

# URGE

## Unlearning Racism in Geoscience

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### URGE Demographic Data for University of the Pacific

This is what was found by Pacific-Davis at University of the Pacific 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:**
  - Organization, Company, University Current Staff/Student Demographics
    - <https://www.pacific.edu/sites/default/files/users/user245/FAST%20FACTS%202020%20FINAL.pdf>
  - Analysis of past invited speaker demographics
    - N/A – speaker series hiatus
  - If data are not available, what is the reason for not making it public?
    - Additional data available from Institution Research, but these are not public and are primarily compiled during program & other review processes
  - If data are not collected, what is the reason?
- **How does your organization compare to others, or to the field as a whole?**
  - AGI - “Diversity in the Geosciences – a Look at the Data and the Actions of the Community”-<https://www.americangeosciences.org/webinars/diversity-geosciences-look-data-and-actions-community>
    - We (Geological and Environmental Sciences) are more diverse than national averages for Geosciences (undergraduate students)
    - Also shown here:  
<https://www.collegefactual.com/colleges/university-of-the-pacific/student-life/diversity/>
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
    - We (Geological and Environmental Sciences) are >50% women
- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - President Callahan’s Letter  
<https://www.pacific.edu/about-pacific/administrative-offices/office-of-the-president/addressing-social-justice>
      - Creation of a Cabinet-level Vice President for Diversity, Equity and Inclusion



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- Appointment of School-Level Directors of Diversity, Equity and Inclusion
  - Mandatory annual DEI Training for Faculty and Staff
  - New Protections Against Racial Discrimination
  - Recruitment and Retention of Diverse Faculty and Staff
  - Fundraising Scholarship Campaign for Black Students.
- Are there measurable goals stated at your organization for achieving representation?
  - These are planned for the new VP for DEI to develop
- Suggested additional goals for your organization:
  - Add regular reporting of student demographics by department
    - New this year curricular goals related to DEI & require reporting to College Dean
  - De-escalation training for UOP police (on top of mandatory DEI training)
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Data are collected by Admissions and by Institutional Research on students at all levels. Some of these data are reported in “Fast Facts” type reports; some are available for national reporting requirements; some are available internally through research requests
  - From President Callahan’s letter: “I have asked Deborah Freeman, director of affirmative action and equal employment opportunity, to report to the Cabinet quarterly on new hires, promotions and employees leaving the university, identified by race. I also will ask her and UCDEI to work together on recommendations on how to improve our recruitment and retention of faculty and staff of color.”
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - <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.
  - <https://diversity.ucsd.edu/accountability/index.html> Interesting example from UCSD on accountability dashboards