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## URGE Demographic Data for SOEST within the University of Hawai'i

This is what was found by PacIOOS in the School of Ocean and Earth Science and Technology (SOEST) at the University of Hawai'i on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **Demographic data are collected for our institution; however, they are not readily accessible or published.**
  - Until recently the data were only collected and stored internally within SOEST
  - An effort is now underway to collate, process and publish the program's demographic data
  
- **How does your organization compare to others, or to the field as a whole?**
  - Overall, SOEST, UH Manoa is lagging in the collection and publishing of demographic data
    - 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>
    - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
  - An effort is now being made to remedy the aforementioned situation.
  
- **Public goals on demographics or increasing representation:**
  - On June 3<sup>rd</sup> SOEST posted a statement in response to the murder of George Floyd by a police officer in Minneapolis.
    - <https://www.soest.hawaii.edu/soestwp/announce/news/an-important-message-to-our-community/>
    - The statement included the following – “As an institution dedicated to advancing the ideals and principles of learning, mentoring, research, and service, we affirm the benefits of, and the need to be advocates for, diversity, equity, justice, and inclusion.”
  - Are there measurable goals stated at your organization for achieving representation?
    - Currently there are no published “measurable” goals for achieving representation stated by SOEST.
  - Suggested additional goals for your organization:

- Goal 1: Develop written measurable goals that speak to the desire to diversify all hires within SOEST, not only among gender, but also for Black, Indigenous, and other People of Color.
  - Goal 2: Collect retention rates of under-represented groups in SOEST.
  - Goal 3: Develop strategies to strengthen or make more robust the pipeline from undergraduate to graduate students to post docs to faculty for people from underrepresented communities and utilize the demographic data to identify where the most attention is needed.
  
- **Policy or proposed policy for collecting demographic data at your organization:**
  - SOEST is in the process of developing this policy for collecting demographic data.
  
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - Progress is varied across organizations, with some further along than others.
  - Demographic data is always voluntary, so it may not be representative of the actual populations.
  
- **Additional demographic information for UH Manoa in general**
  - Overall campus wide diversity and support information
    - <https://manoa.hawaii.edu/campus-life/diversity/>
  - UH Manoa racial and ethnicity diversity profile 2016
    - [http://www.hawaii.edu/diversity/wp-content/uploads/2016/09/Manoa-Diversity-Profile\\_Mar30-2016.pdf](http://www.hawaii.edu/diversity/wp-content/uploads/2016/09/Manoa-Diversity-Profile_Mar30-2016.pdf)
  - UH Manoa enrollment data
    - <https://manoa.hawaii.edu/miro/enrollment/#efs-tooglepane-1-2>
  - UH aspires to be the world's foremost indigenous serving university and embraces its unique responsibilities to the indigenous people of Hawai'i and to Hawai'i's indigenous language and culture. To fulfill this responsibility, the university ensures active support for the participation of Native Hawaiians and supports vigorous programs of study and support for the Hawaiian language, history and culture. In addition to the Native Hawaiian student success agenda within the Hawai'i Graduation Initiative, the following tactics align with the thematic areas set forth in [Hawai'i Papa O Ke Ao](#), UH's [plan](#) for a model indigenous serving university
    - <http://www.hawaii.edu/offices/op/hpokeao.pdf>
    - Goals include preparing students, faculty, and staff of Hawaiian ancestry to assume leadership positions at UH and in the community, and ensuring Native Hawaiian values are practiced at all levels of institutional decision-making.
    - Demographic data of Native Hawaiian Employees and Graduate Assistants has been collected system-wide since 2011: <http://www.hawaii.edu/vpaa/sdm/sdem-nh-employees2020.html>