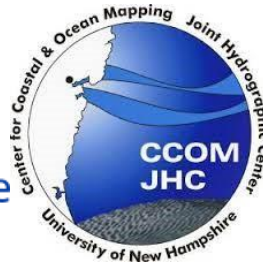


URGEO

Unlearning Racism in Geoscience



University of
New Hampshire
School of Marine Science
and Ocean Engineering



URGE Demographic Data for the Ocean Mapping and Engineering pod at the University of New Hampshire

This is what was found by Ocean Mapping and Engineering pod at University of New Hampshire 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:** Where demographic data is available but not published online, it is noted here.
 - **University of New Hampshire (UNH):** <https://www.unh.edu/institutional-research/common-data-set>. Notable statistics from the 2019/2020 report are Women represent 56% of all students (full time, part time, graduate, undergraduate), 55.5% of undergraduate students (part-time and full-time) and 58.5% of graduate students (part-time and full-time). For undergraduates, 82% of students are white/non-Hispanic and 1% are Black. Graduate student race and ethnicity information was not readily available in the linked document. All available demographic data for 2019-2020 can be found in Section B of the linked report. The most recent race and gender data for faculty can be found here: [2019 Faculty Counts by Gender Race.pdf | Powered by Box](#). In total for the university, 45% of faculty are female, 73.6 % of all faculty are white, and 1.7% of all faculty are Black.
 - **College of Engineering and Physical Science (CEPS):** CEPS has demographic breakdown for the college itself, but not by department. Information can be found here: [2019 Faculty Counts by Gender Race.pdf | Powered by Box](#). For all CEPS faculty, 25.8% are female, 68.8% are white, and 1.6% are Black. CEPS departments now have to identify demographics of their department and the expected pool for faculty hires.
 - **School of Marine Science and Ocean Engineering (SMSOE):** Demographic data for SMSOE was published in an internal report in November 2020, however, it was not available online at the time that this deliverable was written. Notable demographic statistics in the SMSOE report are that the current make up is 95% white, 37.4% female, and 0% Black or Indigenous.
 - **Center for Coastal and Ocean Mapping/Joint Hydrographic Center (CCOM-JHC):** Demographic data for CCOM-JHC is not publicly available. Gender statistics



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were willingly provided for this deliverable. The current make-up of students, staff, and faculty is 27% Female, 73% male; race and ethnicity information were not available. Discussions focused on making demographic information available publicly were positive. Invited speaker demographic statistics (gender only) were gathered from recorded seminars. Between 2009-2021, approximately 30% of invited speakers were female.

- **If data are not available, what is the reason for not making it public?**
Demographic data are unavailable because they have not been collected in a meaningful way, as the collection, compilation, and public reporting of the information has not been a priority. In discussion of this deliverable, the pod recognized that demographic should be collected and tracked.
- **Policy or proposed policy for collecting demographic data at your organization:**
Policies for collecting demographic data were not published on the organization websites. Policies for the collection and publication of demographic information can be developed with help from external resources, such as the UNH Community, Equity, and Diversity office and the IRB guidelines. The policy should address how the demographic data can be presented in a meaningful way. The pod identified maintaining confidentiality in the small group sizes and developing an inclusive reporting system as topics to address in the development of a collection and reporting policy. In addition to collecting demographic information of students, staff, and faculty, demographic information about seminar speakers will be considered as part of the collection and reporting policy.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
While investing demographic data it became apparent that many institutions are in the early stages of collecting and reporting demographic data. Many have newly assembled committees dedicated to addressing the issues of diversity, equity, and inclusion in geosciences, have publicly outlined goals focused on DEI, and released statements of commitment to addressing DEI. In general, a move towards action items and measurements of success are identified as important next steps.
- **How does your organization compare to others, or to the field as a whole?**
As with many organizations, CCOM-JHC and SMSOE are at the beginning stages. A spectrum of DEI efforts can be identified at the university, college, and department levels. At the university level, a dedicated position of Chief Diversity Officer exists, as well as multiple established resources for addressing DEI. At the college level, CEPS



