
URGE Demographic Data for SEA

This is what was found by the SEA pod at the Sea Education Association (SEA) on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **Currently, SEA has no links to demographic data. These data have only been collected (voluntarily) from students and not collected for staff.**
- **At this point, SEA is not able to compare our organization to others, or to the field as a whole.**
 - **The SEA pod has done some comparative research**, but as an organization that does not fall easily into just one category, determining an appropriate comparative group for SEA is not simple. A comparable organization for sail training is Tall Ships America, and SEA is aware and involved with their efforts to determine and achieve JEDI goals. In higher education, looking at our sending institutions can be a useful measure. Boston University offers an effective visualization of their diversity data (<https://www.collegefactual.com/colleges/boston-university/student-life/diversity/>).
- **SEA has a public statement on goals related to demographics and increasing the diversity of the organization. It can be found online: www.sea.edu/about_sea/diversity.**
 - SEA currently has no interim measurable goals, and instead offers a goal of achieving diversity within the organization so that “our community looks like the United States as a whole.”
 - The SEA pod is considering how best to set and achieve measurable diversity goals.
- **Pod members plan to work with management to design a policy to begin tracking demographic data, which will allow SEA to measure progress in its diversity initiatives more effectively. Initial tracking activities will include:**
 - Collecting demographic information from current faculty, staff, seagoing crew, board of trustees and overseers.
 - Collecting demographic information during the new-hire process for future employees.
 - Continue collecting demographic data from SEA students.