

# URGE

## Unlearning Racism in Geoscience



RICE NATURAL SCIENCES

Earth, Environmental and Planetary Sciences

### URGE Demographic Data for Rice University

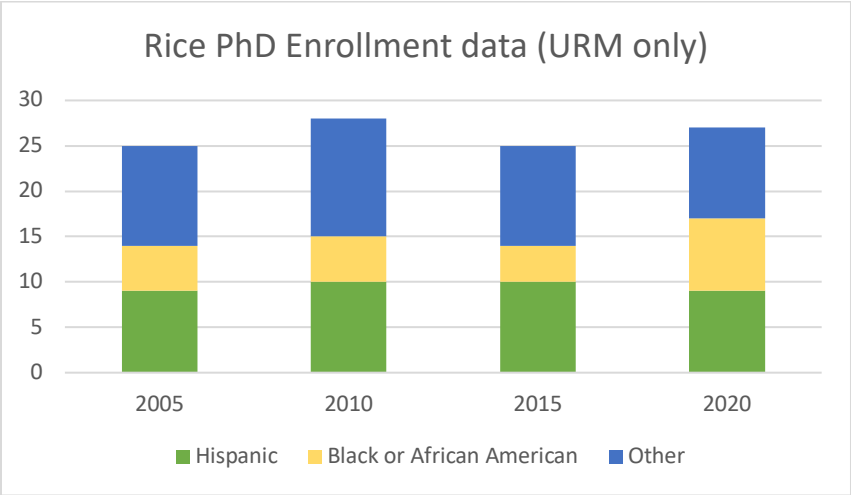
This is what was found by the Department of Earth, Environmental, and Planetary Sciences at Rice University on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- The link(s) to demographic data at our organization are here:
  - Enrollment (all levels) demographics:
    - <https://oir.rice.edu/students-scholars/enrollment/enrollment-demographics>
  - Staff demographics:
    - <https://oir.rice.edu/faculty-staff/staff>
  - ⊖ Speaker demographics compiled by department staff member, not reported online
  
- 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>
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>

	%White	%Asian	%Hispanic	%Black	%Other
US (American Community Survey)	61.5	5.4	17.6	12.7	15.5
Texas (Census quickfacts)	41.2	5.2	39.7	12.9	13.9

#### PhD:

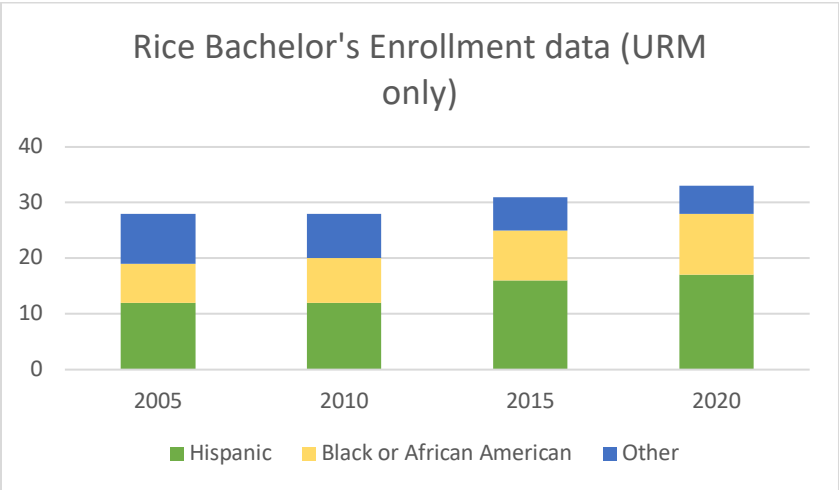
fall enrollment year	%Male	%Female	%White	%Asian	%Hispanic	%Black	%Other
<b>Rice Uni</b>							
2005	62	38	66	9	9	5	11
2010	53	47	65	8	10	5	13
2015	53	47	62	13	10	4	11
2020	52	48	60	13	9	8	10
<b>EEPS</b>							
2016	67	33	61	22	4.3	8.7	4
2019	67	33	78	4.5	4.5	4.5	9



**Bachelors:**

fall  
enrollment  
year

	%Male	%Female	%White	%Asian	%Hispanic	%Black	%Other
<b>Rice Uni</b>							
2005	52	48	56	16	12	7	9
2010	53	47	48	23	12	8	8
2015	53	47	42	27	16	9	6
2020	52	48	35	31	17	11	5
<b>EEPS</b>							
2016	38	62	46	7.6	38	0	7.7
2020	20	80	50	0	30	10	10



Speaker demographics:

Semester	Female	Male	Asian	Black	Hispanic	Middle Eastern	White	Early Career	Late Career
Fall 2020	45.45	54.55	18.18	0.00	9.09	0.00	72.73	72.73	27.27
Spring 2020	40.00	60.00	10.00	0.00	0.00	0.00	90.00	70.00	30.00
Fall 2019	57.14	35.71	14.29	0.00	7.14	7.14	64.29	71.43	21.43
Spring 2019	40.00	60.00	10.00	0.00	0.00	0.00	90.00	50.00	50.00
Fall 2018	14.29	85.71	21.43	0.00	0.00	0.00	78.57	50.00	50.00
Spring 2018	14.29	85.71	0.00	0.00	0.00	0.00	100.00	42.86	57.14
Fall 2017	28.57	71.43	7.14	0.00	0.00	0.00	92.86	57.14	42.86
Spring 2017	50.00	50.00	16.67	0.00	0.00	0.00	83.33	50.00	50.00
Fall 2016	33.33	66.67	0.00	0.00	0.00	8.33	91.67	75.00	25.00
Spring 2016	50.00	50.00	16.67	0.00	0.00	16.67	66.67	50.00	50.00

- Public goals on demographics or increasing representation:
  - Are there general goals stated at your organization for achieving representation?
    - Admissions website <https://admission.rice.edu/life-rice/diversity>:
      - Stated goal of “enrolling a diverse class of the most talented students from across the country and around the world”
      - “We value the breadth of socioeconomic, cultural, geographic, racial or ethnic, educational and other perspectives that each student brings to the table”
      - “We not only celebrate, but actively seek out broad diversity across our student body as a central and meaningful part of the Rice experience”
    - Rice mission statement: <https://www.rice.edu/mission-values>
      - Rice seeks to fulfill its mission by “cultivating a diverse community of learning and discovery that produces leaders across the spectrum of human endeavor”
  - Are there measurable goals stated at your organization for achieving representation?
    - On providing more funds for low-income student tuition: “... To accomplish these goals, we must increase the percentage of support from dedicated endowed funding from the current 38 percent to 50 percent, which is more in line with our most competitive peers.” – from Rice “Vision for the Second Century, Second Decade” 2022-2032 plan statement <https://v2c2.rice.edu/goals/expand-access-diversity-and-inclusiveness>
  - Suggested additional goals for your organization:
    - Goal 1: Add goal of working to diversify faculty as well, as well as staff at higher levels.
- Policy or proposed policy for collecting demographic data at your organization:
  - Rice office of Institutional Research (OIR) adheres to a “Common Data Set” (CDS) form which enables sharing and comparison of demographic data with other institutions. <https://oir.rice.edu/additional-resources/common-data-set>
  - Department can extract demographic data from university back to 2016, but relies on internal link at this time. There may be ways to access this publicly, but not clear yet.