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appointed a DEI committee that includes a representative from each department within the college. Some departments within CEPS have also created DEI committees. Earth Science, whose faculty and students overlap with CCOM-JHC and SMSOE, was recognized as a role model for first steps to address DEI. SMSOE is in the process of creating a DEI committee and have identified goals for addressing DEI. No DEI committee existed at CCOM-JHC at the time that this deliverable was written. In discussion of this deliverable, the pod agreed that at CCOM-JHC a group or efforts dedicated to DEI are important and that progress can be made, beginning with identifying the work that needs to be done. Many ideas were shared for the development of such efforts, however, they are only in the beginning stages of development. Ideas included recruiting the active alumni group of CCOM-JHC to help, employing help from administration staff at CCOM-JHC in the collection and dissemination of information, and having rotating appointments to a position responsible to bring awareness of resources to the center. There was unanimous agreement that going forward the CCOM-JHC student orientation will include dedicated time to DEI content and resources.

- **Public goals on demographics or increasing representation:**
 - **Are there general goals stated at your organization for achieving representation?**
 - **UNH CEPS:** Goals outlined by the CEPS DEI committee can be found here: [Diversity, Equity & Inclusion Committee | College of Engineering and Physical Sciences \(unh.edu\)](https://www.unh.edu/diversity-equity-inclusion-committee)
 - **SMSOE:** Goals are from SMSOE DEI Committee report and were not publicly available at the time that this deliverable was written. The goals are:
 - *Include a member of the DEI committee on all faculty searches.*
 - *Abide by best practices provided by UNH for recruiting staff, faculty, and students.*
 - *Explore opportunities to increase accessibility of SMSOE graduate programs, for example removing or modifying GRE requirements.*
 - *Support a Postdoctoral Diversity and Innovation Scholars in Marine Science (could be tied to SML Undergraduate Research Group program for post docs with appropriate interests).*
 - *Support graduate student health and wellness, for example partner with other science programs at UNH to create graduate student peer mentoring groups and provide alternative mentoring strategies.*
 - *Assess SMSOE increased partnership with the Northeast Alliance for Graduate Education and the Professoriate (NEAGEP).*
 - *Support DEI/sensitivity training for all that includes such topics as unconscious bias training; micro-aggression awareness and training; and anti-bullying skills.*



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- *Provide other exercises and activities (large and small group, and individual activities) designed to develop DEI literacy and awareness specifically for scientists that address field situations, life on research vessels, conference attendance, and more.*
- *Create a code of conduct template for all research labs and programs in SMSOE to adopt for their own use.*
- *Develop and implement a reporting system within SMSOE for reporting any social justice issues.*
- *Hire a third party or survey researchers and students to assess our current cultural conditions.*
- **Earth Science:** Goals outlined by the ESCI DEI committee can be found here: <https://ceps.unh.edu/earth-sciences/diversity-inclusion>.
- **Are there measurable goals stated at your organization for achieving representation?**

Measurable goals were not readily available, although, Earth Science states specific goals, such as, prioritizing TA ships available for faculty who actively engage in DEI efforts.
- **Suggested additional goals for your organization:**
 - Develop a policy for the collection and dissemination of demographic data.
 - Share ongoing work at conferences and meetings
 - Encouragement sharing of pronouns.
 - Encourage the CEPS DEI Committee to release a set of standards for each department to follow.
 - Include a DEI column in the SMSOE email bulletin on a regular basis.
 - Highlight former students on the SMSOE website.
 - Invite to a diverse range of speakers to present at the CCOM-JHC and SMSOE seminars
 - Create a dedicated group or position to promote DEI and resources at CCOM-JHC.
 - Utilize bulletin boards around CCOM-JHC for posting DEI resources.
 - Dedicate time to present DEI resources and opportunities to get involved during the CCOM-JHC incoming-student orientation.
 - Follow suit with Earth Science and add a website page that address DEI mission and efforts.