

# URGE

## Unlearning Racism in Geoscience



UNIVERSITY OF MINNESOTA

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### URGE Demographic Data for the School of Earth and Environmental Sciences, University of Minnesota – Twin Cities

This is what was found by the Breccia pod at the University of Minnesota – Twin Cities 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](#) – University’s Office of Institutional Research, on Official Enrollment Statistics for undergraduate and graduate students (also include professionals and non-degree students)
  - The fraction of minority graduate students is increasing (currently at ~23%). Fluctuations in the minority applicant pool, admit pool, and minority attended. The number of minority applicants has increased, but the numbers of admitted and attended have not changed significantly since 2009.
  - Graduate program data for the department were collected by the department for its self-study in 2019.
  - The Graduate Studies Committee has been collecting admission self-identification data since the 2019-2020 admission cycle. This is not done at the University-level and is not available publicly.
  - Tenure-line demographics are also collected by the department (non-public). The number of female faculty increased over time (ESCI has the largest female number among other departments in CSE). The number of underrepresented members increased but not greatly.
  - Research staff data are not available; some postdocs are not formally employed by the department.
  - Data on department-wide seminar speaker demographics is available going back until 2011. The main shortcoming is that these data are not currently self-reported, and thus, these data are not appropriate to publicly display.
- **Goals and approaches for increasing representation**
  - Two end-member scenarios for hiring were discussed. One is open search for underrepresented members, and the other is targeted hire of a strong candidate who happens to be a minority. The former may potentially lead to tokenism. Targeted hiring is not encouraged by the college (unless some exceptional situations).
  - MGS on increasing representation is work in progress. The applicant pool has not been diverse. MGS is currently working with a diversity and inclusion consultant



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(e.g., on job description; essential vs. preferred qualifications to remove barriers).

Also, MGS is working on creating different pipe-lines for students and researchers.

- It will be useful to invite a hiring consultant to help the department for future hiring as MGS is doing.
- URM faculty members tend to be asked to undertake some outreach activities more than non-URM members. We need to balance representation with workload.
- CFANS offers graduate dissertation fellowships for students who engage in DEI work in their first two years. We could advocate for this in CSEList of geoscientists of color compiled by Lisa White and others to combat the excuse “there are no minorities to hire”:  
[https://docs.google.com/spreadsheets/d/1RQH8G1qkugdbV02\\_FnUkn27W7dzKITK33F-Rc5st54w/edit#gid=0](https://docs.google.com/spreadsheets/d/1RQH8G1qkugdbV02_FnUkn27W7dzKITK33F-Rc5st54w/edit#gid=0)
- We need to educate ourselves (e.g., through organizing a one-credit seminar course on colonization). Resources of teaching: <https://geo-context.github.io/>