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## URGE Demographic Data for Syracuse University

This is what was found by the graduate students pod at Syracuse 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](#) - *Syracuse University Student Demographics*
  - If data is not available, what is the reason for not making it public?
    - *The Department of Earth and Environmental Science does not currently collect demographic data.*
  - If data is not collected, what is the reason?
    - *No reason was given for the lack of demographic data.*
- **How does your organization compare to others, or to the field as a whole?**
  - *As we lack demographic data for the Department of Earth and Environmental Sciences, we are unable to compare representation within our organization to the college or the geoscience 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:**
  - Are there general goals stated at your organization for achieving representation?
    - *Most of Syracuse University's public goals related to diversity and inclusion are related to the demands of the #NotAgainSU Student Group. Plans to address #NotAgainSU concerns are available [here](#).*
    - *Outside of the #NotAgainSU concerns, SU has few/no publicly available long-term goals targeted at increasing representation.*
  - Are there measurable goals stated at your organization for achieving representation?
    - *By Fall 2021, SU has committed to offering a required first-year course covering topics such as inclusion, diversity, and equity.*
    - *SU will use the newly formed Diversity Opportunity Hires initiative to selectively hire teaching and research faculty from underrepresented groups. 50% of the salaries of these diversity hires will be offset by a rotating fund ([Link](#)).*
  - Suggested additional goals for your organization:

- *Goal 1: Collect demographic data (voluntarily/anonymously) for applicants and admitted graduate students so that it can be compared to overall trends in STEM/the geosciences and other programs*
      - *Create system to track demographic data in department in perpetuity*
    - *Goal 2: Convene group of students, faculty, and administration to set representation goals following:*
      - *1. Development of system to collect demographic data and;*
      - *2. Analyzing data as it compares to other organizations and departments*
- **Policy or proposed policy for collecting demographic data at your organization:**
  - *Department should inquire about internal demographic data from the graduate school or SU.*
    - *How can the department administrators inquire about this data?*
    - *If the department cannot get access to data, include a voluntary demographic survey with an annual climate survey.*
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - <https://www.nature.com/articles/s41561-018-0116-6> - No progress has been made in diversifying the Earth Sciences in the last 40 years. Geosciences awarded the least number of PhDs by proportion to underrepresented minorities of all STEM fields (6% in 2016).
  - [https://drive.google.com/file/d/1x0\\_WIWCA\\_TcLqWrLuOckBLU0ixbMyL2v/view](https://drive.google.com/file/d/1x0_WIWCA_TcLqWrLuOckBLU0ixbMyL2v/view) - Daily Orange (Syracuse Student Newspaper) Diversity Report
  - <https://ir.mit.edu/diversity-dashboard> - MIT Diversity Dashboard
  - <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.