UW AOS-SSEC Podlet 1 Deliverables
URGE Session 3

Deliverables Description
- Locating, requesting, and/or analyzing demographic data (race, ethnicity, gender, etc) for admissions, hiring, invited speakers, and relevant roles within your organization.

Session Questions
- What demographic data are collected at your institution? What do the numbers tell you?
- Are data public? If not, who has access? If the data are kept private, what reason is given?
- Are there stated and measurable goals for representation in your organization?

What demographic data are collected at your institution? What do the numbers tell you?
- Demographic data specific to our department is available for the grad level but only grad chairs can access. We might have undergrad data, Eric or Michael would probably know, might be limited to juniors/seniors
- Data used for our department's application to the AGU bridge program -- shared in discussion by Larissa
    - Number of applications from URM (~7% in 2019, this number has improved in 2021 round (~20%...could be related to GRE requirement?)
    - Retention rate: 50% complete PhD, 50% leave w/MS, 0% leave w/no degree….comparable to non-URM students
    - Recruitment: ~75% admitted, only ~18% actually come
    - Limiting factors seem to be # of apps we get, and ability to recruit URM
    - Faculty diversity has increased in recent years, but still small, didn't come up with ideas for faculty, not much discussion here
    - 'Success' would be percentages that match population representation
    - Potentially expanding gender categories, only M/F right now

Are data public? If not, who has access? If the data are kept private, what reason is given?
- Grad data is only available to the grad coordinator, reason for privacy is unknown
- Undergrad data might be available, maybe only for juniors/seniors, Eric S. or Michael would know more

Are there stated and measurable goals for representation in your organization?
- No specific goals currently exist, meaning beyond general theme of 'increasing diversity' there aren't actual numbers we're trying to hit

An example of demographic data:
https://diversity.ucsd.edu/accountability/#Dashboards
An example of measurable goals: https://diversity.ldeo.columbia.edu/seminardiversity

Other Items Discussed:

- Need for honesty in discussions of science history, and making sure historical context is provided when presenting in courses -- Geocontext as a resource for slides related to this
  - Being sensitive about how/where this information is presented
- Need for more radical change in DEI initiatives -- thinking back to how eerily similar the descriptions of these efforts are in the 'minorities in the geosciences' paper

Action Items

- Make demographic data publicly available. Be intentional about how this data is presented, show trends over time, accompany with department statements on DEI and actions we're currently taking, have it all easily accessible on the department website

- Figure out what the # change per year would need to be to achieve parity w/general population (national numbers, not state numbers), then set incremental goals, ex: within 5 years reach parity w/WI numbers as a start

- Focus on supporting undergrad classes in the dept that bring students in -- such as adding TA's for AOS100 (currently 3 but need 4), work to encourage URM to continue in the major. Would be useful to also provide access to materials on the subjects in Spanish/other languages to help w/language barriers

- Direct more resources towards recruitment, we've joined the Bridge program but what else could we be doing? Recruiting at historically Black universities? Sending people to conferences such as Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS: https://www.sacnas.org/)

URGE Demographic Data for UW-Madison/AOS/SSEC - AOS Podlet 2 Deliverable

This is what was found by Podlet 2 at the University of Wisconsin–Madison 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://registrar.wisc.edu/enrollment-reports/ - University of Wisconsin–Madison, Enrollment Reports (Publicly Available)
  - https://tableau.wisconsin.edu/#/views/EmployeeDemographics_0/DemographicsbyEmployeeCategory?:iid=1 - University of Wisconsin–Madison, Employee Demographics by Employee Category (only available with valid UW email). Why is this not public?
  - https://apir.wisc.edu/diversity/student-trends/ - University of Wisconsin–Madison, Academic Planning and Institutional Research, Student Trends (Publicly available)
  - Campus Climate Diversity reports: https://diversity.wisc.edu/reports/reports/ (Publicly available), includes current milestones, next goals, overall impact
    - Diversity Report 2020 (publicly available): https://uwmadison.app.box.com/s/y41nrjqc19075rjrgjpb2e4unyy5swr5

- **How does your organization compare to others, or to the field as a whole?**
  - NSF – Survey of Earned Doctorates, Field and Demographic Characteristics of Doctorate Recipients, https://ncses.nsf.gov/pubs/nsf21308/data-tables#group3
  - University of Michigan–Ann Arbor, Diversity, Equity, and Inclusion. Data and Reports, https://diversity.umich.edu/data-reports/
  - Harvard University, Office of Institutional Research, Student Enrollment Data, https://oir.harvard.edu/fact-book/enrollment

- **Public goals on demographics or increasing representation:**
  - Are there general goals stated at your organization for achieving representation?
    - UW–Madison Institutional Statement on Diversity as stated in the Diversity Equity and Inclusion at UW–Madison webpage: "Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinions enrich the university community. ***We commit ourselves to the pursuit of excellence in teaching, research, outreach, & diversity as***

inextricably linked goals. The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background – people who as students, faculty & staff serve Wisconsin and the world" (https://secfac.wisc.edu/events-programs/new-faculty-welcome/diversity-equity-inclusion/, Accessed 24-Feb-2021).

