

# URGE

## Unlearning Racism in Geoscience



UNIVERSITY OF  
SOUTH FLORIDA  
College of MARINE SCIENCE

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### URGE Demographic Data for the USF College of Marine Science

This is what was found by USF CMS at the USF College of Marine Science on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

#### **Link(s) to demographic data at our organization**

1. University, Current Staff/Student Demographics:  
<https://www.usf.edu/marine-science/education/diversity/index.aspx>  
<http://usfweb.usf.edu/ODS/Forms/Default.aspx>

This is available to us, but it takes a minimum of 3 weeks to obtain the requested data. We will revisit this to better determine what types of demographic data we are able to obtain via this channel.

USF System: <https://usfweb.usf.edu/ODS/Diversity/Dashboards.aspx>

Students only: <https://www.usf.edu/ods/documents/system-facts/usf-system-facts-2020-21-final.pdf>

2. College of Marine Science  
Student demographic information: <https://www.usf.edu/marine-science/education/index.aspx>

This is not comprehensive CMS data, but only for one subpopulation (students). We are unsure if public demographic information is published for CMS as a whole or for other subpops (i.e. faculty, researchers, admin/staff).

Analysis of past invited speaker demographics: no compiled data available

Past diversity lecture series: <https://www.usf.edu/diversity/diversity-inclusion/diversity-lecture-series.aspx>

*Actionable goal: Including demographic info on our website for CMS as a whole or, at minimum, faculty and researchers.*

#### **If data are not available, what is the reason for not making it public?**

Data are available for our College, however they don't appear to be very comprehensively organized or displayed on the website. We are going to contact our HR department for more information on this to see if we can put more public data on the CMS website. While the website does have some data related to students, there is currently little to no public data on the diversity of our faculty, staff, and post-docs.

### **If data are not collected, what is the reason?**

Data are collected but not necessarily as well as they could be, particularly for students. On the degree-seeking admissions application, the applicant CAN select more than one race. However, the database to which this information is eventually uploaded codes for only one race. Reports pulled from this database to obtain applicant demographic information therefore also only provide a single race per applicant. It is unclear how the system reconciles entries that include more than one race or how it chooses to code such an applicant in the student information systems (SIS).

Demographic data are collected for faculty and staff during the hiring process. We will need to engage further with HR about how this data is preserved and communicated.

<https://www.usf.edu/diversity/about-dieo/dieo-recruitment-and-hiring-procedure.pdf>

Several mentions of demographics:

<https://www.usf.edu/business-finance/resource-management-analysis/data-administration/submissions.aspx#content-title>

### **How does our organization compare to others, or to the field as a whole?**

AGI - "Diversity in the Geosciences – a Look at the Data and the Actions of the Community"

<https://www.americangeosciences.org/webinars/diversity-geosciences-look-data-and-actions-community>

AGI - Race and Ethnicity of U.S. Citizen Geoscience Graduate Students and Postdoctoral Appointees, 2016

[https://www.americangeosciences.org/sites/default/files/currents/Currents-132-DiversityinPostdocs\\_0.pdf](https://www.americangeosciences.org/sites/default/files/currents/Currents-132-DiversityinPostdocs_0.pdf)

Creating and Promoting Gender Equity and Diversity in Professional Geological Societies

<https://eartharxiv.org/repository/view/2060/>

We compared information from the sources linked above, which cover different periods from 2010-2017, and our organization's data for Fall 2020 reported on our website. Based on this, CMS seems to be on par with overall stats for US geoscience programs (~12-13% graduate students from underrepresented groups). However, CMS data is not broken down by groups.

*Actionable goal: CMS should include a 'multi-racial' category and demographic information on post-docs in our data.*

### **Public goals on demographics or increasing representation**

#### **Are there general goals stated at your organization for achieving representation?**

From the CMS website:

*"...our goal is to grow our diversity as much as qualified applicant pool allows for (target of 19% by 2021). This effort will ensure that our students are prepared for success in a diverse workplace environment."*

We note that the phrase 'as much as qualified applicant pool allows for' can be construed as a pre-emptive excuse for falling short of measurable goals.

The USF CMS 2019 Dean's Annual Report contains a description of diversity initiatives but no mention of future goals. <https://www.usf.edu/marine-science/documents/about-us/college-documents/usf-college-of-marine-science-annual-report-2019.pdf>

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

USF CMS 2016-2021 Strategic Plan

<https://www.usf.edu/marine-science/documents/about-us/college-documents/usf-college-of-marine-science-strategic-plan-2016-2021.pdf>

This document reiterates the “19% by 2021” target listed on the website. Top five overall goals of the Strategic Plan are as follows, none of which explicitly highlight DEIA initiatives.

1. Enhance research productivity and impact through strategic hiring and establishment of an endowment to support research infrastructure.
2. Graduate highly competitive MS and PhD students prepared for employment and leadership positions in ocean sciences.
  - a. Sub-strategy of above goal: *2.4 Enhance diversity of student body.*
3. Increase engagement with undergraduate programs on USF Tampa and USFSP campuses.
4. Enhance college visibility and fund-raising capacity within the community and nationally.
5. Deferred maintenance project master plan and get approval for a new building to house new education initiatives.

*Actionable goal: USF CMS URGE Pod will inquire about what the next 5-year strategic plan may include for DEIA initiatives.*

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

How data are collected, reported, tracked, and utilized in decision making.

*“Demographic data are collected at this time of application which includes ethnicity (Not Hispanic, Hispanic, Unknown), race (White, Asian, Black or African American, American Indian or Alaskan Native, Other, Unknown), English as primary language, citizenship, gender (M/F), and residency.”*

We would like to see data reported by subpopulations (e.g. faculty, staff, students) and for the collected data to retain a multi-racial category. It would be ideal to have this info publicly available on our website. At the CMS-level, this may be a realistic shorter-term goal; however, we have much less control at the University level. Our pod could consider proposing an ongoing project/policy of working with ODS/HR/Academic Affairs to annually obtain, review, track, and publish this data for CMS as a whole and for subpopulations.

## **What did you learn about other organizations (or in general) while investigating demographic data?**

This will be an ongoing task for our Pod because it is a large undertaking and we want to make sure we provide a comprehensive answer which incorporates experiences from our Pod members at other institutions, review the links below, and do additional research. We will submit a revised deliverable with this information.

- Increase diversity in seminars: <https://diversity.ideo.columbia.edu/seminardiversity>
- No all-male panels: <https://www.nature.com/articles/d41586-019-03784-x>

- More information on collection of demographic data in Canada:  
<http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-3-%E2%80%93-guidelines-implementation-monitoring-and-combating-racism-and-racial-discrimination>

**Suggested additional goals for our organization:**

Goal 1: To have an active and dedicated committee to DEI within our college.

Goal 2: Publish demographic data for students, faculty, staff, and CMS as a whole on our website. This data should be updated annually at minimum.

Goal 3: Work with CMS administration to develop a roadmap for how to better recruit and retain underrepresented racial and ethnic groups/populations for faculty, staff, and student positions.