



Demographic Data Deliverable

Table of Contents

University of Colorado, Boulder:	...pgs. 2-4
Glencore and Vale:	...pgs. 5-9
U.S. Geological Survey:	...pgs. 10-12

URGE Demographic Data for University of Colorado (CU) Boulder

This is what was found by Our Union With Purpose at University of Colorado Boulder 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:**
 - [Link](#) – University of Colorado Boulder has the following portal for looking at demographic data at different levels within the University.
 - The Department of Geography has semester long seminar series and while there is an [extensive log of those seminar series](#) the Department does not seem to collect demographic data for the speakers.

Table 1 - Demographics for CU Boulder for the Fall of 1991 (earliest year of demographic data available) and Fall of 2020.

CU Boulder						
	Undergrads		Masters		PhD	
	Fall 1991 (%)	Fall 2020 (%)	Fall 1991 (%)	Fall 2020 (%)	Fall 1991 (%)	Fall 2020 (%)
Female	13.5	22	14.3	22.4	8.5	24.8
Male	86.5	78	85.7	77.6	91.5	75.2
First-Gen Status	0.2	14.5	-	-	-	-
White	82.4	67	83.8	71.4	70.7	56.9
Asian	6.4	11.2	4.8	9.1	4.9	8.3
African-American	0.9	1.6	1	1	0	2.3
Hispanic/Latino	5.8	12.8	2.9	7.1	1.2	4.1
Pacific Islander	0	1	0	0	0	0
Native American/Native Alaskan	0.9	1.7	1	1.6	0	0.9
International	2	4	4.8	7.8	19.5	23.4
Unknown	1.6	0.7	1.9	1.9	3.7	4.1

Table 2 - Demographics for CU Boulder, Department of Geography for the Fall of 1991 (earliest year of demographic data available) and Fall of 2020.

CU Boulder Department of Geography						
	Undergrads		Masters		PhD	
	Fall 1991 (%)	Fall 2020 (%)	Fall 1991 (%)	Fall 2020 (%)	Fall 1991 (%)	Fall 2020 (%)
Female	32.6	40.2	40.9	68.4	42.2	56.4
Male	67.4	59.8	59.1	31.6	57.8	43.6
First-Gen Status	0	17.1	-	-	-	-
White	92.3	77.4	62.8	68.4	66.7	41
Asian	0.6	4.3	0	0	0	12.8
African-American	0	1.8	0	0	0	0
Hispanic/Latino	2.2	9.1	4.5	5.3	3	7.7
Pacific Islander	0	1	0	0	0	0
Native American/Native Alaskan	0	2	0	0	0	1
International	2.8	5.5	18.2	26.3	24.2	28.2
Unknown	2.2	0	9.1	0	6.1	7.7

Table 3 - United States Demographics Based on 1990 Census and Projections for the 2020 Census.

	US Census 1990	US Census 2020
White	80.3	59.7
Asian	2.9	5.6
African-American	12	13.4
Hispanic/Latino	9	18
Pacific Islander	-	-
Native American/Native Alaskan	0.8	1.6

- **How does your organization compare to others, or to the field as a whole?**

When using the PAC-12 to compare CU Boulder to other universities in the region, CU Boulder ranks 9 out of 12 for the percentage of all students from ethnic minorities, and ranks 9/12 for the percentage of Black among the undergraduate population.

Table 4 - Ranking of the Pacific Athletic Conference (PAC-12) from the [Journal of Blacks in Higher Education](#).

PAC-12 University	% of All Students From Ethnic Minorities	PAC-12 University	Black % of All Undergraduate Students
University of California, Los Angeles	69.8%	Stanford University	6%
University of California, Berkeley	63.1	University of Southern California	4
University of Southern California	61.0	Arizona State University	4
University of Washington	54.2	University of California, Los Angeles	3
University of Arizona	43.6	University of Washington	3
Arizona State University	33.5	University of Arizona	3
Oregon State University	30.6	Washington State University	3
University of Utah	28.0	University of California, Berkeley	2
University of Colorado	25.3	University of Colorado	2
Washington State University	24.9	University of Oregon	2
Stanford University	24.0	Oregon State University	1
University of Oregon	20.9	University of Utah	1

- **Public goals on demographics or increasing representation:**

- Plans at the University level delineated by CU Boulder can be found in the following [link](#) and are encompassed within the IDEA (Inclusion, Diversity and Excellence in Academics) Plan. Within this plan the public goals for increasing representation are:
 - “A diverse body of faculty, students, and staff is necessary for CU Boulder to fulfill its goal of serving the people of Colorado, the nation, and the world by bringing together a vibrant array of cultures, experiences, and perspectives, and drawing upon the creative sparks produced by such a mélange.”
- The goals set out in the IDEA plan revolve around improving the campus wide climate so students who come from underrepresented backgrounds feel a sense of belonging, this will help in the retention of students already on campus. To bring in

more students several goals are laid out that include providing more financial support to address the rising cost of tuition and housing.

