URGE

Unlearning Racism in Geoscience

[Insert Logo Here]

URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by [Insert Pod Name] at [University/Organization] 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://tableau.wisconsin.edu/#/views/EmployeeDemographics_0/EmployeeRaceEthnicity?:showAppBanner=false&:display_count=n&:showVizHome=n&:origin=viz_share_link&:iid=1 -Tableau site (UW Madison) Employees race and ethnicity
    - https://datausa.io/profile/university/university-of-wisconsin-madison#enrollment_race - DataUSA (UW MAdison) Enrolment race and ethnicity
    - https://registrar.wisc.edu/enrollment-reports/ - UW Madison Registrar's office reports by Age, Gender, Race, ethnicity location.
    - https://tableau.wisconsin.edu/#/views/CourseDemographicProfile/CourseDemographicProfile?:iid=3 - Tableau site (UW Madison) Geography course demographics students gender minority, first generation.
    - https://search.data.wisc.edu/radar.php - UW Madison Radar - Database for all collected data from campus.
    - https://docs.google.com/document/d/1XwUTbPZeAGRmivcVLtpeV_2t6hRMvo7-uyV4urzcgHY/edit?usp=sharing - Requested data for Geography department grad students race/ethnicity and international/domestic.
    - https://apir.wisc.edu/faculty-staff/trends/ - Data on faculty and staff trends: hiring, departures, retirements
    - https://apir.wisc.edu/faculty-staff/trends/ Has links to annual data on faculty gender, race/ethnicity to Committee on Women
    - https://apir.wisc.edu/data-digest/ - Data Digest includes annual data, including:
        - – Faculty and Staff FTE Counts
        - – Faculty and Staff FTE by Source of Funding
        - – Headcount of Faculty and Staff by Gender
        - – Faculty Headcount by Rank and Gender
        - – Faculty Tenure Promotions by Divisional Committee Affiliation
        - – Faculty Promotions by Divisional Committee Affiliation

- ■ – Faculty Tenure Promotions by Gender and by Minority Status

- ■ – Faculty Salary Comparisons by Professorial Rank

- ■ – Headcount of Faculty and Staff by Race/Ethnicity

- ■ – Headcount of Faculty and Staff by Gender and Race/Ethnicity

- **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/

- **Public goals on demographics or increasing representation:**
  - ○ Are there general goals stated at your organization for achieving representation?
    - ■ UW Madison has a Diversity implementation plan (https://diversity.wisc.edu/wp-content/uploads/2017/04/Patricks-preferred-04.08.15-DF-REEL-Report-FINAL_Updated.pdf)
      - ● Goals are to retain, equip, engage and lead...
    - ■ The Geography department plans to increase enrollment of under-represented students in the graduate program.
      - ● They plan to use outreach from McNair programs nationally
    - ■ The Geography department had plans for this year but could not happen because of the pandemic.
  - ○ Are there measurable goals stated at your organization for achieving representation?
    - ■ UW Madison
      - ● Improvement of campus climate based on regularly distributed surveys once every 2 or 3 years. After the initial distribution, later surveys will be distributed campus--wide on a regular basis to continually assess climate.

- Increased percentage of those recruited through the Strategic Hiring Initiatives and improved retention rates of diverse faculty 6 years after initial hire.
- Consistent increase of students in the Green Zone coupled with a decrease of students in Red and Yellow Zones.
- Expand, increase utilization, and improve satisfaction of the learning centers in Physics, Chemistry, Math, Business, Engineering and Statistics.
- Gauge success and impact of community partnerships designed to close the opportunity gap (i.e. pre--college pipeline programs which lead to greater educational attainment).
- Actionable outcomes of collaboration with Wisconsin Center for Education Research (WCER) and the UW--Madison Opportunity Gap Working Committee.
- Improved quality of the interactions between community and Community Partnerships and Outreach Staff Network
- Increase in recognition and support for non--traditional students,
- i.e. veterans and transfer students.
- Stronger correlation between committee efforts and recommendations and their impact on campus policies related to diversity and inclusion.
- An increase in the numbers of targeted minority, underrepresented minority, first--generation, and female students who intend, declare, and graduate in STEM fields
- Increased percentage of faculty, especially those at the rank of associate and full, who participate in this professional development
- Percentage of campus units that participate will be 100% within five years
- An increase in the quality and number of courses and learning experiences.
- Increased participation in LCICE (Learning Communities for Institutional Change and Excellence) of faculty, staff and students
-) Increased participation in these training experiences
- After a baseline is established, an improved grade or score will be achieved by 2020.
- Greater synergy among diversity efforts campus--wide
- Greater recruitment and retention of diverse faculty, staff and students.

- ■ Geography does not have measured goals but it is interested in talking to use to set-up ideal goals.
  - ○ Suggested additional goals for your organization:
    - ■ Goal 1: …

- **Policy or proposed policy for collecting demographic data at your organization:**
  - ○ Link - How data are collected, reported, tracked, and utilized in decision making.
  - ○ OR proposed policy for collecting, reporting, tracking and utilizing demographic data.

- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - ○ https://diversity.ldeo.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.