



## URGE Demographic Data for University of Idaho

This is what was found by the URGE pod at the University of Idaho on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **How we found our data**

- We gathered data about the ethnicities of students in our department through the Integrated Postsecondary Education Data System <https://nces.ed.gov/ipeds/>
- State data <https://www.census.gov/quickfacts/fact/table/ID,US/PST045219>
- Moscow, ID <https://datausa.io/>
- University of Idaho <https://www.collegefactual.com/>

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

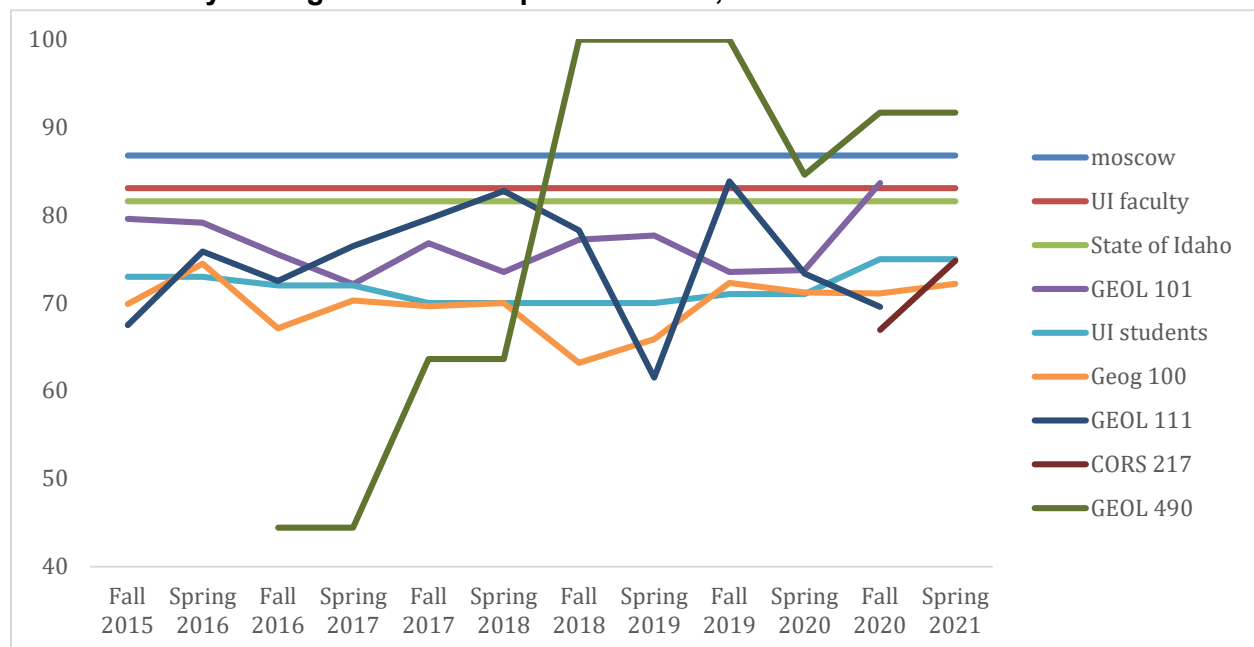


Figure 1. The percentage of white-identified individuals in introductory and capstone geology courses compared to Idaho, University of Idaho student body and faculty, and the town of Moscow. Overall, intro courses are more diverse than Moscow, Idaho, and University faculty. However, the capstone course (field camp GEOL 490) varies widely due to the small numbers of students in the major. Geography and Solar Systems has fewer white-identified students compared to other courses and more closely reflects the student body. This is all assuming that the 5-10% 'unknown' category isn't always 100% white people not identifying as such.



## Unlearning Racism in Geoscience

- **Public goals on demographics or increasing representation:**
  - The University and the College of Science is building statements and initiatives to promote and support diversity. The Geo department has a representative on that committee.
  - The Geo department will evaluate hiring practices (considering the faculty is lower in ethnic/racial diversity than other institutions) and work towards recruiting cohorts of students from more diverse backgrounds into the major from our intro courses.
  - Additionally, we will collect demographic data on our seminar speakers and present those data annually at seminar to assure we continue to prioritize broad perspectives in the geosciences.
  - Currently, we also have a proposal in review to build relationships with high schools in Idaho which have high proportions of under-represented communities in the geosciences to recruit students into our discipline. These students will be supported during their education and connected with industry-based internships after graduation.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - There is no easily identified reported policy that explains how U of Idaho collects or utilizes demographic data.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - In general, large oil companies have higher racial/ethnic diversity than USGS or other geoscience institutions.
  - The nature of demographic data (unknown + international) can lead to uncertainties that are higher than differences between institutions.
  - Open-ended demographic data is better, but harder to tabulate.