

# URGE



## Unlearning Racism in Geoscience



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### URGE Demographic Data for San Francisco State University

This is what was found by SFSU POD at San Francisco State 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:**
  - [Link](#) - University Current Student Demographics – Departmental Level
  - [Link](#) – University 2019-2020 Faculty & Staff Demographics – No drill down
  - Achievement gap analysis – we were not able to find these data in a publicly facing data sources
  - Analysis of past invited speaker demographics: While several departments make clear efforts to ensure diversity in speaker invitations, these data are not systematically collected. The URGE pod recommends the college to consider developing a survey tool for all departments and programs to send to our invited speakers to request their demographic information. To avoid identification of individuals, the college would need to collect these data and only share the data once a minimum number of survey results were received.
- **How does your organization compare to others, or to the field as a whole?**
  - [Link](#) – “Wall Street Journal ranks SF State top 5 for diversity nationwide” 9/18/2020
  - [Link](#) – “SF State ranked high for ethnic and economic diversity” 9/2012
- **Public goals on demographics and increasing representation:**
  - [Link](#) – SFSU Strategic Planning: Provides information on short-term and long-term initiatives that include objectives and progress on goals relating to equity and diversity.
  - [Link](#) – Bias Incident Education Team at SF State: This team works in collaboration with the Office of Title IX and Discrimination, Harassment, Retaliation (DHR) to ensure that reports submitted are addressed by the appropriate area on campus.
- **Policy for collecting demographic data at your organization:**
  - [Link](#) – “Institutional Research” - How data are collected, reported, tracked, and utilized in decision making at San Francisco State University.



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- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - While student data is relatively easy to examine using the Institutional Research site, it was still limited in that we were unable to assess opportunity gaps. For example, we could not carefully examine the rates of non-passing grades (DFW) for different ethnicities of students
  - The data for tenure / tenure track faculty were very limited. Although there is data for the university as a whole, there is no way to examine the data by college or department. There is also no way to evaluate changes through time, or at different career stages.
  - There was even less data for staff and temporary lecturer faculty