



## URGE Demographic Data

This is what was found by the Woods Hole Diversity Pod (with members from WHOI and Woodwell Climate Research Center, among others) on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

## Woodwell Climate Research Center

- **The link(s) to demographic data at our organizations are here:**
  - Woodwell collects demographic data (gender, race/ethnicity) on its staff as new hires come in but does not update these data on a regular schedule. These data are available from HR upon request but are not publicly available. The last analysis of demographic data was conducted in June 2020.
  - In December 2020, Woodwell hired the Avarna Group to conduct a Cultural Assessment, which collected more detailed/nuanced demographic data that was used to analyze the experiences of staff with marginalized identities compared with other staff members. These data are also not publicly available but have been discussed with our Board and Staff as part of a series of DEIJ training sessions and shared with the staff.
  - Woodwell has not collected demographic data on speakers in the past.
  - Woodwell is working on a system to regularly collect and report staff demographic data (see below). Links to this information will be made available once that system is in place.
  
- **How does your organization compare to others, or to the field as a whole?**
  - *Gender:* At Woodwell, 60% of the total staff identified as female and 40% of the total staff identified as male. Of the scientific staff, 48% identified as female and 52% identified as male. Female representation at Woodwell is higher compared to other geoscience societies, such as AGU and GSA. No staff at Woodwell disclosed a nonbinary gender identity.
  - *Race/ethnicity:* Race/ethnicity demographic data collected upon employment at Woodwell is essentially collected as a binary of Hispanic or Latino or Not Hispanic or Latino (Black or African American, Native Hawaiian or Pacific Islander, Native American or Alaska Native, White, Asian, or Two or more races). 6% of Woodwell

staff identify as Hispanic/Latino compared to ~13% of environmental and geoscientists in the field. According to Woodwell demographic data collected in the Cultural Assessment, 20% of staff identify as Hispanic or Latina/x/o, Native/Indigenous/First Nations, Black or African American, or More than one race/other. This is on par with the 20% of all underrepresented minorities employed as environmental and geoscientists in the field.

- First-generation data is not collected at Woodwell though 8% of geoscience students are first-generation.
- **Public goals on demographics or increasing representation:**
  - Woodwell does not currently have any public goals-- general or measurable-- on demographics or increasing representation.
  - Woodwell is engaged in a few internal efforts to increase representation and commitment to diversity. The institution is organizing a Speaker Series focused on scientists of color, multi-disciplinary scientists, and community leaders in environmental/climate justice as part of its internal DEIJ work. A diversity, equity, and inclusion statement is in the draft stages and will be public-facing on the Woodwell website.
  - Suggested additional goals for your organization:
    - Goal 1: Make demographic data at least internally available to staff at Woodwell.
    - Goal 2: Commit to recruiting an applicant pool representative of demographic statistics in the Earth Sciences field before closing the job listing.
- **Policy or proposed policy for collecting demographic data at your organization:**
  - Apart from collecting data during onboarding of new hires, Woodwell does not currently have a process/policy for updating demographic data. However, there is openness within the organization to analyze demographic data yearly.
  - There is an effort in place to acquire an HRIS (Human Resources Information System) system to anonymously collect demographic information during the recruitment process (to address diversity within the application population). This will also help the institution to regularly update demographic data moving forward.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - The collection of demographic data itself can be telling of an organization's commitment to representation and inclusion. It is important to provide nonbinary options for identity as peoples' lived experiences are not binary. This includes gender identity options beyond the binary of male and female and race/ethnicity options that allow more inclusion of more than one identity-- in the case of Woodwell, say both Black or African American and Hispanic or Latino/x/a.

## Woods Hole Oceanographic Institute

- **The link(s) to demographic data at our organizations are here:**
  - WHOI Demographics based on 2017 Workplace Climate Survey (page v)
  - [Link](#) - Analysis of past invited speaker demographics (Jan-Feb 2021)
  - The demographic data for the institution is not publicly available. When we reached out to the HR department, they did not respond for comment. After URGE, the WHOI Pods are intending to have a joint meeting with leadership to discuss the importance of collecting this data and making it publically available.
  
- **How does your organization compare to others, or to the field as a whole?**
  - Gender: According to the Livingston report, 51.8% of respondents identified as male and 43.9% of respondents identified as female. When compared to the gender split in three geoscience societies, WHOI outperforms each of them by a margin of roughly 20% ([Data from 2017](#) for comparability).
    - American Association of Petroleum Geologists: ~20%<sup>1</sup>
    - American Geophysical Union: ~28%<sup>2</sup>
    - Geological Society of America: ~35%<sup>3</sup>
  - Other Axis of Diversity:
    - In 2017, roughly ~13% of the Geosciences workforce identified as URM<sup>4</sup>. According to the Livingston report, only 8% of WHOI's workforce identified as being from an underrepresented minority group.
  
- **Public goals on demographics or increasing representation:**
  - Peter de Monecal, WHOI's President as of October 2020, has made it clear in internal documents that JEDI initiatives are one of his primary concerns.
  - The WHOI website states: "WHOI recognizes that increasing representation and advancing inclusion is critical to our core mission of exploration and discovery in a diverse and connected world."<sup>5</sup>
  - No measurable goals are publicly available.
  - Suggested additional goals for your organization:
    - Goal 1: Match the representation of interns and visiting students to that of the US population by 2025.
    - Goal 2: Match the representation of all employees to that of the US population by 2030.
  
- **Policy or proposed policy for collecting demographic data at your organization:**

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<sup>1</sup> Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>

<sup>2</sup> *ibid.*

<sup>3</sup> *ibid.*

<sup>4</sup> 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>

<sup>5</sup> <https://www.whoi.edu/who-we-are/about-us/diversity-equity-and-inclusion/>

- WHOI does not currently have a policy for collecting demographic data on any regular basis nor in a public fashion. We propose that WHOI commit to taking an annual census of the entire staff (including visiting students and researchers) and publicly display this information as it relates to organizational goals.
- **What did you learn about other organizations (or in general) while investigating demographic data?**
  - It is remarkably easy for an institution to declare that they believe in the value of diversity. It's another thing altogether to publicly hold yourself accountable to quantifiable goals related to representation. This kind of public facing accountability structure is a fantastic tool for ensuring long term progress towards greater representation at geoscience institutions.