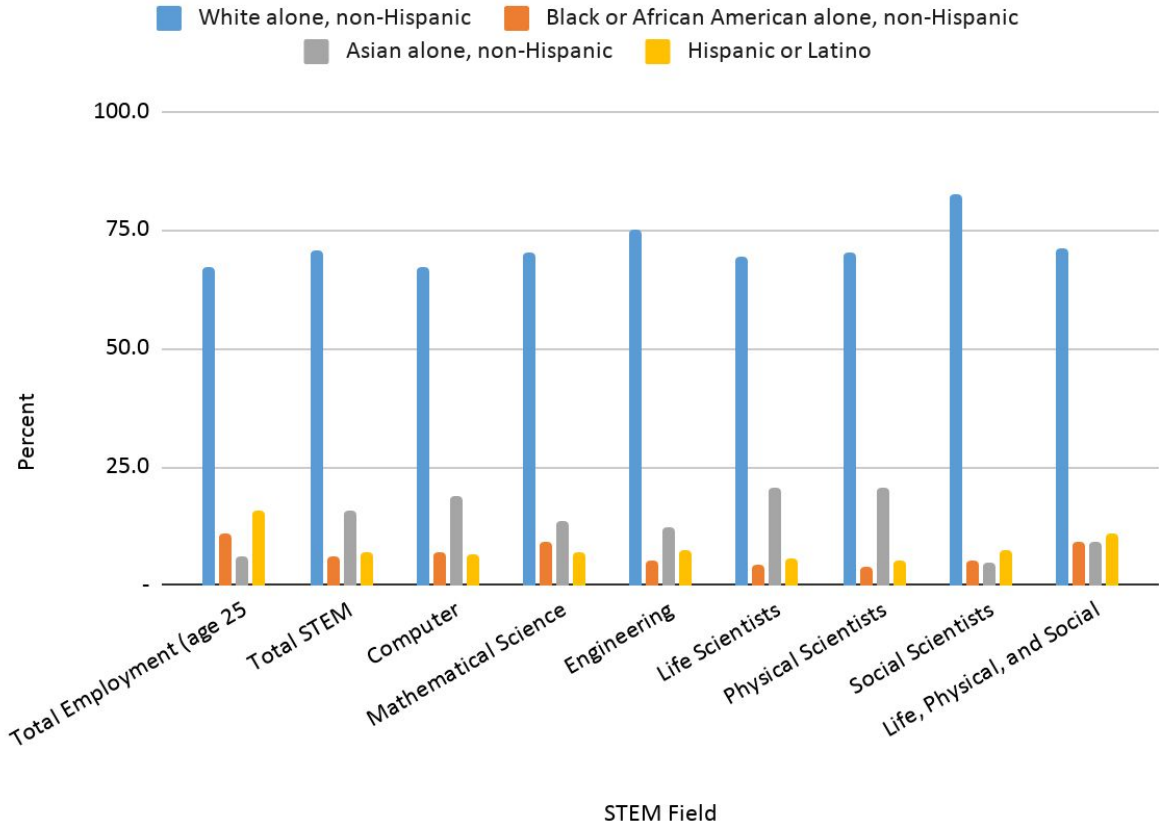Office of Institutional Research, UMD

Race and Ethnicity - UMD Swenson College of Science & Engineering

Office of Institutional Research, UMD

STEM Fields by Race for the United States

American Community Survey, 2012-2016, 5-year Average

All NRRI Employees

GENDER

Male	Female	Total
85	60	145
58.6%	41.4%	

RACE

White	Asian	American Indian/ Alaska Native	Black/African American
135	6	3	1
93.1%	4.1%	2.1%	0.7%

NRRI Gender Distribution; All Employees

■ Male ■ Female

NRRI Racial Distribution; All Employees

■ White ■ Asian ■ American Indian/ Alaska Native ■ Black/African American

Permanent NRRI Employees

GENDER

Male	Female	Total
71	36	107
66.4%	33.6%	

RACE

White	Asian	American Indian/ Alaska Native	Black/African American
101	4	2	0
94.4%	3.7%	1.9%	0.0%

NRRI Gender Distribution; Permanent Employees

■ Male ■ Female

NRRI Racial Distribution; Permanent Employees

■ White ■ Asian ■ American Indian/ Alaska Native ■ Black/African American

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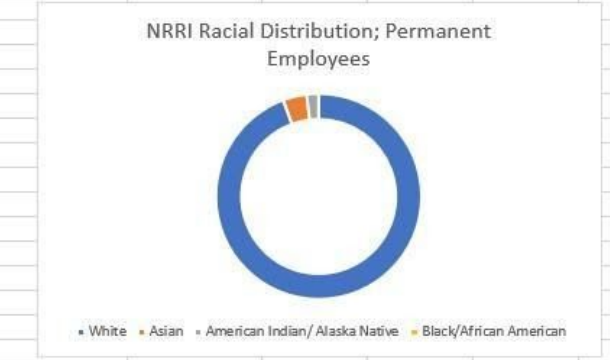
Temporary NRRI Employees

GENDER

Male	Female	Total
11	11	22
50.0%	50.0%	

RACE

White	Asian	American Indian/ Alaska Native	Black/African American
18	2	1	1
81.8%	9.1%	4.5%	4.5%

NRRI Gender Distribution; Temporary Employees

■ Male ■ Female

NRRI Racial Distribution; Temporary Employees

■ White ■ Asian ■ American Indian/ Alaska Native ■ Black/African American
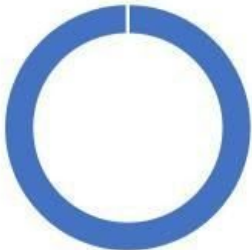
Student NRRI Employees

GENDER

Male	Female	Total
3	13	16
18.8%	81.3%	

RACE

White	Asian	American Indian/ Alaska Native	Black/African American
16	0	0	0
100.0%	0.0%	0.0%	0.0%

NRRI Gender Distribution; Student Employees

■ Male ■ Female

NRRI Racial Distribution; Student Employees

■ White ■ Asian ■ American Indian/ Alaska Native ■ Black/African American