

URGE

Unlearning Racism in Geoscience



Applied Physics Laboratory
UNIVERSITY of WASHINGTON

URGE Demographic Data for APL-UW

This is what was found by Pod 1 at APL-UW on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data. We want to note that this is not necessarily a full or accurate representation of the available demographic data for APL-UW, but an initial assessment to begin discussions.

The link(s) to demographic data at our organization are here:

- **Organization, Company, University Current Staff/Student Demographics**
 - UW-wide student and faculty demographic statistics:
<https://www.washington.edu/diversity/diversity-statistics-policies/>,
<https://hr.uw.edu/diversity/demographics/>
 - More detailed UW statistics for students, faculty, staff: Note that department level information not provided. By job category, Research Scientists/Engineers (common job title at APL): only 1% Black and Indiginous
 - https://depts.washington.edu/dvrsty/BOR/DEI-Data-Book-2018.pdf?_ga=2.51756266.271891465.1614140234-2125802890.1534204367 (requires netid sign in)
 - Students:
https://s3-us-west-2.amazonaws.com/uw-s3-cdn/wp-content/uploads/sites/39/2021/01/17002002/2020-2021_OMAD_FACTSHEET.pdf
 - Faculty:
http://ap.washington.edu/wp-content/uploads/ap-factsheet.pdf?_ga=2.9271670.271891465.1614140234-2125802890.1534204367
 - College/division demographic report:
<https://climate.oea.uw.edu/web/report.html?campusName=Seattle%20Campus&unitName=Office%20of%20Research>
 - UW Climate survey:
https://depts.washington.edu/yourvoice/?_ga=2.26091188.867848309.1614185754-700545735.1597661628
 - Statistics for APL have been extracted from the University of Washington 2016 study, but are not publicly available.
 - According to Univ. of Washington 2016 Affirmative Action Plan (Workforce Analysis - Staff and Workforce Analysis - Academic Personnel), APL



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Demographics for 243 people: 75% male / 25% female; 84% white, 1% black, 8% asian, 4% hispanic (link no longer works but this was at <http://ap.washington.edu/eoaa/aaplan>)

- **Speaker demographics**
 - none found
- **If data are not available, what is the reason for not making it public?**
 - It is difficult to present diversity statistics in a way that protects potential identifying information in a relatively small and not diverse unit like APL-UW
- **If data are not collected, what is the reason?**
 - Data are collected at the UW level and internally parsed but not publicly available for reason above.

How does your 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>
- Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
- In terms of diversity data collection and availability, it is hard to assess exactly where UW and APL sit amidst other institutions. The data collection UW-wide may be at least average or better. The UW data is fairly transparent, however some universities have even more public data and excellent tools to parse the data (e.g., making tables and plots). There appear to be hurdles to presenting diversity data at APL to protect personal information, and we would be interested in how other comparable organizations have overcome that.

Public goals on demographics or increasing representation:

- **Are there general goals stated at your organization for achieving representation?**
 - For example: "We strive to reach a diverse applicant pool."
 - UW: on the whole, there are many campus websites, department websites, etc., emphasizing welcoming and improving diversity
 - APL does not have a diversity-specific page or outward-facing goals for representation. Job ads from UW often include language about welcoming applicants from underrepresented groups.
- **Are there measurable goals stated at your organization for achieving representation?**
 - For example: "We will ensure at least 3 of our board members are from underrepresented/underserved groups."



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- UW's goals are here: <https://www.washington.edu/diversity/>
- We are not aware of published goals for APL
- **Suggested additional goals for your organization:**
 - A visible commitment to diversity via a website with specific goals and pointing people to APL and campus resources. Among other things, this is an important resource for prospective employees seeking to understand APL's diversity statistics, plans, and community resources.

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

- How data are collected, reported, tracked, and utilized in decision making.
- **OR proposed policy for collecting, reporting, tracking and utilizing demographic data.**
 - The institution could present a plan for how statistics will be tracked, reported, and used to meet specific goals
 - For prospective students and employees, we would like to be able to point people towards web resources to understand APL's current demographics and commitment to diversity, equity, and inclusion. Our peer institutions have this outward facing information, and its absence makes us appear less welcoming and less committed to diversity, equity and inclusion, and makes it harder to achieve recruiting and inclusivity goals.

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

- <https://scripps.ucsd.edu/diversity> - Scripps' front-facing page
- <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
- <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels
- <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> - more information on collection of demographic data in Canada.



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- **The link(s) to demographic data at our organization are here:**
 - UW
 - [Climate survey of the College of the Environment at UW](#) and [PDF summary](#) (which might only be accessible within the UW network). Breakdown of undergrads, grads, staff and academic personnel into age, sex, race and other categories.
 - [UW Profiles](#) has statistics on admissions, enrollments, graduation etc. (also only accessible within UW network) but little to no information on race
 - Detailed information:
https://depts.washington.edu/dvrsty/BOR/DEI-Data-Book-2018.pdf?_ga=2.51756266.271891465.1614140234-2125802890.1534204367 (within UW network)
 - Students:
https://s3-us-west-2.amazonaws.com/uw-s3-cdn/wp-content/uploads/sites/39/2021/01/17002002/2020-2021_OMAD_FACTSHEET.pdf
 - Faculty:
http://ap.washington.edu/wp-content/uploads/ap-factsheet.pdf?_ga=2.9271670.271891465.1614140234-2125802890.1534204367
 - APL
 - Demographic data at APL could not be found online!
 - Because APL is so undiverse, individuals are easily identified within the community and therefore privacy is not protected. External companies could help to “blur” the groups with small numbers.
 - No speaker demographics
- **How does your 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>
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- There is no data available on UW/APL but we speculate it underperforms in diversity and equity:
 - UW has good information on diversity
 - APL is less diverse than the College of the Environment at UW. However, APL does not provide ANY information on its demographics.
 - The College of the Environment is less diverse than the UW Seattle community (climate survey),
 - UW is likely less diverse than the local community.
- **Public goals on demographics or increasing representation:**
 - **UW**
 - [UW Diversity](#) has a set of initiatives and goals: “At the University of Washington, diversity is integral to excellence. We value and honor diverse experiences and perspectives, strive to create welcoming and respectful learning environments, and promote access, opportunity and justice for all.”
 - **APL**
 - At APL, outward commitment to diversity is absent. There is no sign that APL tries to be welcoming, accepting, and inclusive of underrepresented groups
 - Suggested goals from our POD:
 - Staff demographics that match the Seattle demographics, maybe in incremental steps.
 - Include a value statement on the website and in official documents ([maybe like UW's](#)) and link to UW's diversity website
 - Call out for diversity in the hiring process on all levels, especially for leadership positions (hiring process for new director will start soon at APL)
- **Policy or proposed policy for collecting demographic data at your organization:**
 - Track demographics on all career levels
 - Regular demographic tracking to ensure longer-term commitment for change since leadership positions change more frequently
 - Provide demographic information for community as well as outward, e.g. for potential students, job candidates and recruits. This is part of creating a welcoming environment.
 - If APL-wide commitment to collecting and providing demographic data is not feasible in the near future, connection with local and UW-based BIPOC STEM groups/clubs could alleviate the lack of information.



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- **What did you learn about other organizations (or in general) while investigating demographic data?**
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 - <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> - more information on collection of demographic data in Canada.
 - WHOI is now collecting demographic data on all seminar speakers (started this year)