

**URGE Demographic Data for University of Washington**  
**Quaternary Research Center Pod 1 | Deliverable Session 3**  
(Draft of March 5, 2021)

This is what was found by QRC URGE Pod 1 at University of Washington on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data. We found that there is some data publicly available at the university-wide level, but also that at the college, department, and research center level, there are specific barriers to making it public. The stated reasons are largely based on privacy concerns. In some cases, such data have not been gathered in the past, so they are not available; in other cases the data seem to exist but can't be released, even in aggregated form.

- The links we could access to demographic data at our organization are:

University of Washington Current Staff/Student Demographics:

- <https://www.washington.edu/diversity/diversity-statistics-policies/>
- [https://s3-us-west-2.amazonaws.com/uw-s3-cdn/wp-content/uploads/sites/39/2021/01/17002002/2020-2021\\_OMAD\\_FACTSHEET.pdf](https://s3-us-west-2.amazonaws.com/uw-s3-cdn/wp-content/uploads/sites/39/2021/01/17002002/2020-2021_OMAD_FACTSHEET.pdf)

School of Oceanography (SOO) Culture Survey results (self-reported demographics included; publicly linked to Oceanography DEI page)

- [https://www.ocean.washington.edu/story/DEI\\_Culture\\_Survey\\_2020](https://www.ocean.washington.edu/story/DEI_Culture_Survey_2020)
- Also SOO - Demographics available from the Student Coordinator ("collected daily by UW")

Link - College of the Environment post-docs

- <https://environment.uw.edu/research/postdoctoral-fellows/>
- No public data are available for individual units within the College

### **Analysis of past invited speaker demographics**

We have not found that data on invited speakers' demographics is collected in our several units (Earth and Space Sciences Department, School of Oceanography, Biology Department, Anthropology Department, Quaternary Research Center). Data have not been collected, either through the need/desire not having been identified in the past, or potentially through privacy concerns. Small numbers means that even aggregated data at the department level for many people in underrepresented groups is potentially personally identifiable, even if identity has not been stated.

At the department level, Earth and Space Sciences faculty unanimously adopted a new **policy** in September of 2020, explicitly devoting 33% of our weekly colloquium invited speaker series to highlight work of minoritized scientists in our field, with an emphasis on Early Career speakers, naming it the **ESS Distinguished Lecturer Series**, and including an honorarium for speaking. The adopted policy is copied here:

## **ESS Distinguished Lecture Series for minoritized groups in geoscience**

The Earth and Space Sciences Department at the University of Washington is dedicated to taking antiracist and inclusive action in order to increase the number of Black, Indigenous, People of Color (BIPOC), and LGBTQ+ people in the geosciences. We have created the ESS Distinguished Lecture Series (DLS) to bring excellent scientists from these groups into our department, with an emphasis on, but not limited to, early career scientists. Effective immediately, ESS Department policy will be to commit the ~1/3 of our colloquia, concentrated in Autumn quarter, to DLS speakers.

The objective of the DLS is to create an antiracist and inclusive culture in our department and act as a tool to increase the diversity of our students and faculty.

### ***ESS DLS goals include:***

- Bringing in excellent scientists to share their research with the department
- Building working relationships with outstanding minoritized early career geoscientists who are on or about to be on the job market
- Showcasing the work of BIPOC, LGBTQ+, and other intersectional diverse identities in predominantly fall quarter, which will set the tone for our incoming graduate students
- Setting a diverse and inclusive tone for our incoming graduate students by concentrating the majority of these talks in the Autumn quarter.
- Widening the perspectives of our graduate students and postdoctoral scholars through the Mentoring for Leadership lunch program

### ***ESS DLS speaker criteria:***

- Any intersection or identity within one or more minoritized groups including, but not limited to, Black, Brown, Indigenous, Asian/Pacific Islander, Middle Eastern and North African (MENA), Latino/a/x and LGBTQ+
- Strong preference for early career scientists, including all but dissertation PhD students, postdocs, non-tenure track professors, early stage Assistant Professors, and scientists outside of the academy who are within 10 years of their highest degree (e.g., at the USGS, National Labs, in industry, consulting, etc.)

### ***ESS DLS speaker selection and logistics:***

- Nominations will be solicited from anyone in the ESS department including faculty, staff, postdocs, and graduate and undergraduate major students.
- Speakers to invite will be selected by the Colloquium Committee.
- Speakers will be informed of their selection and invitation well in advance of the fall quarter, ideally in the preceding winter or spring quarter, allowing for connections to commence prior to the DLS seminar itself.
- If speakers cannot come to UW or participate in a virtual visit to UW during the fall, they may be scheduled for a winter or spring quarter's seminar.
- Speakers will have the opportunity to participate in a Mentoring for Leadership lunch with graduate students and postdocs or other members of the department.

