

# URGE

## Unlearning Racism in Geoscience



---

### URGE Demographic Data for Texas A&M University

This is what was found by Shamberger Lab at Texas A&M 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:**
  - <https://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Student-Demographics> (university student demographic data)
  - <https://accountability.tamu.edu/All-Metrics/Mixed-Metrics/Staff-Demographics> (university staff demographic data)
  - <https://accountability.tamu.edu/All-Metrics/Mixed-Metrics/International-Student-Headcount> (international student demographic data)
  - <https://accountability.tamu.edu/All-Metrics?page=4> (all data metrics)
- **How does your organization compare to others, or to the field as a whole?**
  - American Geosciences Institute (AGI). 2018. "Status of the Geoscience Workforce 2018". Editor Carolyn Wilson. <https://www.americangeosciences.org/citations/status-geoscience-workforce-2018>
  - 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>
  - National Science Foundation. 2018. Survey of Earned Doctorates. <https://nces.nsf.gov/pubs/nsf20301/data-tables>
  - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies <https://eartharxiv.org/repository/view/2060/>
  - Huntoon, Jacqueline & Lane, Melissa. (2007). Diversity in the Geosciences and Successful Strategies for Increasing Diversity. Journal of Geoscience Education. 55. 447-457. 10.5408/1089-9995-55.6.447.
    - [https://www.researchgate.net/publication/230889613\\_Diversity\\_in\\_the\\_Geosciences\\_and\\_Successful\\_Strategies\\_for\\_Increasing\\_Diversity](https://www.researchgate.net/publication/230889613_Diversity_in_the_Geosciences_and_Successful_Strategies_for_Increasing_Diversity)
    - (This paper discusses that while the geosciences are diversifying, there is still quite a bit of work to be done. This paper outlines four strategies to increase diversity.)
- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?



## Unlearning Racism in Geoscience

- Diversity and Inclusion Action Plan (TAMU College of Geosciences)  
<https://geosciences.tamu.edu/diversity-climate/action-plan/index.html>
  - Goal 1: Build a culture of inclusion- Create a more welcoming, respectful, and inclusive climate for all
  - Goal 2: Increase the representation and retention of diverse students, faculty, and staff across the college. Promote the development and implementation of recruitment strategies that work to address bias and advance promising practices to increase the representation of underrepresented individuals.
  - Goal 3: Enhance undergraduate experience to support exposure to questions of diversity, equity, inclusion, and anti-racism for all students.
  - Goal 4: Celebrate and highlight the efforts of BIPOC scholars both within the college and nationally.
  - Goal 5: Transparent and timely collegewide communications related to diversity, equity, and inclusion.
- Goals stated at your organization (College of Geosciences) for achieving representation:
  - “Strategy 4: Provide clear and transparent reporting mechanisms regarding incidents of racism, racial bias, and other equity centered incidents”
  - “Strategy 1: Improve seminar series and other invited talks to support increased representation among BIPOC scholars as well as scholars across the career pathway (e.g., postdocs as well as senior scholars)”
  - “Tactic 1.1: Develop and launch an interdisciplinary diversity seminar series focused on engaging BIPOC scholar, scholars with a focus on environmental justices or DEI work within the geoscience”
  - “Tactic 1.2: Establish a fund to provide honoraria and other support to diversify department, lab, and unit level seminars.”
- Suggested additional goals for your organization:
  - Make more diversity programs & seminars either required or incentivized
  - Improve accessibility/awareness of resources available for minority communities and students
- **Policy or proposed policy for collecting demographic data at your organization:**
  - <https://accountability.tamu.edu/Reports-Surveys>  
How data are collected, reported, tracked, and utilized in decision making.



## Unlearning Racism in Geoscience

Demographic data is collected in the form of surveys given out to students, faculty, and staff. It is reported and tracked by the Office of Diversity and they usually collaborate with other departments at A&M. They utilize this information with this in mind, “to implement programs and interventions informed by data from recent university-level climate assessments and/or climate assessments that were designed at the unit level”, climate here refers to the social climate.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - <https://diversity.ideo.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.