

URGE Demographic Data for University of California, Riverside - UCR UGRAD POD Session3 Deliverable

This is what was found by [Insert Pod Name] at University of California, Riverside 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:

 <u>https://diversity.ucr.edu/</u>, <u>https://www.collegesimply.com/colleges/california/</u> university-of-california-riverside/students/ <u>https://www.universityofcalifornia.edu/</u> <u>infocenter/uc-workforce-diversity</u> - UCR, Company, University Current Staff/Student/ Faculty Demographics / There was hardly nothing on the demographics for students(couldn't find statistics for it on the UCR website)

- University of California Riverside Diversity & Student Demographics

(collegesimply.com) was able to find demographic data for UCR but not on the UCR website

- Analysis of past invited speaker demographics
 - N/A, unsure
- \circ If data are not available, what is the reason for not making it public?
 - Unsure if speaker demographics are being surveyed, if
 - data are not collected, what is the reason?
 - Unsure, perhaps for privacy reasons
- 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"-<u>https://www.americangeosciences.org/webinars/diversity-geoscienceslo</u>ok-data-and-actions-community
 - Our institution is not as efficient on tracking demographics for both the Geosciences department and UCR as a whole
 - Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <u>https://eartharxiv.org/repository/view/2060/</u>
 - The links we have found does not go into much depth, more so blunt information and does not state any measurable goals.
- Public goals on demographics or increasing representation:
 - $\circ~$ Are there general goals stated at your organization for achieving representation?

Mission Statement on <u>https://diversity.ucr.edu/</u> and we found one for environmental science <u>Diversity</u>, <u>Equity</u>, and <u>Inclusion | Environmental</u> <u>Sciences (ucr.edu)</u>

- The UCR Geoscience program is taking initiative through this POD
- Welcome students of all origins (race, gender, sexual identity, religion, etc.) Also, we did not find a website, we have heard from some professors how they are trying to expand the geosciences program and increase diversity o Are there measurable goals stated at your organization for achieving representation?
- N/A, unsure, could not find one
- Suggested additional goals for your organization:
 - Goal 1: improve efficiency in the <u>diversity.ucr.edu</u> page so that it contains demographics for students not only staff in the UC system
 - Goal 2: encourage Geosciences to take initiative in tracking these demographics
 - Goal 3: evaluating and incorporating specific/measurable goals across campus and the geoscience department
 - Goal 4: promote geosciences through organizations that encourage diversity/ create an organization at UCR for the geoscience where we speak about diversity and try to take action in expanding the Geosciences as a career goal for future underrepresented students
 - Goal 5: reach out to high schools/elementary schools to show students from a young age that the geosciences are an option for them as a career
 - Goal 6: Go to schools that have high percentages of underrepresented students and have presentations about geology as a career

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

 How data are collected, reported, tracked, and utilized in decision making.
We could not find anything on the UCR website specifically but we assume that on Applications, Student Profile the data is collected

OR proposed policy for collecting, reporting, tracking, and utilizing demographic data.

■ Send out surveys on RWeb to collect data (for those comfortable with sharing), do this often to stay updated on demographics and update the website often

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

 Many other organizations are well-structured; websites are very informative and detailed in comparison to our organization (UCR) which is not as easy to navigate
No measurable goals at UCR, mission statements are general