

URGEO

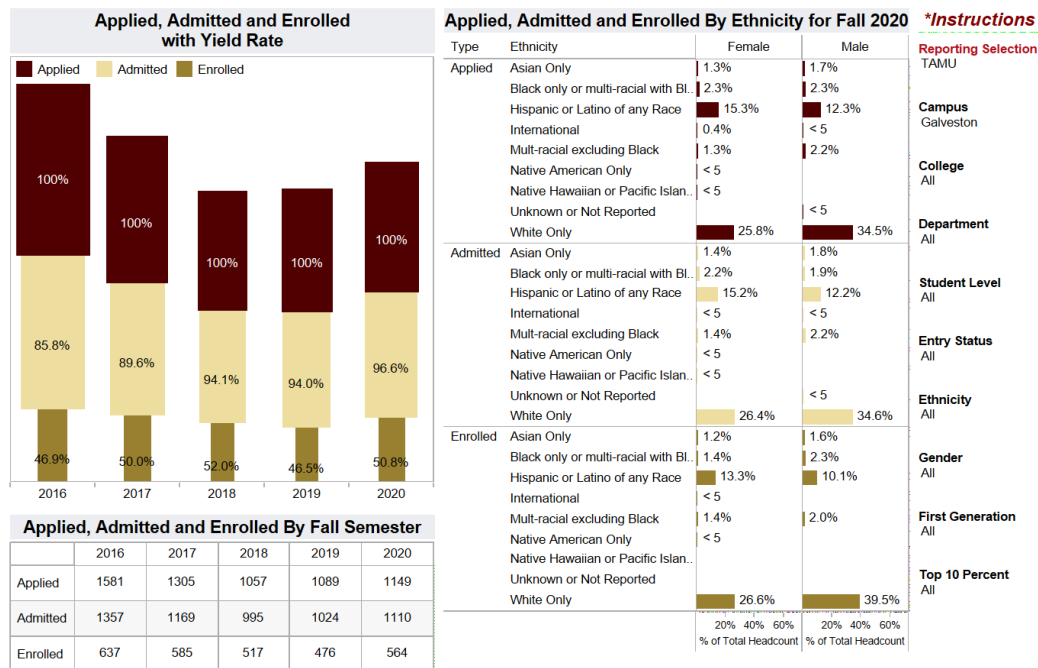
Unlearning Racism in Geoscience



URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by the Phytoplankton Pod at Texas A&M University at Galveston on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

Applied, admitted and enrolled, Texas A&M University at Galveston

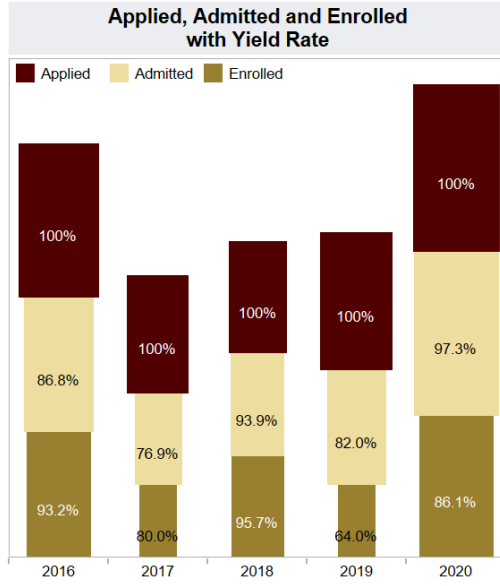


Note:
 1. Any number less than 5 will be displayed as "Small Cell Size".
 2. Starting Fall 2014, College of Engineering admitted FTIC students are included in 'College of Engineering' department instead of individual departments.

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Applied, admitted and enrolled, Texas A&M University at Galveston graduate students



	2016	2017	2018	2019	2020
Applied	68	52	49	61	74
Admitted	59	40	46	50	72
Enrolled	55	32	44	32	62

Type	Ethnicity	Female	Male	Reporting Selection
Applied	Black only or multi-racial with Black	< 5	< 5	TAMU
	Hispanic or Latino of any Race	< 5	< 5	Campus Galveston
	International	< 5	< 5	College All
	Multi-racial excluding Black	< 5	< 5	Department All
	White Only	43.2%	43.2%	
Admitted	Black only or multi-racial with Black	< 5	< 5	Student Level Multiple values
	Hispanic or Latino of any Race	< 5	< 5	Entry Status All
	International	< 5	< 5	Ethnicity All
	Multi-racial excluding Black	< 5	< 5	
	White Only	43.1%	43.1%	
Enrolled	Black only or multi-racial with Black	< 5	< 5	Gender All
	Hispanic or Latino of any Race	< 5	< 5	First Generation All
	International	< 5	< 5	Top 10 Percent All
	Multi-racial excluding Black	< 5	< 5	
	White Only	41.9%	41.9%	

