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This is what was found by The SEAS Islands Alliance Pod 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:**

Our Pod that made up of individuals from various organizations, brought together as an NSF INCLUDES Alliance. Each of those institutions, some of which have their own Pods, are collecting much of these data for those institutions. For our Alliance we are collecting these data for students as of now, but they are not publicly available, in part because they are part of the research component of the project to assess various interventions to broaden participation in geosciences.

We currently collect demographic information on our students, and are in discussions about how to collect that information from the other participants in the program from all levels. Some basic information about the program is available on our website:  
<https://www.seasislandsalliance.org/the-alliance/>

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

Overall our students have highly diverse backgrounds including many that identify as multi-racial, multi-ethnic, gender non-conformist.

- **Public goals on demographics or increasing representation:**

The publicly stated vision of the SEAS Islands Alliance, available on the website is:  
*The Islands Alliance shares a common agenda: to engage URM students in the marine and environmental sciences by illuminating a full career pathway and to increase their sense of belonging in STEM by connecting them across island hubs.*

- **Policy or proposed policy for collecting demographic data at your organization:**

The collection of demographic data from students and other participating individuals is covered under an institutional review board (IRB) document.

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

The goal of our Alliance is to further this work and we are constantly learning more about broadening participation and implementing anti-oppressive measures within our program and at our institutions to dismantle the historical barriers to participation in the geosciences.