



URGE Demographic Data for UC Riverside

This is what was found by UCR Faculty Pod at UC Riverside (Departments of Earth and Planetary Sciences (EPS) and Environmental Sciences (ENSC)) 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:**

The link to access UCR's enrollment student demographics is located here: <https://ir.ucr.edu/stats/enroll/demographic>. Users can subselect undergraduate versus graduate students, and the program of interest. **Underrepresented minority (URM)** students include those who identify as American Indian/Alaskan Native, Black/African American, Chicano/Latino, or Native Hawaiian/Pacific Islander.

Similarly, the demographics for students who have earned degrees at UCR can be accessed here: <https://ir.ucr.edu/stats/outcomes/degrees>

The corresponding link for all UC faculty is located here: <https://www.universityofcalifornia.edu/infocenter/uc-workforce-diversity>. Users can subselect for UCR, as well as STEM fields, etc. Data is sourced from the Corporate Personnel System.

Neither EPS or ENSC have asked invited speakers to provide demographic data. Nevertheless, ENSC keeps a public record of invited speakers to their department seminar since 2016 (<https://envisci.ucr.edu/news-events/seminars>). Similarly, EPS invited speakers (over the last ~2 years) are included here: <https://epsci.ucr.edu/news-events/seminars>. To the best of our knowledge, there is no particular reason explaining why demographic data are not collected.

- **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/>

UCR is one of the most diverse research universities in the nation, with Latinx comprising 41.5% of the undergraduate population. However, the corresponding graduate student population is 15.8% Latinx. Similar undergraduate versus graduate demographic statistics apply for EPS and ENSC.

On average, from Fall 2016-2019, 14.5% of EPS and 16.2% of ENSC enrolled graduate students are underrepresented minorities. This number has increased to about 22% for EPS and 20% for ENSC in 2020. The current EPS graduate student demographics are as follows: 42% (N=21) White; 32% (N=16) International; 16% (N=8) Hispanic or Latin; 4% (N=2) Two or More Races; 2% (N=1) Asian; 2% (N=1) Black/African American; 2% (N=1) Unknown. 8% (N=4) are first-generation. For ENSC, 17% (N=6) White; 51% (N=18) International; 14% (N=5) Hispanic or Latin; 6% (N=2) Two or More Races; 3% (N=1) Asian; 6% (N=2) Black/African American

This is in contrast to the current EPS undergraduate demographics, which is comprised of 73% underrepresented minority students (54.2% or N = 26 Hispanic or Latin; 14.6% or N = 7 Two or More Races; 12.5% or N = 6 White; 12.5% or N = 6 Asian; 4.2% or N = 2 Black/African American; and 2.1% or N = 1 Unknown). For ENSC, 44% or N=85 are Hispanic or Latin; 9% or N=18 are Two or More Races; 13% or N=25 are White; 30% or N=59 are Asian; 2% or N=4 are Black/African American; and 0.5% or N=1 are Unknown.

The undergraduate EPS and ENSC demographics better resemble the region, as reflected by Riverside County demographics with 50% Latinx; 34% White; 7% Black/African American; 7% Asian; 2% American/Alaskan Native; and 1% Pacific Islander.

Over the last 2 years (2020 and 2021), the demographics of EPS graduate school applicants are as follows: 69% (N=45) White; 12% (N=8) Mexican/Mexican American/Chicano; 6% (N=4) African American; 6% (N=4) Latino/Other Spanish American; 5% (N=3) Chinese/Chinese American; 2% (N=1) Vietnamese/Vietnamese American. This suggests the decrease in diversity at the graduate student level in EPS is related to our applicant pool (which is actually less diverse than our graduate student population).

The geosciences are among the least diverse STEM fields in the U.S., with nearly 90% of PhDs awarded to White people. Relative to this dire statistic, UCR EPS and ENSC are more diverse than the national average in terms of PhDs awarded. Nevertheless, our graduate student body is far from resembling demographics for the Region.

