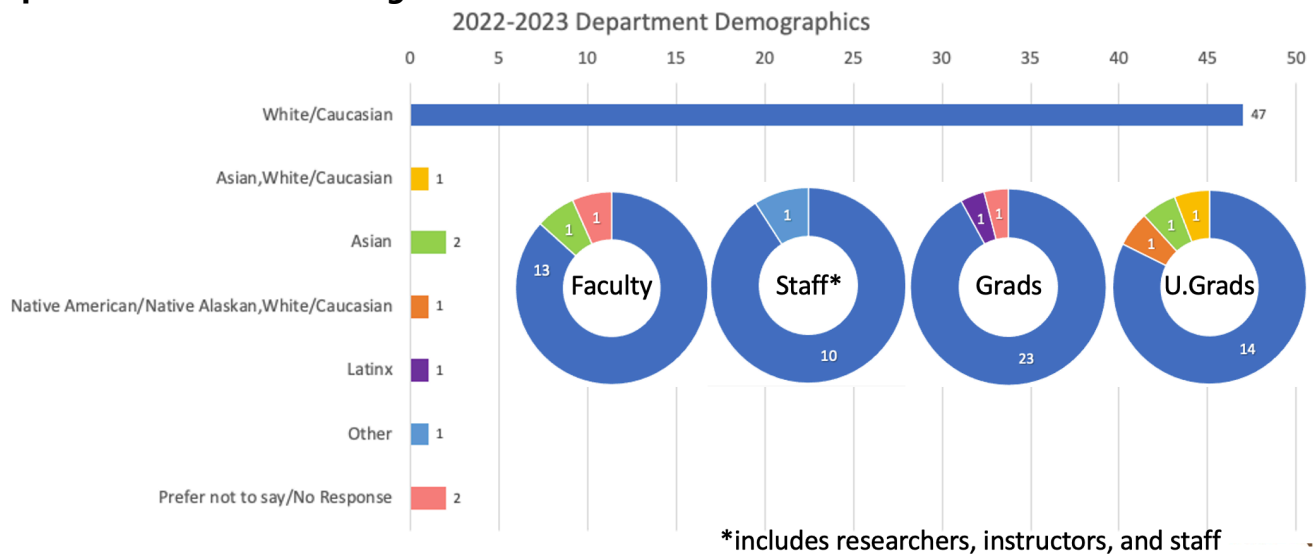




### 2023 Climate Survey – Key Findings

During Spring of 2023, 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 related to our demographics and personal experiences with access and inclusion. We plan to conduct such surveys regularly, going forward, and compare results to track progress and identify areas where we need improvement. 68 (62%) of our current students, staff, and faculty participated in the department survey.

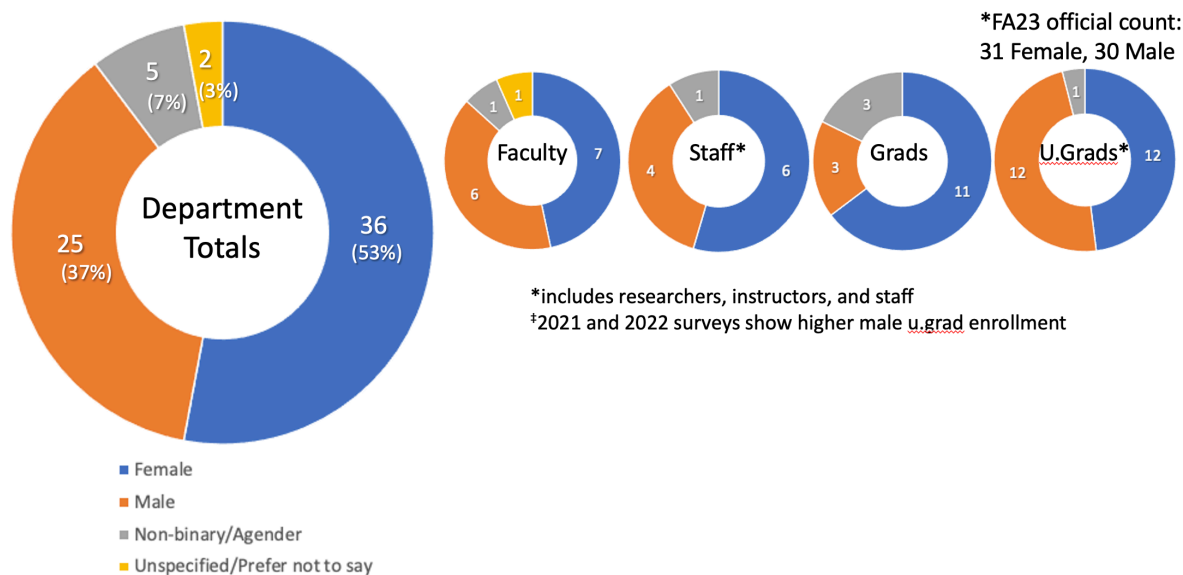
#### Key Finding 1: Current members of the department are dominantly White/Caucasian, but representation is increasing



Current members of the department are dominantly White/Caucasian, but diversity is gradually increasing: 99% of the department identified as White/Caucasian in 2021, and in 2023, 85% identified as White/Caucasian. However, because most members of the Geosciences department are White/Caucasian, we do not expect current and past climate surveys to identify racial discrimination.

