

UC SANTA BARBARA

Earth Science

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URGE Demographic Data for UC Santa Barbara

This is what was found by UCSB Earth Science at UC Santa Barbara 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:**
 - [UCSB 2020-2021 campus demographic profile](#)
 - [UCSB Office of Budget & Planning undergraduate and graduate profiles for Earth Science 2012-2017](#)
 - “Percent Underrepresented” are students that are considered underrepresented in the University of California system. This group includes students that report their ethnicity as Native American Indian, African-American, Chicano, or Latino. “Percent Minority” includes underrepresented groups as well as students who report their ethnicity as Filipino, East Indian/Pakistani, or other Asian.
 - [Grad Div demographic information for Earth Science \(2013-2018\)](#) Link -
 - Information on undergraduate student enrollment and degrees awarded, as well as graduate enrollment and degrees awarded can be found at the [UC Information Center](#).
 - As a result of this deliverable, our department is developing a plan to collect colloquium speaker demographic data.
- **How does your organization compare to others, or to the field as a whole?**
 - AGI MS geoscience degrees awarded (2010-2019)
 - Hispanic/Latinx: 4.0-6.7%
 - Black or African American: 1.9-2.9%
 - Native American: 0.2-0.7%
 - Native Hawaiian or Pacific Islander: 0.0-0.2%

- AGI PhD geoscience degrees awarded 2010-2019
 - Hispanic/Latinx: 2.6-4.8%
 - Black or African American: 1.3-0.3%
 - Native American: 0.1-0.6%
 - Native Hawaiian or Pacific Islander: 0.0-0.1%
- UCSB Earth Science undergraduate enrollment (2012-2020)
 - Hispanic/Latinx: 15-28%
 - Black or African American: 2-4%
 - Native American: 1-2%
 - Native Hawaiian or Pacific Islander: No data available
- UCSB Earth Science Bachelor's degrees awarded (2010-2019)
 - Hispanic/Latinx: 6-12%
 - Black or African American: 2-3%
 - Native American: 0-1%
 - Native Hawaiian or Pacific Islander: 0%
- UCSB Earth Science graduate enrollment (2012-2020)
 - Hispanic/Latinx: 4.3-8.7%
 - Black or African American: 0.0-4.3%
 - Native American: 0.0-4.3%
 - Native Hawaiian or Pacific Islander: No data available
- UCSB Physical Science graduate degrees awarded (2015-2020)
 - Hispanic/Latinx: 4.2-6.2%
 - Black or African American: 0.7-1.8%
 - Native American: 0.1-1.0%
 - Native Hawaiian or Pacific Islander: No data available
- Summary:
 - UCSB Earth Science Bachelor degrees are awarded to students who identify as Hispanic/Latinx at higher rates than the national average, but the percentage is still lower than the national population.
 - UCSB Earth Science Bachelor degrees are awarded to students who identify as Black/African American or Native American at the same rate as the national average
 - UCSB Earth Science graduate student enrollment from 2012-2020 of underrepresented minorities is comparable to the national average, but we note that this is different from degrees awarded.
 - The demographic data are not available for awarded Earth Science graduate degrees, thus we compare the demographic data for all physical science graduate degrees awarded at UCSB. Physical science graduate degrees awarded to underrepresented minorities at UCSB are comparable to the national Geoscience graduate degrees awarded to underrepresented minorities.
- Spreadsheets and graphs that compile and compare the undergraduate data can be found [here](#) and the graduate data comparison is [here](#).

- AGI - [Diversity in the Geosciences – a Look at the Data and the Actions of the Community](#)
- [Creating and Promoting Gender Equity and Diversity in Professional Geological Societies](#)
- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?
 - UCSB Earth Science faculty strategic plan will likely be public soon.
 - Are there measurable goals stated at your organization for achieving representation?
 - The UCSB Earth Science department aims for our demographics to eventually match up with national demographics. The following are ideas we have for increasing the percentage of underrepresented minorities in our undergraduate, graduate, and faculty populations:
 - Make diversity statements required for hiring faculty in Earth Science and follow a rubric for evaluating diversity statements
 - Continue to make personal contributions statement required for graduate student applicants
 - Select graduate students and new faculty hires for their commitment to diversity, background from low-income college, or other challenges faced.
 - Coach applicants on what diversity-related aspects will help their application and what faculty should and should not put down as reasons for selecting or nominating someone (e.g., no tokenism).
 - Track retention through time for undergraduate and graduate students
 - Suggested additional goals for your organization:
 - We recommend UCSB as an institution provide more funding for efforts to diversify faculty searches (e.g., need funding so we are not limited by advertising, the number candidates we can interview, or geographic location of candidates)
- **Policy or proposed policy for collecting demographic data at your organization:**
 - For the UCs as a whole, the [Office of Institutional Research and Academic Planning](#) hosts all of the survey data collected.
 - At UCSB, the [Office of Budget & Planning](#) coordinates the University of California Undergraduate Experience Survey (UCUES) and Campus Profile data collection. The Graduate Division holds onto graduate student demographic data.
 - From the [UCSB Graduate Division's FAQs](#): "On October 8, 2011, California Governor Jerry Brown signed Assembly Bill 620, which includes a request that UC provide the opportunity for students, faculty, and staff to report their sexual orientation, gender identity, and gender expression on any forms used to collect demographic data.... Providing the LGBT community with the option to self-identify supports the University's priorities of creating an inclusive and welcoming campus environment across the UC system. ...As a recipient of federal Title IV financial aid

funds, UC Santa Barbara is required to gather and report demographic data for undergraduate and graduate students, including gender data.”

- UCSB Earth Science would like to use invited speakers demographic data to be more aware of who we tend to invite as speakers and ultimately increase the diversity of our invited speakers.

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