- CU Boulder also has laid out a plan to increase outreach to K-12 students, to address enrollment barriers, to increase funding to units within the campus that provide services to the underserved student population.
- Suggested additional goals for your organization:
 - Despite the awareness that CU Boulder's IDEA Plan seems to have regarding the barriers faced by underrepresented minorities (URM) to enter higher education the Plan does not seem to lay out any specific metrics for success as far as percentage increases or targets for specific underrepresented groups.
 - The University should have stated goals that make the implementation of the IDEA Plan measurable. Ideally, CU Boulder's demographic breakdown should be on par with the State of Colorado or the United States.
- **Policy or proposed policy for collecting demographic data at your organization:**
 - CU Boulder uses the Fall enrollment as a census. [Census information](#) is used in a variety of ways, including benchmarking, reporting to the system, state and federal levels, and funding units across campus.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - While CU Boulder seems to have a great platform for showing demographic breakdown from 1991 to present for every department, and at every level, this data does not seem to be utilized in a useful way, such as for benchmarking and goal setting in the IDEA Plan which was recently published.

Section 2:

This next section reflects a brief study of mining companies (Glencore and Vale) that operate globally and their disclosures relating to Diversity and Inclusion, and release of Demographic Data. The Data was collected from the Canadian versions of the websites from March 1 through 5. The PDAC (Prospectors and Developers Association of Canada) was also reviewed. Being the largest global mining convention for those in industry this can be an indicator on what the membership and industry sees as current priorities, and where change is needed.

Glencore

Links to Information:

Demographics Information:

- When attempting to find the information on the website it is not easy to find. A google search to find diversity numbers resulted in this page, which can not be found <https://www.glencore.com/sustainability/our-people/>
- They have commitments to hiring within local communities, which includes indigenous communities. They often talk of the Raglan Mine as a success on retention and training. "With 1,150 direct jobs, of which 22% are occupied by Nunavimmiut, this is a testament to our involvement in Nunavik's economic growth."¹

Public Goals On Increasing Diversity:

- Upon review of the People and Culture webpage, there is no formal declaration on current racial diversity numbers within the organisation, both on a local or global scale. There is no information regarding goals to increase these numbers.
- There is a strong commitment to gender equality and they have set up timelines and goals reflecting that. There was a 2% increase in those identifying as female within the organisation from 2017 to 2020 (from 14% to 16%). There are several initiatives that take place within the organisation to help recruit and inspire women in STEM. These include: WeLead Circle Initiative, #SheRocks, a partnership with Women in Mining, and career days in various areas to support a talent pipeline.²
- The annual reports from 2017 and 2019 contain similar quotes on diversity. The organisation cites a difficulty in recruiting for senior management positions. They do state that when hiring overall, the goal is to have demographics reflective of the community they operate in.

Excerpt 2017 annual report:

¹<https://www.glencore.com/dam/jcr:79fd3300-ee50-4ee1-870d-6372274c71b5/glen-2019-annual-report-interactive.pdf>

²

<https://www.glencore.com/dam/jcr:31236b6f-34a4-432a-b4b3-6fe133488bb8/2019-Glencore-Sustainability-Report-.pdf>

“Diversity

Reflecting the wide geographic footprint of our workplaces, diversity is at the core of Glencore's approach to its people. Our diversity policy promotes a diverse and inclusive workforce. We have established guiding principles to improve gender balance, encourage and support diversity and to prevent discrimination of gender or any other diverse attribute. Our principles support increased diversity awareness throughout our business. Group-wide, we employ 12,037 women, which is 14% of our employees.”

A second excerpt regarding the board of directors:

“Diversity

The diversity policy which is applied to appointments to our administrative, management and supervisory bodies with regard to aspects such as, for instance, age, gender, or education and professional backgrounds is the same as for all Group employees, as described on page 36. During 2017 Martin Gilbert and Gill Marcus were appointed to the Board.

The Board is very cognisant of the ongoing desire from stakeholders for greater diversity in senior management and boards. In particular, leading institutional shareholders have set a target for women to comprise 30% of the senior management and boards of FTSE100 companies by 2020. While we support the aims of diversity, we do not believe that a one size fits all policy is correct. Historically, certain sectors have attracted a considerable number of career women while others – such as mining and commodities – have not. Even today we find it challenging to fill positions in remote mining locations and for the marketing of commodities by women.”³

The overall view of Glencore has not changed since 2017 and in 2019 this is the excerpt from page 90 of the annual report.

