

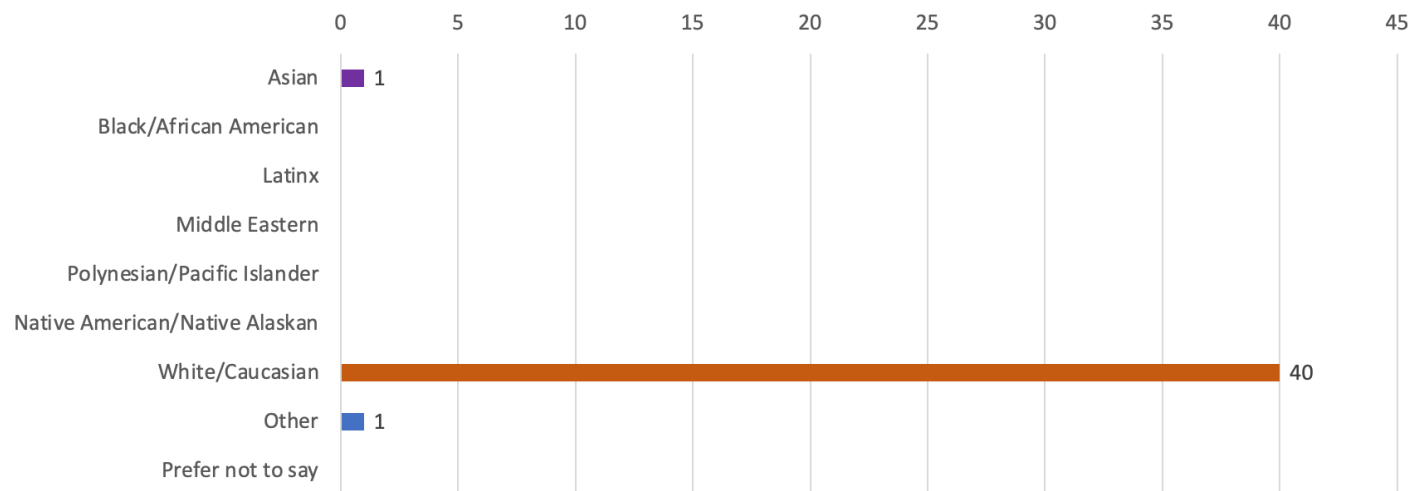


## 2022 DEI Climate Survey – Key Findings

During Spring 2022, the Geosciences Department distributed a survey to the current department community with the goal of tracking demographics and identifying areas where our current practices require improvement. Each survey included 30 questions about our demographics and personal experiences with diversity, equity, and inclusion (DEI) issues and included the same questions as the climate and demographics survey distributed in 2021. We plan to conduct climate and demographics surveys regularly to track progress and identify areas where we need improvement.

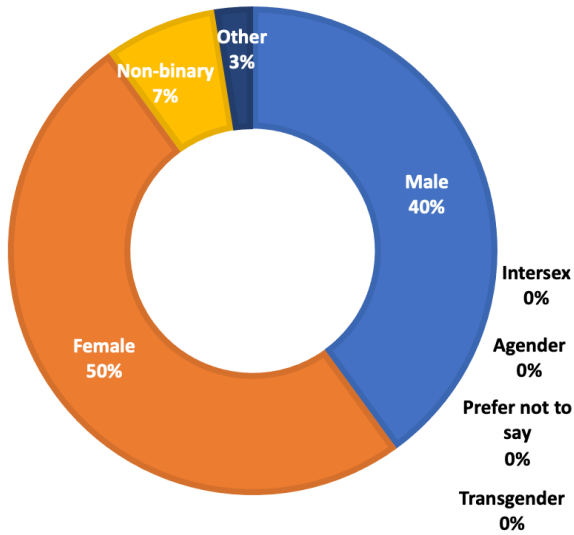
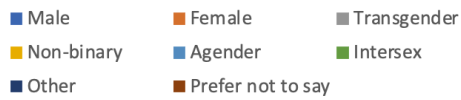
Forty-two of our current students, staff, and faculty participated in the survey. In 2022, our department population was 97, meaning that less than half (41%) of the department participated in this survey. *The lower response rate requires that the results below be considered as an incomplete representation of our department community.*

### Key Finding 1: Ethnic/Racial Diversity Remains Very Low (but is slightly improving)



Current members of the department are dominantly White/Caucasian (98% White/Caucasian vs. 99% in 2021). Most members of the Geosciences department are White/Caucasian. Therefore, *we do not expect current and past climate surveys to identify racial discrimination.*

