

URGE

Unlearning Racism in Geoscience



URGE Demographic Data for Washington and Lee University

The following are the demographic data and stated goals for representation at Washington and Lee University found by the Washington and Lee Geology Department URGE pod.

- **Public goals on increasing representation and campus climate:**
 - ☞ The University's [Strategic Plan](#) of 2018 expressly states that increasing diversity is a top priority. The President of the University consistently sites this priority in emails he sends out.
 - ☞ At the start of the 2017-18 academic year, President Dudley set up a Commission to review W&L's institutional history. The Commission submitted its report to the President Spring 2018 and he gave his response at the start of the 2018-19 academic year. The report and preceding and following communications from the President can be found [here](#).
 - ☞ August 2020 the faculty of Washington and Lee wrote [An Antiracist Plan of Action for Systemic Change](#) for the university
 - ☞ Human Resources has a statement of commitment to diversity on its [Jobs page](#) and Job descriptions. W&L is a EOE.
- **The link(s) to demographic data at our organization are here:**
 - ☞ [University student demographics 2020](#) are available to the public on W&L's website
 - ☞ University faculty and staff demographics are collected but are not intended for public audiences
 - ☞ The University has several funds for speakers but demographics are not kept. Many non-white speakers have been engaged for talks academic year 2020-2021, so now the University knows what's possible.
 - ☞ In the 2019-2020 academic year, the Geology Department had 11 speakers for 2019-2020: 9 white men, 2 white women. Geology was to co-host a panel that would have had 3 white men and 2 white women, but it was cancelled due to COVID.
- **How does your organization compare to others, or to the field as a whole?**
 - W&L 17.7% US minority; 4.3% non US resident
 - Davidson 27% domestic students of color; 7% international students



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- Williams 39% US minority; 9% non US resident
 - Bucknell 19% US minority; 5% from foreign countries
 - Grinnell 24% students of color; 20% international
 - Bowdoin 36% students of color; 11% international background
 - Hamilton 25% students of color; 6.8% international
 - Carleton 28% people of color
 - Swarthmore white students are 39% of student population
 - Middlebury 26% students of color
- **Regarding collecting demographic data and actions based on data**
 - ☞ Human Resources keeps records and asks for justification when a minority candidate is in the pool but not interviewed.
 - ☞ Admissions keeps records and reviews recruiting strategies.
 - **What did you learn about other organizations (or in general) while investigating demographic data?**
 - ☞ Williams College has created innovative programs, including a “Claiming Williams” day, in which classes are canceled and students and faculty instead engage with issues regarding diversity and inclusion
 - ☞ W&L now has Juneteenth holiday
 - ☞ At least one school had a diversity course requirement
 - ☞ We found little evidence of professional societies emphasizing educational and outreach efforts to elementary, middle, high school students, particularly from traditionally underrepresented groups