“The Board is very cognisant of the ongoing desire from stakeholders for greater diversity in senior management and boards. In particular, leading institutional shareholders have set a target for women to comprise 30% of the senior management and boards of FTSE100 companies by 2020. While we support the aims of diversity, we do not believe that a one size fits all policy is correct. Historically, certain sectors have attracted a considerable number of career women while others – such as mining and commodities – have not. Even today we find it challenging to fill positions in remote mining locations and for the marketing of commodities by women.”⁴

Data Reporting:

I was unsuccessful in finding further data, aside from what is included in the annual report. In 2020, new guidelines in Canada will be requiring publicly traded companies to report on their diversity beyond gender in senior management positions.⁵ There is hope that this will help to encourage change in organisations traded on the TSX to become more diverse. I look forward to seeing if in 2021 there will be changes to senior management recruitment in 2022.

3

<https://www.glencore.com/dam/jcr:62bed41c-1627-4bf5-bc43-cf5518ba1193/glen-2017-annual-report.pdf>

⁴<https://www.glencore.com/dam/jcr:79fd3300-ee50-4ee1-870d-6372274c71b5/glen-2019-annual-report-interactive.pdf>

⁵<https://www.osler.com/en/resources/regulations/2019/canada-is-first-jurisdiction-worldwide-to-require-diversity-disclosure-beyond-gender-diversity-disc>

Additional Information Learned:

International Council on Mining and Metals, helps to create standards on how to be socially responsible in mineral exploitation. This is one of the guiding organisations that Glencore is a part of.

<https://www.icmm.com/mining-principles/9>

Vale

Vale, the other main employer in this location was also looked at. Initially on their website there isn't much data regarding diversity and inclusion. However, the 2019 Annual Report goes into depth and has high level priorities.

The link(s) to demographic data at Vale are here:

http://www.vale.com/EN/investors/information-market/annual-reports/sustainability-reports/Sustainability%20Reports/Relatorio_sustentabilidade_vale_2019_alta_en.pdf

Public Goals On Increasing Diversity:

- With no try diversity numbers, there are unfortunately no goals set for increasing diversity.
- In 2019 Vale adopted the goal to double the number of women working at the company by 2030 from 13% to 26% and increase female leadership from 12% to 20%.⁶
- In the South America operations 4.3% of the workforce are members with disabilities and Vale hopes to increase this to 5%, by December 2021.

Vale Lists their strategic Drivers for Inclusion and Diversity

"Four Vale strategic drivers for inclusion and diversity

- To assume institutional commitment, positioning Vale as a company that values diversity and promotes inclusion.
- To ensure inclusive practices, policies and processes to attract, develop and retain the best and most diverse talents.
- To make leaders aware of the impact of bias in decision- making, and value the importance of building diverse teams committed to inclusion."
- To engage and support employees to reach their full potential, be themselves and become ambassadors of diversity at Vale."

In contrast, Vale has managed to drill down their demographics more than Glencore in their annual report. But as with Glencore the focus in their strategic plan is towards recruiting women.

⁶http://www.vale.com/EN/investors/information-market/annual-reports/sustainability-reports/Sustainability%20Reports/Relatorio_sustentabilidade_vale_2019_alta_en.pdf

PDAC

Links to Publicly Available Demographic Information:

- The only visible membership data is in the annual report and does not break down by demographics at this time. https://issuu.com/pdac-web/docs/annual_report_2019/36
- There is no current data on speaker demographics. However there is the Indigenous Programing which can be found here: <https://www.pdac.ca/convention/programming/Indigenous-Program>

How does PDAC compare to others, or to the field as a whole?

- PDAC shares the strategic priority of creating gender equality through geosciences, engagement with Indigenous Communities with the two previous profiled companies.
- As PDAC disseminates information, there is more on education and guidance than the previous two.

Public goals on demographics or increasing representation:

- As a subgoal of Responsible Exploration, PDAC has identified Diversity and Inclusion. This is based off of current working towards increasing the amount of women in the geosciences to close the gender gap. (currently 16% of the workforce is women, compared to 48% in Canada's overall workforce).⁷
- Work includes creation of the Diversity and Inclusion Working group, and launch of the Diversity and Inclusion toolkit (more below).
- PDAC recognises that diversity will have an impact of the social license for many junior and senior companies in the future to operate in their communities.

The 2019 annual report from the PDAC included Convention and Organizational highlights. Unfortunately, there was no demographic data released on the organisation workforce or the members. In 2019 the organisation had 5,528 Individual members, and 1091 corporate members. The convention saw 25,843 attendees.⁸

In 2019 PDAC launched their Diversity and Inclusion Toolkit: "Gender Diversity and Inclusion: A guide for Explorers". This document's intent is to help Junior Mining companies create diverse and inclusive environments within communities and companies they operate.⁹

The focus is heavily centred on increasing female engagement within the Industry. This document provides a framework for those beginning on with assessing their workplace and working towards creating an environment to foster inclusion. The document does touch high

⁷ <https://www.pdac.ca/priorities/responsible-exploration/diversity-and-inclusion>

⁸ https://issuu.com/pdac-web/docs/annual_report_2019/36

⁹ https://issuu.com/pdac-web/docs/annual_report_2019/36

level on terms and definitions for: gender, sex, sexual orientation, gender identity, and LGBTQ2.

