

# URGE

## Unlearning Racism in Geoscience

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### URGE Demographic Data for Vanderbilt University

This is what was found by the Vanderbilt AWG URGE Pod at Vanderbilt University 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:**
  - Vanderbilt Graduate School data  
<https://gradschool.vanderbilt.edu/about/community.php>
  - <https://gradschool.vanderbilt.edu/students/prospective/statistics.php>
  - Vanderbilt Report on the Faculty <https://www.vanderbilt.edu/faculty-affairs/report-on-the-faculty/>
  - The Fisk-Vanderbilt Master's to Ph.D. Bridge Program  
[https://aapt.scitation.org/doi/full/10.1119/1.3546069?casa\\_token=K78v-dvUVaAAAAAA%3A97E7BB\\_zLSUnH0HTXI49uYfuofgrTBj7BtUC2RqawcmPYgH7zBfBycUxXcfDfWQJsak7h5q-Mc6p](https://aapt.scitation.org/doi/full/10.1119/1.3546069?casa_token=K78v-dvUVaAAAAAA%3A97E7BB_zLSUnH0HTXI49uYfuofgrTBj7BtUC2RqawcmPYgH7zBfBycUxXcfDfWQJsak7h5q-Mc6p)
  - Other demographic data we looked at included our Earth and Environmental Science graduate application data collected by our department head. This is currently not available to the public and may need university specific permission. This data is included in the Vanderbilt Graduate School data (first link) but is not accessible by department, rather it is included in the larger pool of data for the physical sciences.
- **Public goals on demographics or increasing representation:**
  - Diversity initiatives (Vanderbilt-wide) for recruitment, retention, and collaboration <https://gradschool.vanderbilt.edu/about/diversity/index.php>
  - There are diversity initiatives where VU couples with HBCUs in Nashville (i.e., Fisk, TSU (EES dept. specific)). Fisk and other HBCUs in Nashville don't have geoscience programs and we wonder if this stems from historical reasons.
  - Departmental diversity goals are not stated on the website, although there are currently conversations about the measurable goal of having our EES major and minor population match Vanderbilt-wide diversity.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Demographic data (application and admission data) is collected via the portal that students apply to Vanderbilt. Departments can access this data, but have to analyze, create graphics, etc. themselves. It is not clearly stated how Vanderbilt collects demographic data, and we are unable to access raw data (either undergraduate or graduate level). However, they do provide graduate school



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enrollment and admission demographic data and show how different programs' diversity has changed over the past few years.