

URGE Demographic Data

UMN Department of Soil, Water, and Climate

This is what was found by the Soil, Water, and Climate Pod at the University of Minnesota on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **Link(s) to the University's demographic data:**
 - UMN Official Enrollment Statistics: <https://oir.umn.edu/student/enrollment>
 - UMN Historic Official Registration Statistics: <https://oir.umn.edu/student/enrollment/historic>
 - Department of Soil, Water and Climate Demographic data: Unavailable. Human Resources declined to release this information, citing privacy concerns.

- **How does your organization compare to others, or to the field as a whole?**
 - U.S. national demographics, 2019 Census Bureau estimate (https://en.wikipedia.org/wiki/Race_and_ethnicity_in_the_United_States):
 - 60.1% White, non-Hispanic
 - 18.5% Hispanic and Latino (of any race)
 - 13.4% Black or African American
 - 5.9% Asian
 - 1.3% Native American and Alaska Native
 - 0.2% Native Hawaiian and other Pacific Islander
 - 2.8% two or more races
 - 117th U.S. Congress (2021; <https://www.pewresearch.org/fact-tank/2021/01/28/racial-ethnic-diversity-increases-yet-again-with-the-117th-congress/>):
 - 59 Black members (11.1%; 71 would be proportionate representation)
 - 46 Hispanic members (8.6%; 98 would be proportionate)
 - 17 Asian /Pacific Islander members (3.2%; 32 would be proportionate)
 - 6 Native American members (1.1%; 7 would be proportionate)
 - 404 White, non-Hispanic members (76%; 320 would be proportionate)
 - 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>

From <https://www.americangeosciences.org/geoscience-currents/diversity-geosciences>:
In 2019, about 20% of people with an occupation in environmental science and geoscience were members of underrepresented minority groups (including about 5% Black and African

American and 12.5% Hispanic). Between 2012 and 2017, the field lagged behind “math and computers” and “life, physical, and social science.” Also noteworthy: only about 32% of environmental scientists and geoscientists were women in 2019.

There is attrition as you go up the training ladder:

- 15% of geoscience Bachelor’s degrees went to underrepresented minorities
- 10% of Master’s degrees
- 6% of Doctorates
- Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
- UMN Department of Soil Water and Climate faculty by year of appointment
 - 1900 - 1949: 23 white males
 - 1950 - 1980: 51 white males
 - 1980 - 2000: 30 white males, 2 white females, 2 International (2 Asian males), 1 BIPOC male
 - 2000-2020: 14 white males, 10 white females, 8 International (4 Asian males, 2 Asian females, 2 Latin American males), 1 U.S. Hispanic male, 1 U.S. Asian-American female.
 - In the last 20 years, faculty appointments have been 62% male and 38% female; 70% white, 24% International (18% Asian, 6% Latin American), and 6% U.S. BIPOC.
- UMN Department of Soil Water and Climate graduate degree recipients (1913-2020)
 - 238 PhD recipients
 - 89% men, 11% women
 - 69% white, 1% U.S. BIPOC, 30% non-white international students (5% African of Afro-Caribbean, 19% Asian, 6% Latin American)
 - 368 MS recipients
 - 79% men, 21% women
 - 80% white, 1% U.S. BIPOC, 19% non-white international students (3% African or Afro-Caribbean, 11% Asian, 5% Latin American)
- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?
 - <https://cfans.umn.edu/about/diversity-inclusion/data-reports-resources> Information is “Coming Soon”
 - For example: “We strive to reach a diverse applicant pool.”