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

UCR's strategic plan currently lacks diversity targets. However, it is the understanding of this Pod that these targets will be addressed in Phase 2 of the Strategic Plan (no target date available). UC does have the following information located on the faculty diversity website: "UC remains dedicated to building a more diverse workforce, particularly those from under-represented racial and ethnic populations in the U.S. A more diverse academic and staff population is an increasingly important measure of a great university."

We also note that UC has several programs to diversify the professoriate, through the UC Hispanic Serving Institutions Doctoral Diversity Initiative:

<https://www.ucop.edu/graduate-studies/initiatives-outreach/uc-hsi-ddi.html>

UC also has the UC-HBCU Initiative, which seeks to improve diversity and strengthen UC graduate programs by investing in relationships between UC faculty and Historically Black Colleges and Universities (HBCUs):

<https://www.ucop.edu/uc-hbcu-initiative/>

ENSC has a public statement on diversity, equity, and inclusion available at:

<https://envisci.ucr.edu/about/diversity-equity-and-inclusion>

The public statement for EPS is here: The Department of Earth and Planetary Sciences at UC Riverside fully supports the **UCR Demands to Administration – Call to Action** sent to Chancellor Kim Wilcox and members of the UCR administration by the Black Student Union, SASI, ASUCR, the Queer Alliance, and more than 60 other campus communities on May 31, 2020. We strongly condemn systematic racism and we stand in solidarity with all who endorsed the Call to Action in grief, pain, and frustration with anti-black police violence. Staying silent and inactive is not an option. We accept that we must take immediate action to reflect on our behaviors and examine the existing structures that have worked against the best efforts of underrepresented individuals. We commit to growing an anti-racist academic community in our department, on our campus, and in the field of Earth and Planetary Science research.

- **Policy or proposed policy for collecting demographic data at your organization:**

The Office of Institutional Research (IR) produces the campus's official statistics on students, faculty, and staff for many internal and external audiences. This document (https://ir.ucr.edu/sites/g/files/rcwecm1096/files/2019-07/IR_Data_Dictionary_1.pdf) describes UCR's reporting methodology for common campus metrics with the goal of promoting operational transparency.

Information on Demographic and Background Measures is summarized here: UCR follows federal IPEDS and UC conventions for tracking and reporting ethnicity using students' self-reported identifications on the admission application. The current practices were first adopted in Fall 2010, and records on ethnicity from prior years are not exactly comparable. The IPEDS method also uses "International" or "Nonresident Alien" as part of its ethnicity classification; when a student falls in this category they are not reported under any of the specific ethnicity categories. International status is based on students' legal residence as determined by the university and is not self-reported. Students who identify as Hispanic or Latino are always reported under that category regardless of any other identifications they may have (aside from the international determination noted above). However, for students who report any other combination of ethnic identifications, they are listed under the "Two or More Races" category. The "Native Hawaiian or Pacific Islander" and "Two or More Races" categories did not exist before 2010, and therefore students who entered UCR before then may never have provided any information related to those statuses.

IR defines underrepresented minority as any student whose ethnicity is reported as Black/African American, Native American, or Hispanic/Latin.

- **What did you learn about other organizations (or in general) while investigating demographic data?**

As discussed above, the undergraduate UCR and EPS and ENSC demographics generally reflect those of California and the Inland Empire. In contrast, the graduate UCR and EPS and ENSC demographics lack comparable diversity. As our graduate student applicants are even less diverse than our graduate student body, recruitment continues to exacerbate this problem. To overcome this challenge, we recognize that one of our goals should be to increase recruitment from within our undergraduate student population, as well as from local and nearby (e.g., central valley) community colleges and California State Universities (nearly all of which serve minoritized groups in the sciences).

At the faculty level (which was not addressed above, but for EPS and ENSC, the faculty is less diverse than the graduate student population), developing and defining specific representation goals were stressed (e.g., via faculty candidate short lists).