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Galveston Campus staff demographics

Campus
Galveston

Executive Level with College
All

[Click to go back to previous view.](#)

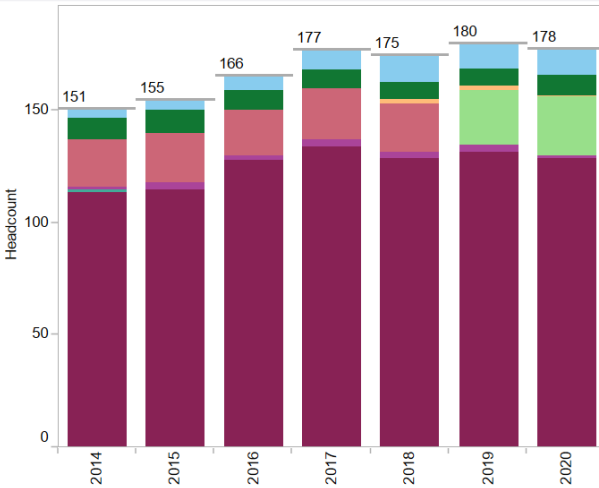


Left Chart Display (Primary View)
Ethnicity

Right Chart Display (Secondary View)
Job Category

Staff Headcount by Ethnicity by Fiscal Year (change using filter below)

Click on the white space to clear the filter on the chart to the right.

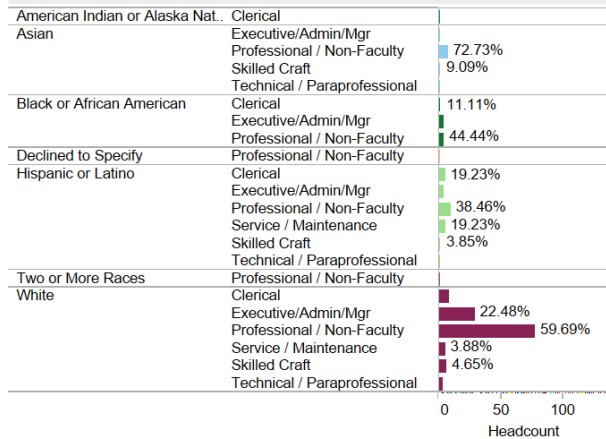


Legend



Fiscal Year 2020: Job Category Breakdown by Ethnicity (change using filter below)

Click on the chart to the left to change the fiscal year or filter by Ethnicity.



* From fiscal year 2017, Years of Service will also include Hazardous Duty Months.

- The link(s) to demographic data at our organization are here:
 - <http://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Applied,-Admitted,-Enrolled>
 - <http://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Staff-Demographics>
 - <https://www.tamug.edu/diversity/CLIDE.html>
 - https://www.tamug.edu/diversity/Diversity_Plan_Accountability_Report.html
- How does your organization compare to others, or to the field as a whole?
 - Our University is a little less diverse than other or organizations and the field as a whole.



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- **Public goals on demographics or increasing representation:**
 - Accountability: Establish structures, processes, and policies that hold all units accountable, and reward units and individuals for demonstrating their current standing, plans, and progress in creating an environment where the diversity of individual identities and ideas are treated equitably in a climate that fosters success and achievement by all.
 - Climate: Promote a positive and supportive climate by identifying aspects in the climate of individual units and the University which foster and/or impede a working and learning environment that fully recognizes, values, and integrates diversity in the pursuit of academic excellence.
 - Equity: Integrate into the mission and goals for the University and units assurance that students, staff, and faculty (tenure and non-tenure track), regardless of identity, are all treated equitably. Are there measurable goals stated at your organization for achieving representation?
- **Measureable goal:** Allocate 4 million dollars' worth of scholarships to underrepresented minorities, and provide specific funding for Bipoc faculty research opportunities.
- **Suggested additional goals for your organization:** Hire a Hispanic councilor since 17% of our student body Hispanic.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - Other universities are implementing very specific and unique measurable goals to allow them to increase their diversity and be more inclusive.