

## **URGE Demographic Data for the Department of Natural History, Royal Ontario Museum**

This is what was found by the UofT/ROM URGE Pod at the Royal Ontario Museum on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

### **The current state of demographic data collection at the ROM**

There is **no publicly or privately available demographic data** for staff, students, or volunteers at the Royal Ontario Museum, nor for invited speakers. No reasons have been given for not making these data public, or if they are even being collected.

### **Comparing the ROM to other organizations and to natural history as a whole**

Because there is no data reported, it is impossible to compare the Royal Ontario Museum to other natural history institutions. However, please see pp. 3-6 for our findings for some other organizations.

### **The ROM's publicly-stated goals on demographics or increasing representation**

To our knowledge, there were no stated public goals on increasing representation prior to the summer of 2020.

### **[Message from the Director on Equity and Racial Justice](#)**

- “As a civic institution, the ROM categorically condemns racism in any form”
- “We commit to continuing the ongoing work of institutional self-reflection, inclusive practice, dismantling racism, and pursuing reconciliation.”
- “Along with our external facing efforts, there is also the continuing internal work of striving to have our staff, volunteers, senior leadership, and boards better reflect the diversity of the Greater Toronto Area. This requires a holistic approach, with great focus, effort, and input from inside and outside the institution.”
- “We must continue to work toward ensuring the ROM becomes an even more inclusive, equitable and anti-racist institution, so that people not only feel welcome but see the Museum as a place of belonging.”

### **[Toward Greater Inclusion and Equity at the ROM](#)**

- This webpage is meant to document “the ROM’s past, current, and future efforts towards anti-racist practice.” It states that it will be updated at least every 3 months (though there is no indication of the date it was last updated).
- The stated goals are to engage in “institutional self-reflection, inclusive practice, dismantling racism, and pursuing reconciliation.” However, there is no definition of what these goals entail.
- The webpage currently includes details on actions taken in Summer 2020 and Fall 2020, including implementing an Equity & Inclusion Planning Group, signing the [BlackNorth Initiative’s CEO Pledge](#), and hiring two executives of colour.
- Because there are **no measurable goals** included in this document, it is impossible to evaluate these actions in context of the museum’s desired outcomes.

### **Suggested additional goals for the Royal Ontario Museum**

1. **Collect and disseminate demographic data** for staff, students, and volunteers. The museum cannot ensure the organization “reflect[s] the diversity of the Greater Toronto Area” without these data.
2. Use the above data to compare with demographic data for the GTA and **create goals for representation that include a timeline in which these should be achieved.**
3. Identify barriers to hiring and retention of diverse ROM staff, students, and volunteers.

### **Proposed policy for collecting demographic data**

At minimum, we believe that demographic data should be collected following the policies and questions used on [Form 2A-L](#) of the Census Program administered by Statistics Canada. The collection of this data as a minimum will allow comparison with demographic data available for locations in our country.

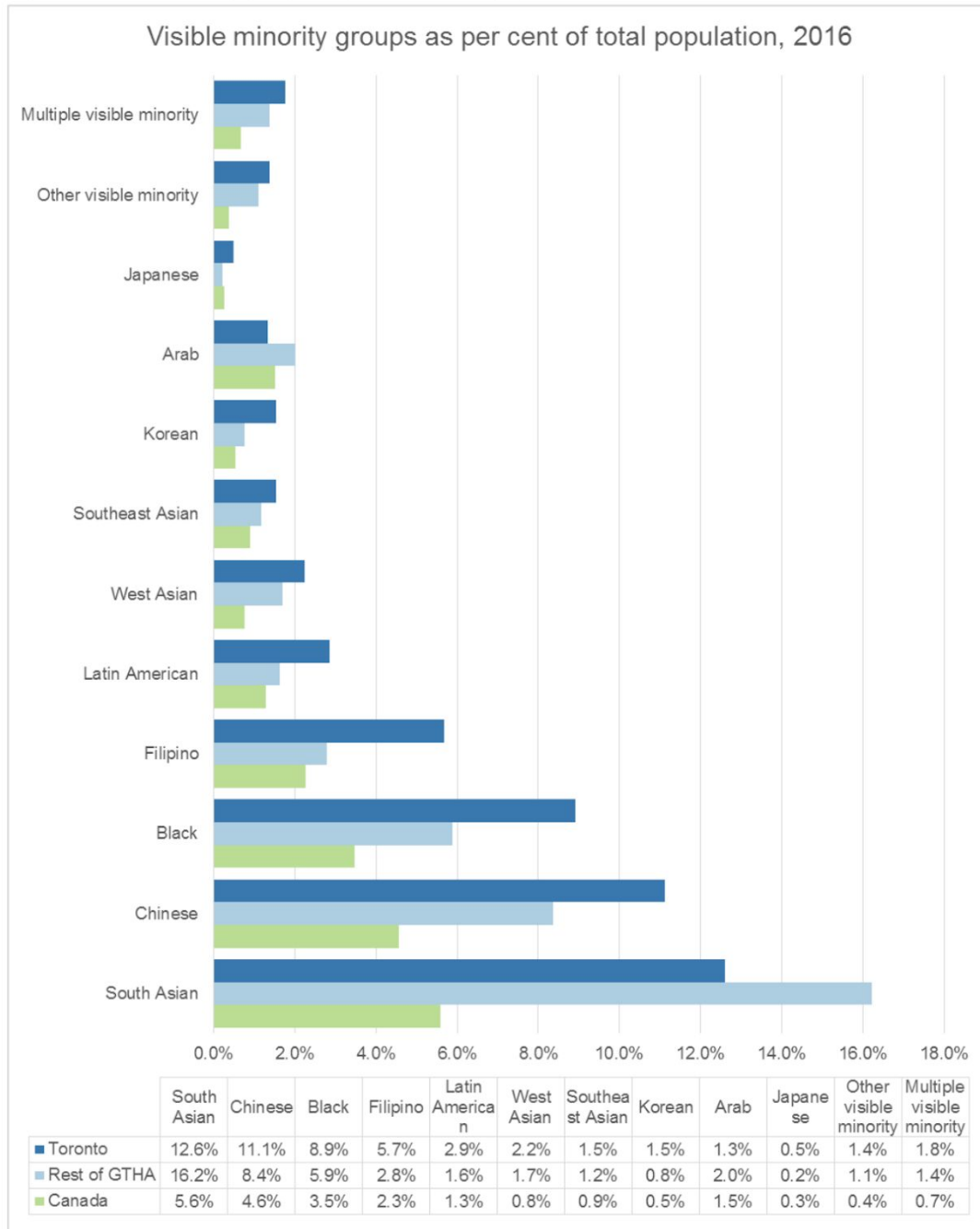
(Please see next page for information on other organizations)

