



URGEO

Unlearning Racism in Geoscience

URGE Demographic Data for various Sea Grant Programs

This is what was found by **Sea Grant Pod** at various universities 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:**
 - Sea Grant Network Survey (2018, pg. 19): https://seagrant.noaa.gov/Portals/1/Network%20Visioing/DEI_Vision_Final_10122018.pdf
 - Cornell University Data: <https://diversity.cornell.edu/reports-and-data>
 - University of Maine: noted in downloadable report from the President’s DEI Council <https://umaine.edu/president/wp-content/uploads/sites/8/2021/01/DEI-Council-Report-Dec-2020.pdf>
 - Oregon Sea Grant Scholars Program Applicants: https://seagrant.oregonstate.edu/sites/seagrant.oregonstate.edu/files/osg_scholarsapplicants_demographics_2017-2020.pdf
 - UGA: <https://www.usnews.com/best-colleges/rankings/national-universities/campus-ethnic-diversity>
 - https://www.redandblack.com/special_reports/by-the-numbers-a-look-at-a-decade-of-diversity/article_78bca034-387d-11e9-9586-271f72ca669d.html
- **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/>
- **Public goals on demographics or increasing representation:**
 - NSGO:
 - Efforts include [new language in NOFOs/RFPs](#) that explicitly state Sea Grant’s desire to increase diversity (see language linked and below), best practices on evaluation criteria and selection decisions, new and different efforts to share awareness of funding opportunities, recruitment of



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panelists who represent diverse backgrounds, training of panelists, and training for research coordinators and other staff.

- Establish permissions and mechanisms to collect demographic data on National competitions.
- Cornell University: <https://diversity.cornell.edu/our-story>
- Cornell is working to:
 - Continually improve on our demographic diversity.
 - Promote a genuine sense of belonging for all members of the Cornell community.
 - Prepare all constituents for an interconnected diverse world.
 - Utilize and leverage the diversity of thought, backgrounds, and identities of our constituents for innovation and scholarly excellence.
- Maine Sea Grant at University of Maine: <https://seagrant.umaine.edu/wp-content/uploads/sites/467/2021/01/MaineSeaGrant2020StrategicPlan-1.pdf>
 - Enhance Diversity and Inclusion by seeking and engaging diverse perspectives to enhance understanding and enable the network to pursue its vision and mission with equity and integrity.
- Oregon Sea Grant Solidarity
Statement: https://seagrant.oregonstate.edu/sites/seagrant.oregonstate.edu/files/osg_statement-final.pdf
 - (*in progress*) Developing a set of guiding principles that make explicit how we will evaluate existing and implement new programs, projects, work, and recruitment to advance greater racial equity and address systems of oppression.
- University of Georgia
 - 2025 DEI Strategic Plan: <https://diversity.uga.edu/about/images/oid2025strategicplan.pdf>
 - <https://news.uga.edu/uga-diversity-committee-focused-on-three-priorities/>
 - https://www.redandblack.com/uganews/a-path-forward-uga-president-announces-diversity-initiatives/article_0a9fe8fa-cb83-11ea-923c-1fd9d9d60f8d.html

- **Measurable Goals**



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- NSGO: There isn't any policy yet. Once data gathering measures are put into place, maintain that 10% of applicants are from MSI/HBCUs.
 - There are many at Cornell: <https://diversity.cornell.edu/belonging>
 - Maine Sea Grant at University of Maine: <https://seagrant.umaine.edu/wp-content/uploads/sites/467/2021/01/MaineSeaGrant2020StrategicPlan-1.pdf>
 - Number of strategies implemented to advance DEI initiatives within the program. (6-year target - 60); Improve instruction and mentorship opportunities and achieve impact that addresses diversity; Increase number and diversity of Sea Grant-supported graduates from secondary and post-secondary academic programs who transition to professional positions within their chosen marine and coastal fields within two years.
 - Yes, but mostly at the recruitment stage. Oregon State University Hiring Policy: <https://hr.oregonstate.edu/search-excellence/recruitment-and-selection-policy>
 - Success is demonstrated by recruitment that actively includes people from historically under-represented (underutilized) groups, along with the selection and appointment of the most highly qualified candidates. Over time, fair and active recruitment and selection practices should result in OSU workforce demographics that mirror the demographics of the qualified applicant populations from which positions are filled. (but I can't find OSU employment demographics very easily, and it's pretty difficult to find demographics of qualified applicant populations for most positions).
 - <https://eo.oregonstate.edu/recruitment-resource-guide>
 - OSU's Search Advocate Program: <https://searchadvocate.oregonstate.edu/>
 - University of Georgia: <https://news.uga.edu/uga-diversity-committee-focused-on-three-priorities/>
- **Policy or proposed policy for collecting demographic data at your organization:**
 - OAR/NSGO:
 - Internal demographics are collected by agency lead survey
 - Unknown how they demographic data is being used at the agency level
 - Proposed application demographics—developed approved survey that is required with application submission that will collect information on the applicant(s)



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- The Oregon State University Employee Demographic Form does not ask questions about race or ethnicity, and I cannot find where employee demographic data are publicly available (lots of student data are available): <https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/hristeam/demohire.pdf>
- **What did you learn about other organizations (or in general) while investigating demographic data?**
 - <https://diversity.ldeo.columbia.edu/seminardiversity> - Increase diversity in seminars
 - <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels
 - <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> - more information on collection of demographic data in Canada.