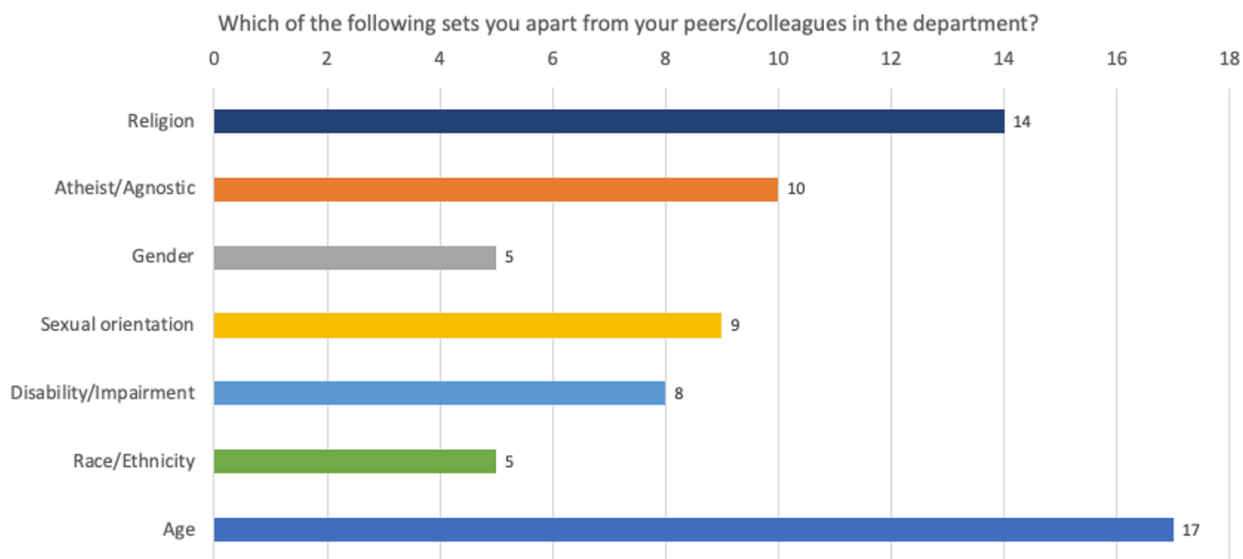
#### Key Finding 2: Gender representation in the Geosciences department is improving





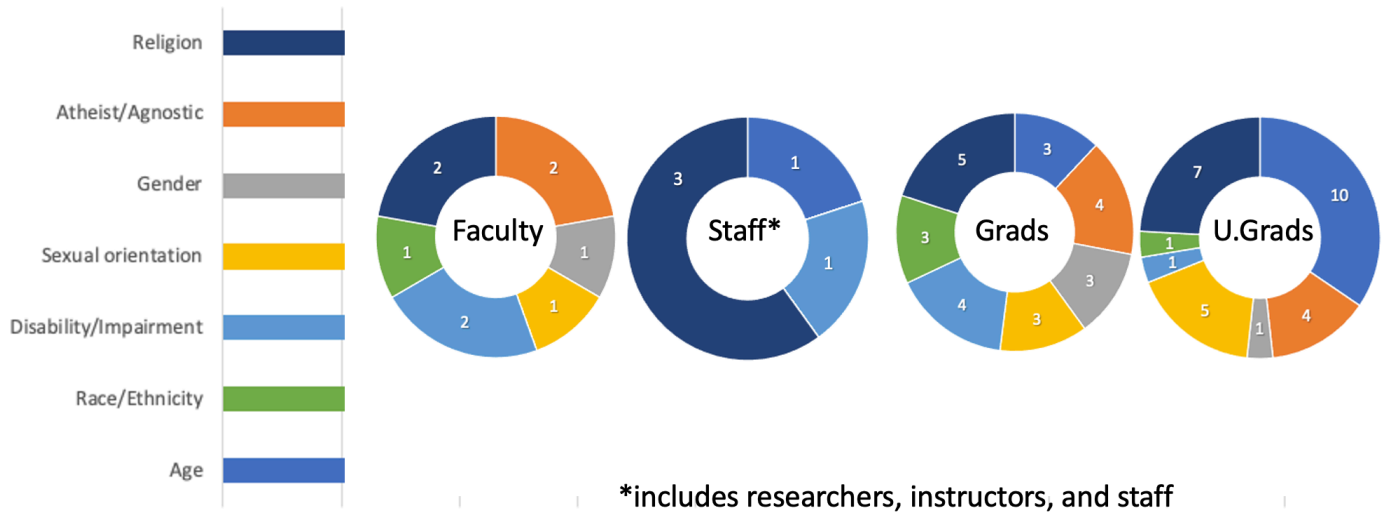
Most of the Geosciences department identifies as female (53% of respondents vs. 50% in 2022 and 45% in 2021) and there is a continued representation of non-binary and 'unspecified' genders (10% in 2023 and 2022 vs. 0% in 2021). For the first time in documented history of the Geosciences Department, the undergraduate population has a higher number of female students than male students.

**Key Finding 3: Age is identified as primary difference within department community, followed by religious/lack of religious belief**



Many survey respondents continue to identify their age as the main characteristic that sets them apart from their peers/colleagues (25% of respondents in 2023 and 2022 vs. <1% in 2021). Religion is slowly decreasing as a self-identified distinction (20% of respondents in 2023, 22% in 2022, and 35% in 2021).

Which of the following sets you apart from your peers/colleagues in the department?



Self-identified differences are especially prominent in the graduate and undergraduate populations compared to faculty and staff.

#### Broad Themes:

- In general, people seem happy with the department: 81% of respondents stated that they are extremely likely to speak positively of USU Geosciences to friends and family
- Undergraduate and graduate students requested more department-wide events, opportunities for socializing
- Graduate students identified pronoun misuse as something that impedes their sense of belonging