URGE
Unlearning Racism in Geoscience

URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by MARN POD at the University of Connecticut Department of Marine Sciences 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 - Organization, Company, University Current Staff/Student Demographics
  Demographic data are collected at UConn:
  https://oire.uconn.edu/data/

  - Link - Analysis of past invited speaker demographics
  Not available.

  - If data are not available, what is the reason for not making it public?
  - If data are not collected, what is the reason?
  We didn't ask visiting speakers for their demographic information previously, but there is a list with all of the previous speakers and dates.

  The barrier to start collecting demographic data for invited speakers: The amount of time for a person that would spend on this

  Potential solution: graduate student fellowship to manage demographic data, build communications skills and act as an advocate for diversity in the department. If enough tasks are available, we could hire a full time employee/advocate.

- **How does your organization compare to others, or to the 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/

  Since demographic data were not collected in our department, we are not able to see how the department has changed in terms of diversity.

  As gender equality has been improved in geosciences generally, there have been improvements in gender equality in our department too.

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

- Are there general goals stated at your organization for achieving representation?
    - For example: "We strive to reach a diverse applicant pool."
- Are there measurable goals stated at your organization for achieving representation?
    - For example: "We will ensure at least 3 of our board members are from underrepresented/underserved groups."
- Suggested additional goals for your organization:
    - Goal 1: …

Currently, there are not general or measurable goals stated at our department. We are on a planning stage to establish goals.

Suggested goals for our department:
Establishing a JEDI committee (faculty and graduate student involvement)
Also, we support UConn's general statements about diversity and inclusion.
https://marinesciences.uconn.edu/wp-content/uploads/sites/459/2020/06/Statement-of-Support-Against-Racism-and-Violence.pdf

- **Policy or proposed policy for collecting demographic data at your organization:**
    - Link - How data are collected, reported, tracked, and utilized in decision making.
    - OR proposed policy for collecting, reporting, tracking and utilizing demographic data.

Demographic data at UConn are collected from the PeopleSoft university database and through partnerships with other departments.

An online public portal, called Husky Data, is developed by the Office of Institutional Research and Effectiveness, and provides demographic details related to UConn.

Husky Data only allows eligible users of UConn (i.e. faculty, staff, and students) to access the system. The system is very flexible because it allows users to customize the data visualization. While all users can use the system, the University also uses this data for accreditation, outreach/community involvement, reporting and many other purposes. Reference: FAQs on Husky Data

- **What did you learn about other organizations (or in general) while investigating demographic data?**
    - https://diversity.ldeo.columbia.edu/seminardiversity - Increase diversity in seminars
    - https://www.nature.com/articles/d41586-019-03784-x - No all-male panels

URGE

Unlearning Racism in Geoscience

- ○ 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.

Quick actions are needed to combat racism in geosciences.
  Demographic data is an essential tool to assess the current situation of racism.
  We need to settle down a plan to start collecting demographic data in our department.
  Measurable goals, as stated here
  https://diversity.ldeo.columbia.edu/seminardiversity, are a good way to approach.