**What we learned about other organizations (or in general) while investigating demographic data**

City of Toronto

- [Results of the 2016 Census](#)
- Detailed demographic data for individual neighbourhoods in Toronto can also be found [here](#)

Figure 5: Visible minority groups as per cent of total population, 2016



#### Government of Ontario

- While demographic data exists for Ontario Public Sector (OPS) employees in regards to age, pay rate, gender and years of service, no data is publicly available relating to racial demographics

#### Ontario Museum Association (OMA)

- Demographic data does not appear to be available for this organization. However, by viewing the biographies of council members, we have determined that the Past President is an Indigenous woman from the Secwepemc people and another councillor is not white-passing.
- OMA has developed *Inclusion 2025: A Practitioner's Guide to Inclusive Museums*, a resource with guidelines on increasing diversity and inclusion, case studies, resources, and contacts in Ontario museums. One of the project leaders is Cheryl Blackman, who was AVP Audience Development at the ROM at the time of *Inclusion 2025's* launch, but is now a councillor with OMA.

#### Canadian Museum Association (CMA)

- As part of the Truth and Reconciliation Commission of Canada's 2015 final report, one of the 94 Calls to Action (Call to Action #67) was a request for "the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations." A final report based on this review is expected to be completed in Fall 2021.
- Only one of nine board members is not white-passing

The Centre for Global Inclusion has produced a comprehensive document detailing [global diversity and inclusion benchmarks](#)

#### Fisheries and Oceans Canada

- No data is available regarding ethnic and racial diversity. The majority of individuals had English as their first language, few French-Canadians, and other languages maximum 1.3% in 2019 (though increasing trend). While not indicative of BIPOC absence, this data was not specifically available.  
<https://www.tbs-sct.gc.ca/ems-sgd/edb-bdd/index-eng.html#orgs/dept/125/infograph/people>

#### Nature Conservancy Canada/Canadian Wildlife Federation (SES)

- No demographic data available, however little BIPOC diversity in board members and senior staff. Indigenous individuals only tend to be Nunavut representation.
- <https://www.natureconservancy.ca/en/who-we-are/our-team/>
- <https://cwf-fcf.org/en/about-cwf/board/>

### Mining Companies in Canada

- <https://mining.ca/wp-content/uploads/2021/02/FF-2020-EN-Web.pdf>
- Page 57 has the statistic for Indigenous employees in the sector, which is higher than industry average at 7% in 2016. Most Indigenous employees are First Nations or Métis, although the proportion of Inuit employees is growing.
- Page 58 has the figure of visible minorities (9%) and immigrants (13%) in 2016. This is lower than industry average. Unfortunately, these numbers are not broken down further.

### Oil companies in Canada

- <https://www.globenewswire.com/news-release/2018/06/14/1524774/0/en/Canada-s-oil-and-gas-workforce-has-grown-older-more-educated-and-more-culturally-diverse-says-PetroLMI-report.html>
- The employment of visible minorities increased to 13% in 2016 from 7% in 2006. Immigrants and non-permanent residents represented 16% of the workforce in 2016, up from 12% in 2006. Indigenous representation grew only a bit from 5.6% to 6.3% over that decade. The proportion of employees with disabilities changed little from 10.4 to 10.6%.