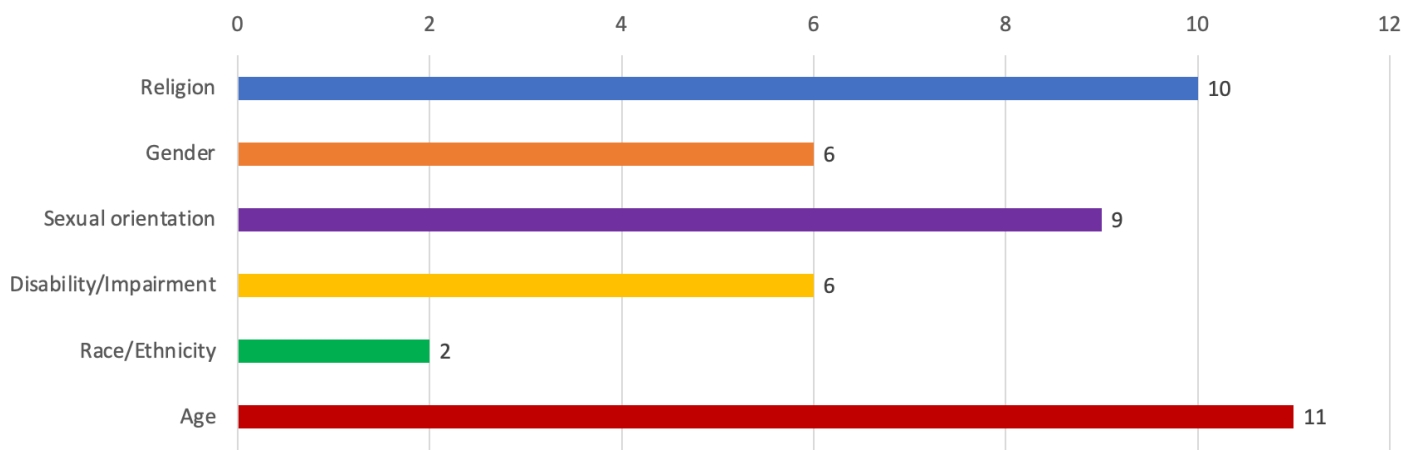




### Key Finding 2: Equity in gender representation is improving

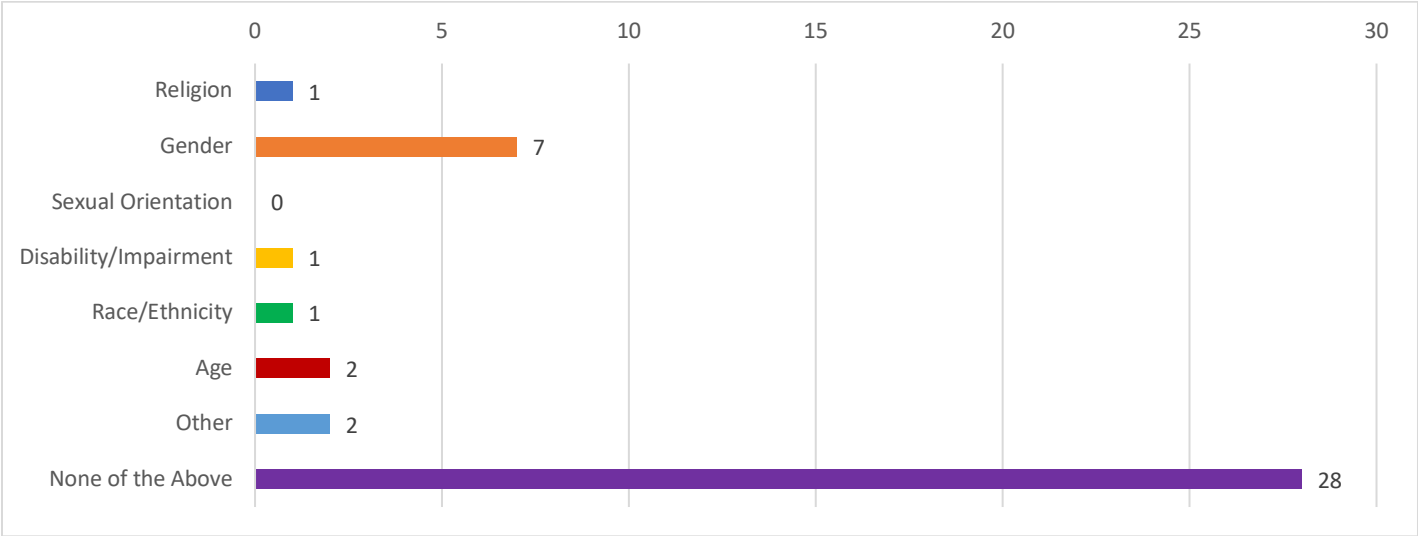
Most of the Geosciences department identifies as female (50% of respondents vs. 45% in 2021) and there is a greater representation of non-binary and 'other' genders (10% vs. 0% in 2021).

### Key Finding 3: Age and Religion are self-identified distinctions



Many survey respondents identified their age as the main characteristic that sets them apart from their peers/colleagues (25% of respondents vs. <1% in 2021). Religion is also a growing self-identified distinction (22% vs. 35% in 2021), as is sexual orientation (20% vs. 16% in 2021).

**Key Finding 4: Experiences of discrimination in the Geosciences Department appear to be low; however, gender-based discrimination is an issue**



About a third of survey participants have experienced some type of discrimination in the Geosciences Department. Of those, seven respondents identified gender-discrimination as a challenge to their sense of belonging in the department, an increase from 2021 (17% of survey respondents vs. 13% in 2021).