¹⁰

Reflection:

From this investigation, I have learned that the mineral exploitation sector is slow to adapt and take on new protocols in diversity. I feel the onus is put on government regulation, or Universities and Institutions by stating there is a weak pipeline, and more candidates are required. There is a role for industry to play to help create opportunity and jobs in an environment that will create inclusiveness beginning with supporting grassroots initiatives.

It is not new that women are not as active in the sector and have a higher turn-over, but yet this still remains the top priority, and little headway has been made. I worry that unless there are major changes with shareholders demanding racial diversity, there will be no headway made. I hope that the governance in Canada with TSX listed companies does show an impact in the next 5-10 years.

¹⁰https://www.pdac.ca/docs/default-source/priorities/responsible-exploration/gender/pdac-report-gender-diversity-and-inclusion-2019-final_june-14-2019-for-web.pdf?sfvrsn=aa908c98_4

U.S. Geological Survey Demographics

The U.S. Geological Survey is recognized internationally as a premiere U.S. federal government geoscience agency. There are federal government statistics that can be broken out by subcategories and reviewed just for USGS. Below we've included some example statistics that are also a good demonstration of why it's useful to break out sub categories to identify differences in representation by job duties (e.g., scientist vs administrative staff), position type (e.g. temporary versus permanent), and other categories.

While data are available online, they are not user friendly if someone is looking for a snapshot of staff currently or in the past.

- [U.S. Office of Personnel Management FedScope](#)
- Annual Federal Employee Viewpoint Survey (FEVS) -- [Selected USGS excerpts 2010-2019](#)
- [USGS Diversity and Inclusion Statement \(2018\)](#)

Demographics Summary for U.S. Geological Survey (USGS), as self-reported by Permanent USGS employees; Source: [2019 FEVS](#)¹¹

3633 Responses from 57.8% of employees

2.4% Black or African American¹²

5.3% "All other races" not including Black/African American or White

92.2% White

4.6% Hispanic, Latino, or Spanish origin

6.7% individual with a disability

61.1% Male

38.9% Female

0.3% transgender

94.8% Straight

1.6% Bisexual

1.8% Gay or Lesbian

1.7% Something Else

¹¹ Note that the FEVS is a voluntary survey and not all employees respond. Therefore percentages are of respondents, not the entire bureau. In addition, anecdotal reports indicate that employees with certain demographic profiles may view their anonymized comments as identifiable given the agency lack of diversity.

¹² The demographic category labels are used verbatim from data source

Demographics Summary for U.S. Geological Survey (USGS), as self-reported by Temporary, Term, Seasonal, and Intermittent employees; Source: [2019 FEVS](#)

0%¹³ Native Hawaiian or Other Pacific Islander

1% American Indian or Alaska Native

2% Black or African American

3% Asian

5% Two or More Races

5% Hispanic, Latino, or Spanish origin

90% White

8% individual with a disability

55% Male

45% Female

0% transgender

90% Straight

4% Bisexual

3% Gay or Lesbian

3% Something Else

Breakout Demographics; Source: [FedScope](#) Sept. 2020 USGS

Overall Employees:

7,997 Employees, including:

- 1164 Minority including
- 267 (3.3%) Black/African American
- 59 (0.7%) American Indian/Alaska Native
- 28 (0.4%) Native Hawaiian or Pacific Islander
- 271 (3.4%) Asian
- 141 (1.8%) More than one race
- 380 (4.8%) Latino/Hispanic
- 6815 (85.2%) White

- 3124 (39%) Female
- 4873 (60.9%) Male

¹³ 0% does not necessarily indicate 0 persons and may be a result of rounding for very small numbers of respondents.

Education attainment = Doctorate for USGS employees:

1266 Total PhDs, including:

- 11 (0.9%) Black/African American
- 4 (0.3%) American Indian/Alaska Native
- 43 (3.3%) Asian
- 35 (2.8%) Latino/Hispanic
- 1155 (91.2%) White

- 457 (36%) Female
- 809 (63.9%) Male

Black/African American Education attainment = Doctorate over the last 5 years:

- 2016: 13
- 2017: 15
- 2018: 16
- 2019: 14
- 2020: 11

Hydrology Position Category-1315

- 1118 All; 1021 (91%) of which are permanent appointments
- 353 Female; 308 (87%) of which are permanent appointments
- 765 Male; 713 (93%) of which are permanent appointments