### Field Museum of Natural History

- Demographic data does exist for the Field Museum, but these are confidential and cannot be released publicly (per response from their HR department)

### North Carolina State University (NCSU)

- Data are recorded and published by NCSU, summarized [here](#)
- For students, demographic classification is as follows: White, 67.1%; Asian, 7.1%; Hispanic/Latino, 5.6%; Black / African American, 5.5%; Non-resident Aliens, 3.9%; American Indian or Alaska Native, 0.4%; Native Hawaiian or other Pacific Islander, 0.1%; Ethnicity Unknown / Unreported, 10.4%
- For faculty, demographic classification is as follows: White, 72.4%; Asian, 10.0%; Hispanic/Latino, 4.3%; Black / African American, 4.9%; Non-resident Aliens, 3.5%; American Indian or Alaska Native, 0.1%; Native Hawaiian or other Pacific Islander, 0.1%; Ethnicity Unknown / Unreported, 4.7%
- For comparison, according to NC govt, the state demographics are: White, 63%; Asian (which here also includes Pacific Islander), 3.1%; Hispanic/Latino, 10%; Black / African American, 21%; American Indian or Alaska Native, 1.1%; mixed / multi-racial, 1.9%

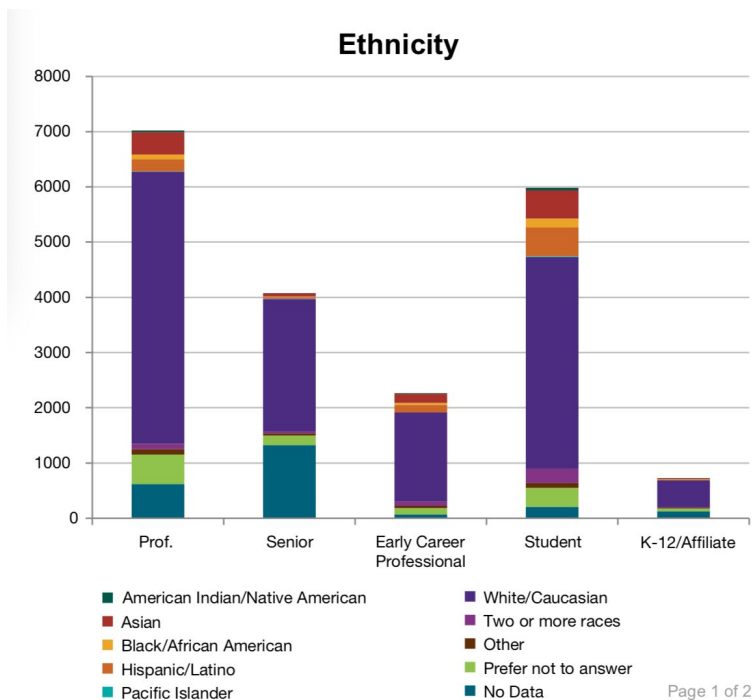
### Geological Survey of Canada (Ashley)

- It is possible that there is some data on diversity and inclusion in the GSC's Strategic Plan 2018-2023, but as of this writing the link to this document yields a [404 error](#)

## Geological Society of America

- Membership demographics 2020

<https://www.geosociety.org/documents/gsa/about/MbrDemographics.pdf>



## The Palaeontological Association (PalAss)

- In 2018, PalAss published a [Diversity Study](#) covering many aspects of diversity. Their findings on the ethnic and racial composition of the society was as follows: “By far the biggest group of survey respondents (501, 85.64%) was white, with the next biggest group (24, 4.10%) being Hispanic/Latinx[1]. 22 (3.76%) were from mixed/multiple ethnic groups, and 17 (2.91%) were Asian. 13 preferred not to reveal their ethnicity (one saying that they did not believe that ethnic groups really exist). Two respondents were Arab and just one was Black.” Based on these responses, it appears that no members of the society at this time were Indigenous.

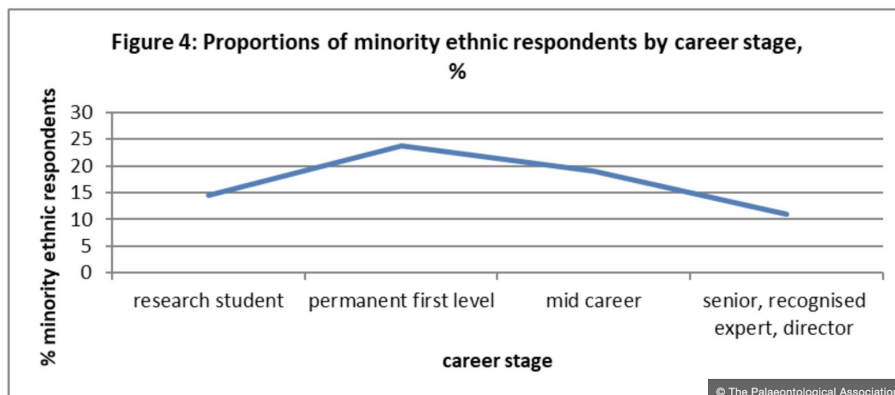


Figure 4: Proportions of minority ethnic respondents by career stage, %