

URGE

Unlearning Racism in Geoscience



UNIVERSITY OF
NORTHERN
COLORADO

URGE Demographic Data for Earth and Atmospheric Sciences University of Northern Colorado

This is what was found 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:**
 - <https://www.unco.edu/institutional-reporting-analysis-services/enrollment-statistics.aspx> - University Enrollment Demographics
 - <https://www.unco.edu/institutional-reporting-analysis-services/fact-books.aspx> Fact Books
 - Despite the regional and institutional demographic patterns, EAS, like most geoscience departments around the country, is dominated by non-minority white (85 %) and male (65 %) undergraduate students. Preliminary analysis of disaggregated data from the Introductory Geology course (GEOL 100; 2016–2018) reveals black and Latinx students have an average success rate (receiving an A, B, or C) of 47 % and 65 %, respectively, compared to 80 % for white students. Similarly, first-generation students have a 73 % success rate compared to 80 % for continuing generation students. These trends are consistent with those in other STEM departments at UNC, and unfortunately, nationally. However, in EAS upper-division majors' courses, underrepresented groups are more successful than white students (85 % for underrepresented students compared to 78 % for white students and no major differences between generation or gender), indicating the capacity for EAS to support underrepresented and first-generation students if they declare as majors and are retained in the program.

I walked around my department and recorded the number of white males (WM), white females (WF), Colored Males (CM) and colored females (CF) represented in the halls. I also made observations about what type of representation was present for each category. Here are my raw results:

Table 1. Observations of people represented in department halls on the walls.

WM	WF	CM	CF
78	47	10	13
53%	32%	7%	9%

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Images of Humans in EAS

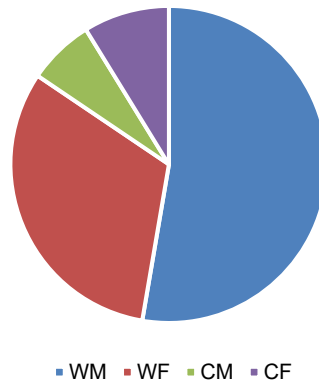


Figure 1. Graphical representation of the predominance of White Males (WM) represented in the department.

I made the observation that almost all of the colored people shown were on scholarship announcements or other types of “alternative” opportunities, or straight up poor people shown in disasters or poverty situations. I also made the observation that the science communication advertisements that have been going around this year are all with white males.

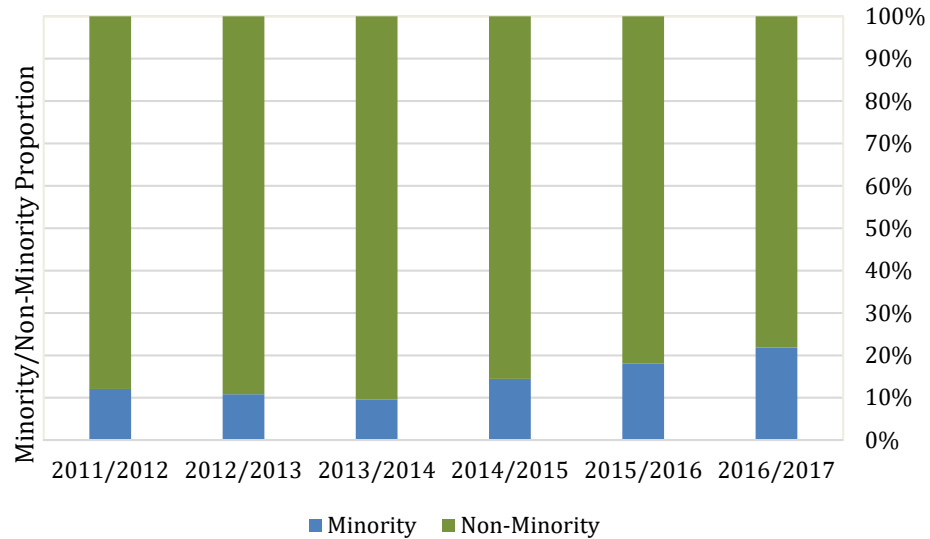
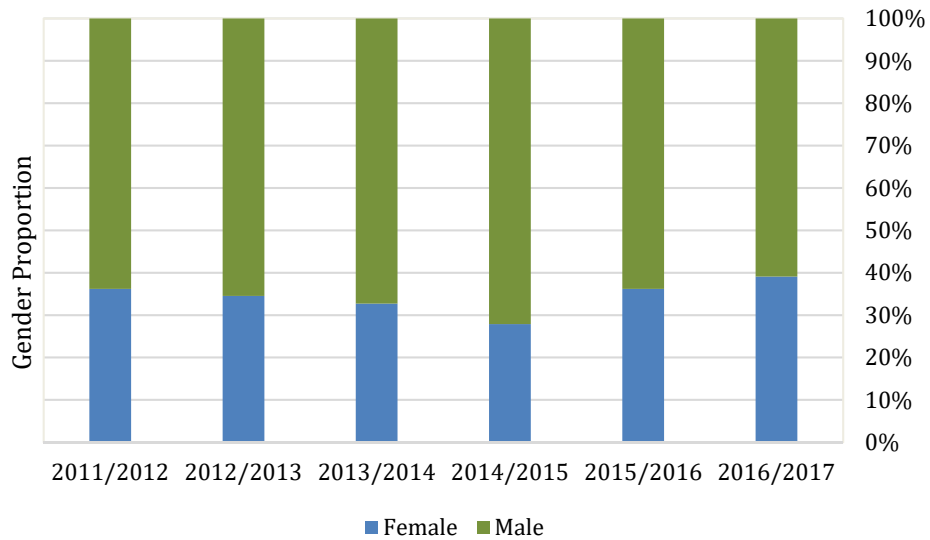
Other observations about my department:

- Our department pamphlets/marketing materials show 17 white males and 6 white females (I excluded a large group photo that is difficult to identify specifics).
- The faculty consist of 9 white males and 3 white females. 1 white male technician and 1 white female admin.
- The alumni wall shows 11 white males and 2 white females.
- The “successful” graduate wall shows 3 white males and 1 white female.

Here is the makeup of our department’s majors

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- **How does your organization compare to others, or to the field as a whole?**
 - Similar to others (e.g. not good)
- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?



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- Yes, UNC wants to become a Hispanic Serving Institution within five years.
 - Group in Natural and Health Sciences received an HHMI grant and has been doing faculty training. This group has made demographic and success data available for our college <https://www.unco.edu/nhs/stem-inclusive-excellence-collective/>
 - We want to develop a statement and actionable items for our department. We also want to link to more resources from our website.
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- **Policy or proposed policy for collecting demographic data at your organization:**
<https://www.unco.edu/nhs/stem-inclusive-excellence-collective/>
 - **What did you learn about other organizations (or in general) while investigating demographic data?**

We're not sure we can share our department demographic data, but we can use it internally. Without HHMI grant and enrollment issues, not of this would be highlighted at our university or within our college.