

URGE

Unlearning Racism in Geoscience



WICGE URGE Demographic Data

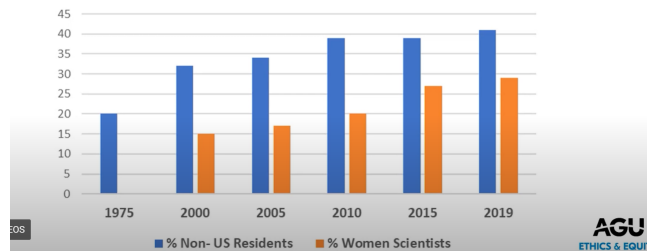
This is what was found by Women in Coastal Geoscience and Engineering (WICGE) on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

- **The link(s) to demographic data at our organization are here:**
 - [Link](#) - Organization, Company, University Current Staff/Student Demographics
 - Demographic data is not made publicly available online, but was made available to us for this exercise.
 - [Link](#) - Analysis of past invited speaker demographics
 - Not Available
 - If data are not available, what is the reason for not making it public?
 - Data is available.
 - If data are not collected, what is the reason?
 - Data is collected
- **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>

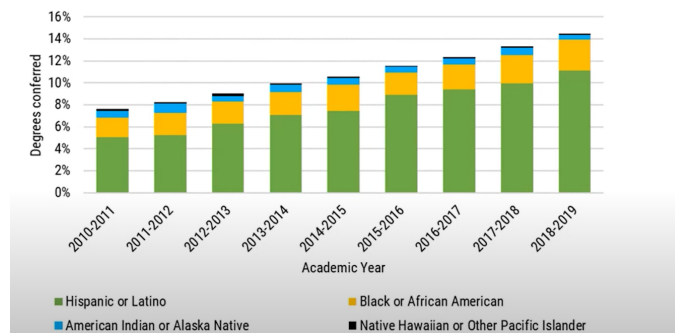
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Women and Non-US residents are increasing among AGU membership.



Geoscience Bachelor's degrees awarded to underrepresented minorities



- Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
 - AAPG: ~80-90% exec board is male
- WICGE
 - Relative to statistics provided by the sources above (representative of the “field as a whole”, WICGE membership is relatively diverse in terms of gender identity & nationality. Data on race was not available. Within the WICGE organization:
 - 87% membership identify as women
 - 5 countries make up approx. 70% of membership
 - 425 members from 55 different countries
 - The Executive Board (per the website) consists of ~15 women.
 - It should be noted that WICGE exists to create a network that is “instrumental in achieving gender equality in coastal geoscience and engineering,” which likely impacts the demographic makeup of the organization.
- **Public goals on demographics or increasing representation:**
 - Are there general goals stated at your organization for achieving representation?



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- The WICGE website states: “We want this network to be instrumental in achieving gender equality in coastal geoscience and engineering, across age groups and career levels, in academia, government and industry.”
- The website does not state certain goals related to racial or gender representation.
- Are there measurable goals stated at your organization for achieving representation?
 - There are no measurable goals (available publicly on the website) that are stated for achieving representation.
- Suggested additional goals for your organization:
 - Goal 1: approx. 70% of WICGE membership is from 5 countries: Australia, US, UK, Spain, and the Netherlands. A goal to improve racial diversity throughout the organization, but especially among the membership of these countries should be established. This may mean increasing engagement and communication with universities with higher BIPOC representation.
- **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:
 - Demographic data is collected upon joining the WICGE network.
 - A proposed policy for collecting demographic data (and revisions to current practice) include:
 - Collect race/ethnicity data when people sign up so that racial diversity can be tracked and appropriate targets can be set.
 - Utilize demographic data to inform recruitment efforts and strategy to be able to engage and attract members from a diverse demographic pool.
 - Utilize demographic data to identify opportunities for defining sub-groups within WICGE to create sub-communities within the larger organization (inspired by GeoLatinas).
 - Demographic representation should be considered in creating a plan for turnover in the executive committee. In the future, how will EC members be identified? How long will they serve on the committee? And how can we make this inclusive and representative.
- **What did you learn about other organizations (or in general) while investigating demographic data?**



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- <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.
- Organizations may try to present demographic data in a way that's beneficial to them and not necessarily indicative of reality. It's important to think critically about what information is publicly available.
- In many cases, racial and gender diversity are better represented at "lower" levels of hierarchical organizations, but upper management and exec-level positions are more likely to consist of white males. Indicates BIPOC and women being "funnelled" out of the profession or from leadership positions due to a number of factors.