- ESS Distinguished Lecture Speakers will be given an honorarium and their travel, accommodations, and per diem will be provided. ESS will provide these funds, although department members and DLS organizers are encouraged to seek funding in advance and/or leverage funding from other sources where possible (e.g., donors, QRC, NSF or professional society lecturer programs, individual UW PIs, cost-sharing between departments, etc.)

The School of Oceanography runs the **Banse Seminar** series: with a “focus on bringing graduate students, post doctoral scholars and early career scientists from underrepresented backgrounds to our department to share their innovative research and to connect with our faculty on future career opportunities”.

### **Summary for Department of Biology:**

Biology does not collect its own data for faculty, staff, postdocs, graduate students and undergraduates, but relies on UW offices to do so. The reasons stated for not collecting data in the department are: respect for individual privacy, sensitivity that some have about their identifications, potential for harm if data are compromised or hacked somehow, the potential that it might seem coercive or perception that there could be consequences for not responding.

However, it is known that ~50% of Professors are women, and that there are at least five Latine/Hispanic members of the faculty. Among graduate students, there is a small (but growing) number of BIPOC students (e.g., Black, Latine). Finally, in the last year (2019-2020), the department has consciously sought to include speakers that “would increase diversity among our set of speakers”, resulting in 9 BIPOC speakers out of 18 total speakers.

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

Our Pod was not able to derive this information from all units represented in the pod. We report estimated data here for the School of Oceanography. When we work with this draft deliverable to finalize it, we hope to be able to pull together comparative data from more, if not all, units represented in the QRC. One goal would be a demographic table showing proportional representation of racial/ethnic and gender self-determination data split by ESS, Oceanography, Biology, and Anthropology (the units represented in our pod), and ideally others.

The School of Oceanography DEI goals strive to make our undergraduate population similar or better than the demographics in Washington State; and to make our graduate students, staff and faculty more representative of the demographics in the US.

In the School of Oceanography, an un-verified estimate of URM student population suggests ~27% of our undergraduate students are from URM groups (Afro-Am, Amer-Ind, Asian, Haw/Pac, Hispanic). However, a similar estimate of the URM population of graduate students suggests only 12% of graduate students fall into these

categories (note: international students are not counted in these estimates). And our faculty is even less diverse than our graduate student population.

For comparison, the population of Washington is 69% White, and the country is 60% White (non-Hispanic). From these rough estimates, it appears that we do serve a similar population of URM undergraduate students relative to our state population, but not the country in aggregate. However, in the graduate program we are attracting relatively few URM students.

URGE Reference Statistics (kept for future reference)

- 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/>

- Public goals on demographics or increasing representation:

See the [UW Diversity Blueprint](#) for the UW's institutional goals

A small interdisciplinary center within the University, the QRC has not yet developed public demographic goals, though we have sought to attract young and diverse colleagues and students to participate and join the center. At the conclusion of the URGE process, if not sooner, we will design a DEI page on our website identifying our commitment to recruiting and supporting URM faculty, students and staff to the center. Importantly, the QRC is not a faculty hiring unit, but we can promote URM visiting speakers.

- Are there measurable goals stated at your organization for achieving representation?

UW has invested considerable resources into diversity goals, recognizing that diversity is at the heart of excellence in education and research by and for the public. The UW has not established measurable goals for representation. Doing so would be tricky because of Washington State law (Initiative 200 [passed in 1998], and Referendum 88 [passed in 2019]) that makes affirmative action or hiring targets illegal for public employees (including University faculty and staff).

- *What did you learn about other organizations (or in general) while investigating demographic data?*

Some links to things we found helpful:

- <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
- <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels

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<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>

- information on collection of demographic data in Canada.

- UW Respect, Equity and Inclusion in Fieldwork task force, Report and ongoing efforts to reduce and remove harassment and assault in the field. QRC Director, Ben Fitzhugh, was one of three leads of the task force and report set up as a plan . The REIF report created a series of recommendations for anti-harassment policies to be instituted at all levels of the institution. Many have been adopted at unit levels, with still room to build for the College and University more broadly.

[http://psc.apl.washington.edu/HLD/REIF/RespectandEqualityintheField\\_DraftRW.html](http://psc.apl.washington.edu/HLD/REIF/RespectandEqualityintheField_DraftRW.html)

[http://psc.apl.washington.edu/HLD/REIF/RespectandEqualityinFieldwork\\_RecommendationsandReportUW\\_Jan2018.pdf](http://psc.apl.washington.edu/HLD/REIF/RespectandEqualityinFieldwork_RecommendationsandReportUW_Jan2018.pdf)

**Questions for QRC consideration in the future:**

- Should we create demographic information about visiting speakers?