URGE Demographic Data for University/Organization -
a compilation by the Leitzel Center pod at the University of New Hampshire on demographic data (public and internal facing) to serve as goals for future programming.

- **The link(s) to demographic data at our organization are here:**
  - Demographic data for UNH may be found here.
  - Diversity data are compiled for faculty, staff and students here.
- **How does your organization compare to others, or to the field as a whole?**
  - The dive into demographic data made clear the uphill battle we have if we continue to recruit faculty, staff and students from the state or region.
  - Eighty percent of staff/faculty working on LC projects identify as white, not of Hispanic/LatinX descent. A large portion of our grant portfolio promotes STEM education in communities of high needs, including K12 districts in diverse, multicultural communities.
  - We have strived (and succeeded) to have a spectrum of diverse speakers for our center events (we typically invite one external speaker per year). We did not ask the speakers to disclose their racial and ethnic identities and therefore are not comfortable reporting them here.
- **Initiatives on demographics, increasing representation and creating a welcoming environment:**
  - President Dean's statement on diversity
  - UNH Diversity, Equity and Inclusivity initiatives
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Institutional Research & Assessment collect and cull demographic data for decision making, federal reporting and self-assessment for climate.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - The demographic data make clear the uphill battle to recruit faculty, staff and students from the state or region. Towards that, we keep as a primary goal to continue to reach out beyond our regions to recruit into graduate programs and our disciplines and continue our work with underserved, diverse K12 school districts.