- Could not find anything specific in the AOSS department web page

o Are there measurable goals stated at your organization for achieving representation?

- Measurable goals of the institution can be accessed in the: "Goals and Recommendations by The Ad Hoc Diversity Planning Committee", https://diversity.wisc.edu/wp-content/uploads/2017/02/FrameworkforDiversityMay192014_2.pdf .

- The Atmospheric and Oceanic Science Department at UW Madison has set up a Diversity Commitee with the intent of increasing diversity in the department.

o Suggested additional goals for your organization:

- Goal 1: Determine how we (students, faculty, etc.) value diversity and inclusion within the department and community

- Goal 2: With existing Diversity, Equity, and Inclusion Committee, improve communication of what they're doing to the department and community

- **Policy or proposed policy for collecting demographic data at your organization:**

o https://registrar.wisc.edu/datareports/ - Student data and course information collected, protected, and visualized by the UW–Madison Office of the Registrar.

o https://tableau.wisconsin.edu/#/views/EmployeeDemographics_0/DemographicsbyEmployeeCategory?:iid=1, UW–Madison Staff Data collected, protected, and visualized by Academic Planning and Institutional Research.

o Proposed policy for collecting, reporting, tracking and utilizing demographic data for the UW–Madison AOS and SSEC Departments:

- We propose that the Department can send out a survey/poll at the beginning of each academic year to gather demographic data, and that this data could then be visualized in a section of the webpage suggested in the action items, or as a separate tab in the departmental web page. This data can then be used over the years to assess the diversity, equity, and inclusion initiatives employed by the department.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
    - Not all data is found in the same place
    - Not all data is collected by the same people/offices and thus have a different format, visualization, and accessibility
    - The data at the University level is easily accessed; yet, data at the departmental level is not easily found
    - There should be explicit and measurable goals for increasing diversity, equity, and inclusion stated in the web page of both the University and Department
        - How do we set those measurable goals? Guidance? Look to the University Diversity and Equity Officers for guidance

Recommended Action Items:
- Start a history of meteorology and science ethics course
    - This should be required for all students
    - Perhaps also include this in ATM OCN 900
- Adding outreach/educational activities webpage to AOS website
- Regarding setting goals on demographics for our AOS department, reach out to university on how to set them
- Establish a Research Experiences for Undergraduates (REU) program
- In job description, include upkeep for outreach/educational activities webpage and REU program
    - To ensure these pages and programs stay up-to-date

Podlet 3: Demographics Deliverable

- **What demographic data are collected at your institution? What do the numbers tell you?**
  - Yes, but some of the information is kind of difficult to find. Having it more easily accessible would make the department more accountable.
  - The layout is not helpful - more designed for a financial standpoint.

  AOS statistics are not great in terms of how diverse they are. Employment statistics do show some tiny improvements.
  Percentages discussed with some variations.

- **Are data public? If not, who has access? If the data are kept private, what reason is given?**

  Employment data in reports are public; Some of the more convenient visualizations of demographic data require a net id. Hard to assess success in accounting for representation/including demographics in providing a product to people.

  With a google search: easier to read statistics on demographics for UW-Madison found with percentage demographics for majors.
  https://datausa.io/profile/university/university-of-wisconsin-madison
  https://apir.wisc.edu/
  https://apir.wisc.edu/faculty-staff/trends/

- **Are there stated and measurable goals for representation in your organization?**

  We are unaware of stated or measurable goals with regard to hiring or student demographics at AOS or SSEC.

  Potential proposals for goals:
1. Create goal surrounding graduate admissions from the AGU Bridge Program? Given the Bridge Program's current issues with timing and how this disadvantages students, we would like to see these issues corrected. (Elizabeth/Steph to follow up with Admissions Committee)

2. Tiered goals: Goal 1: Student (at all levels) and hiring goals to reach WI demographics for underrepresented groups (a first very low bar...). Goal 2: Reach national demographics.

3. Start collecting graduate application and retention statistics (if we do not already do this). Dee may already keep grad application statistics.