

# URGE

## Unlearning Racism in Geoscience



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### URGE Demographic Data for The College of Wooster

This is what was found by the Earth Sciences pod at The College of Wooster 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:**

Wooster staff/student demographics can be found on the internal Institutional Data & Information wiki. Any publicly available data can be found [here](#). Our department can contact Ellen Falduto (Chief Information and Planning Officer) directly for questions about data

- **How does your organization compare to others, or to the field as a whole?**

It is difficult to assess how our organization compares with others or to the field as a whole. Our student body is approximately 54% female, 33% international and multi-ethnic and 22% domestic multi-ethnic. Currently, representation in our introductory courses, gateway courses, and majors approximates the representation in the student body, although this trend has only come about recently with the implementation of our new curriculum. As a department, we have taken a number of actions that are analogous to those taken by our professional societies. We are unsure of the diversity of our external seminar speakers.

- **Public goals on demographics or increasing representation:**

- General goals for achieving representation are stated in [Wooster's DEI Strategic Plan](#).
  - Increase recruitment of students, faculty and staff from historically marginalized groups
  - Increase accessibility of campus spaces and programs for those with disabilities
  - Increase resources and support for students, faculty and staff from historically marginalized groups
  - Create clear responsibilities/expectations for work towards diversity, equity and inclusion
  - Increase cultural competencies and skills among students, staff and faculty
  - Partner with the City of Wooster community

- Organize and resource diversity, equity and inclusion work to enable consistent oversight, leadership and assessment
  - Develop and implement regular assessments of progress toward goals
  - Communicate effectively and regularly with the community about actions and progress
- There are *some* measurable goals embedded within the general goals in the strategic plan and in the updates posted on the [DEI resources website](#).
- Potential additional goals that Wooster might consider:
  - Goal 1: Create a JEDI data dashboard that is regularly updated, perhaps through a summer AMRE team in collaboration with the Associate Director for Research and Planning.
  - Goal 2: Create an institution-wide mechanism for collecting demographic data on invited speakers.

- **Policy or proposed policy for collecting demographic data at your organization:**

Student data collection starts with Admissions and feeds into the campus database system. The data collected include ethnic and racial information, first generation status, pell-eligibility. Gender identity is optional for students to disclose. Students can request to update their data at any time by contacting Ellen Falduto (Chief Information and Planning Officer). The Chief Information and Planning Officer is currently working on a process to coordinate with Registrar and automate demographic data for courses. The Provost uses demographic information for majors. The policy for releasing data is to never share data where individuals could be identified. By the end of summer, after a platform change, Wooster is expecting to make more demographic data publicly available.

- **What did you learn about other organizations (or in general) while investigating demographic data?**

We learned that our system for collecting data is transitioning as a result of changing personnel, changing technological platforms, and diverted resources during the COVID19 pandemic. We learned that other institutions make a lot of data publicly available and have systems for collecting data on external speakers. We opened a dialogue with our Chief Information and Planning Officer and shared examples of data dashboards from this exercise as inspiration.