



URGE Demographic Data for University/Organization

This is what was found by **PLU Geosciences** at 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-wide Current Staff/Student Demographics
 - Our Office of Institutional Research has some recent demographic data about our academic program, but these data are not available publicly.
 - To our knowledge, we do not collect demographic information about speakers invited to campus, and we will explore the reasons for this as part of our ongoing work.

- **How does your organization compare to others, or to the field as a whole?**
 - 11.5% of our major graduates since 2000 have been students of color, which puts us behind [our field as a whole](#).

- **Public goals on demographics or increasing representation:**
 - [PLU's diversity statement](#) reads in part:
 - *"PLU's mission is to nurture resilient and intellectually curious graduates who can respond to and lead across a range of issues. Our community does that best when it not only welcomes lifelong learners from all backgrounds, but works tirelessly to cultivate their sense of belonging and celebrate their difference."*
 - We are not aware of measurable goals to this end, but [PLU's Diversity and Inclusion Strategic Plan](#) identifies actions and goals as part of working toward the values of our diversity statement.
 - Future goals for our department(s) going forward include incorporating a diversity statement on our program's website, and identify actions we can take to promote the diversity of our department.

- **Policy or proposed policy for collecting demographic data at your organization:**
 - Our [Office of Institutional Research](#) posts and updates demographic data [here](#) and states its commitment to the [Association of Institutional Research's Code of Ethics and Professional Practice](#) but there's no explicit reference to diversity goals or guidelines.



Unlearning Racism in Geoscience

- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - We have a lot of work to do particularly at the department level, including setting, communicating, and working toward our goals for diversifying our program at PLU, and for collecting, reporting and using demographic data.