URGE Demographic Data for University/Organization - Example Deliverable

This is what was found by [Insert Pod Name] at [University/Organization] 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
  + Link - Analysis of past invited speaker demographics
  + If data are not available, what is the reason for not making it public?
  + If data are not collected, what is the reason?
* **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>
  + Creating and Promoting Gender Equity and Diversity in Professional Geological Societies - <https://eartharxiv.org/repository/view/2060/>
* **Public goals on demographics or increasing representation:**
  + Are there general goals stated at your organization for achieving representation?
    - For example: “We strive to reach a diverse applicant pool.”
  + Are there measurable goals stated at your organization for achieving representation?
    - For example: “We will ensure at least 3 of our board members are from underrepresented/underserved groups.”
  + Suggested additional goals for your organization:
    - Goal 1: …
* **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.
* **What did you learn about other organizations (or in general) while investigating demographic data?**
  + <https://diversity.ldeo.columbia.edu/seminardiversity> - Initiative to increase diversity in speakers at scientific seminars.
  + <https://www.nature.com/articles/d41586-019-03784-x> - Commitment to having no “manels”, or all-male panels, at events.
  + <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.