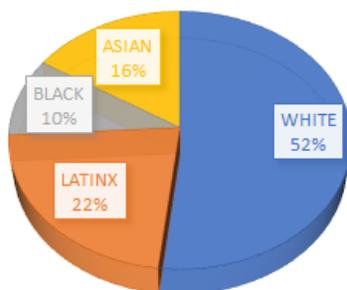


## Lamont URGE Deliverable 3

### URGE Demographic Data for the Lamont Pod

This is what was found by the Lamont Pod 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:**
  - [Lamont Demographic Data 2005-2017](#)
    - Some data available in graphs online (see link) and in LDEI report
    - IRI does not currently track demographic data
    - We are uncertain about CIESIN tracking demographic data
    - We recommend that access to this data be made more public and extend to include LDEO, IRI, CIESIN equally
  - [Past invited speaker demographics](#)
    - These data exist for both LDEO and IRI seminars (last two years following the implementation of the [Seminar Diversity Initiative](#)), and the gender data [goes back further](#)



Aggregate ethnic demographic information for speakers invited to the LDEO campus seminars from Fall 2019 to present.

- **How our organization compares to others and to the field as a whole:**
  - **Students:** Averaged over the last five years, 7.8% of applicants to the DEES graduate program self-identified as a member of a URM. Over the same period, 10.3% of those admitted, and 12.7% of students who accepted the position and enrolled in the program were URM
    - Based on AGI (2019), URM's earn 6.7% of geoscience doctorates so the demographics of the number of URM applicants that have applied to DEES over the last five years reflect this national number
      - Student demographic data available from DEES upon request
  - **Post-docs:** Aggregate demographic data for the Lamont Postdoctoral Fellowship is available from OAAD upon request
  - **Research Staff:** Nearly all research positions at LDEO/CEISIN/IRI are soft money positions, which may be a deterrent to first generation students who feel a strong need for financial stability
  - Compared to Columbia as a whole, Natural Sciences have smaller underrepresented minority populations compared to the rest of the [university](#)

- From 2011 to 2019:
  - Hispanic or Latino Undergrad degrees doubled (5% to 11%)
  - Black or African American has increased by 50% (2% to 3%)
- Lamont has not improved in increasing diversity in the last 10 years, and the field as a whole has not increased diversity in meaningful ways in the [last 40 years](#)
- ***Public goals on demographics or increasing representation:***

We strive to reach an applicant pool that mirrors the demographic makeup of the US.

  - The LDEI Task Force Report recommends collecting, monitoring, and reviewing data needed to track progress towards equity goals (e.g. exit surveys and interviews, hiring, turnover, grant submissions, annual reviews)
  - This includes ensuring compliance with Columbia University policies (e.g. supporting minority- and woman-owned local businesses) and disability inclusion
- ***Policy for collecting demographic data:***
  - Demographic data is collected by HR during the hiring process and is available upon request.
  - Google surveys are used to collect demographic data on seminar speakers
    - The same survey is used for both LDEO and IRI divisional seminars, but the data are monitored and collected separately
    - These surveys are currently sent to speakers individually following their presentations (LDEO) or at the end of the semester (IRI)
- ***Additional links and notes about other organizations gathered while investigating demographic data:***
  - <https://diversity.ucsd.edu/accountability/#Dashboards> - UC San Diego Diversity/Accountability webpage
  - <https://www.tc.columbia.edu/about/diversity-and-community/student-demographics/#tab-10642428> - Columbia University Teachers College Student Demographics (this is an example that we could learn from and use for the Lamont website)