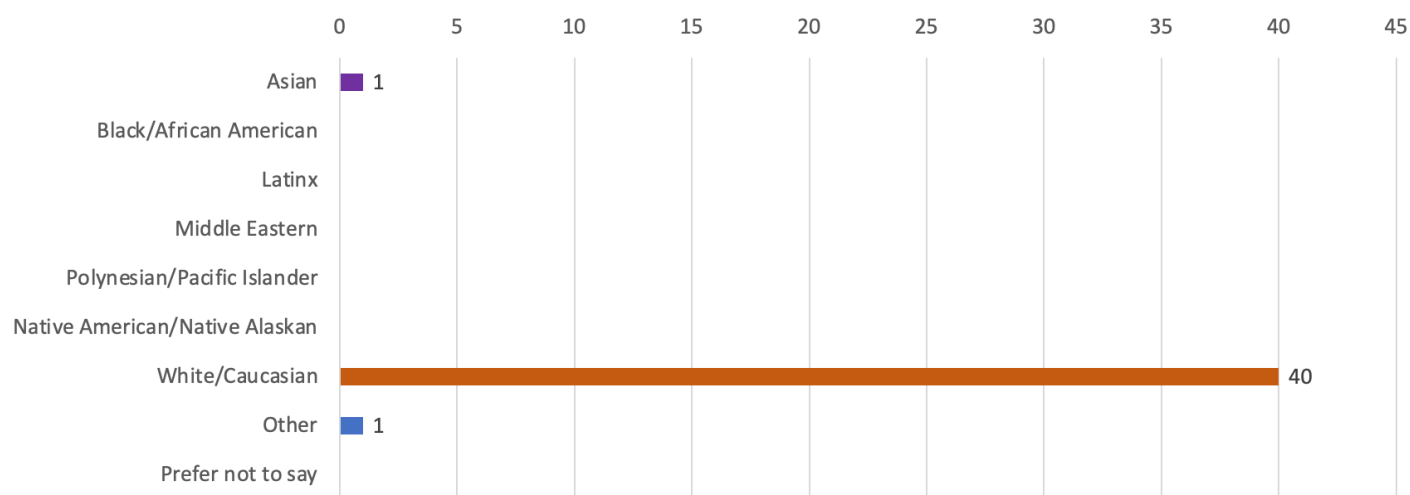




2022 Climate Survey – Key Findings

During Spring of 2022, the Geosciences Department distributed a survey to the current department community with the goal of tracking demographics and individual experiences to identify areas where our current practices require improvement. Each survey included 30 questions about our demographics and personal experiences with inclusion and access. We plan to conduct such surveys regularly and compare results to track progress and improve our practices. Forty-two of our current students, staff, and faculty participated in the department survey.

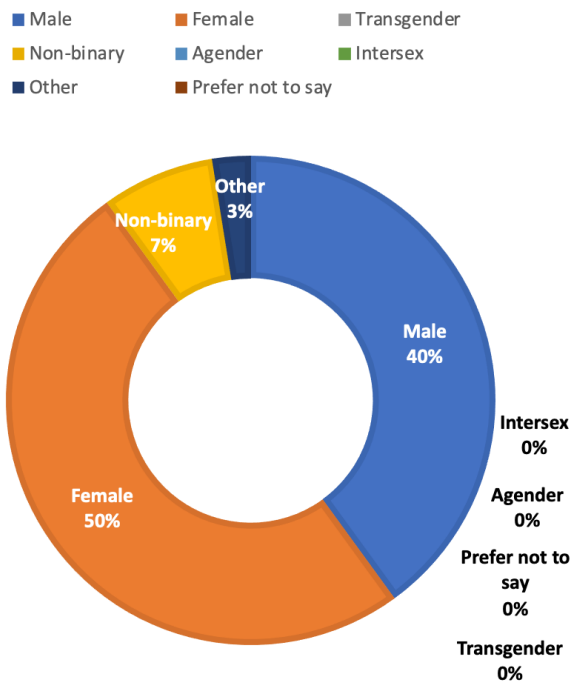
Key Finding 1: Ethnic/Racial Demographics are uniform



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.*

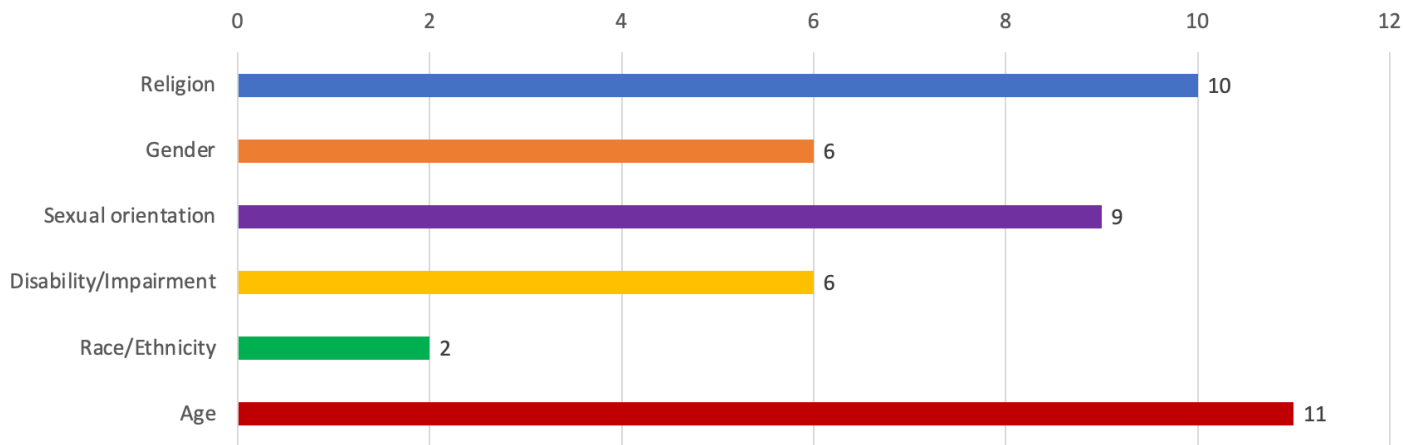


Key Finding 2: Gender representation is improving



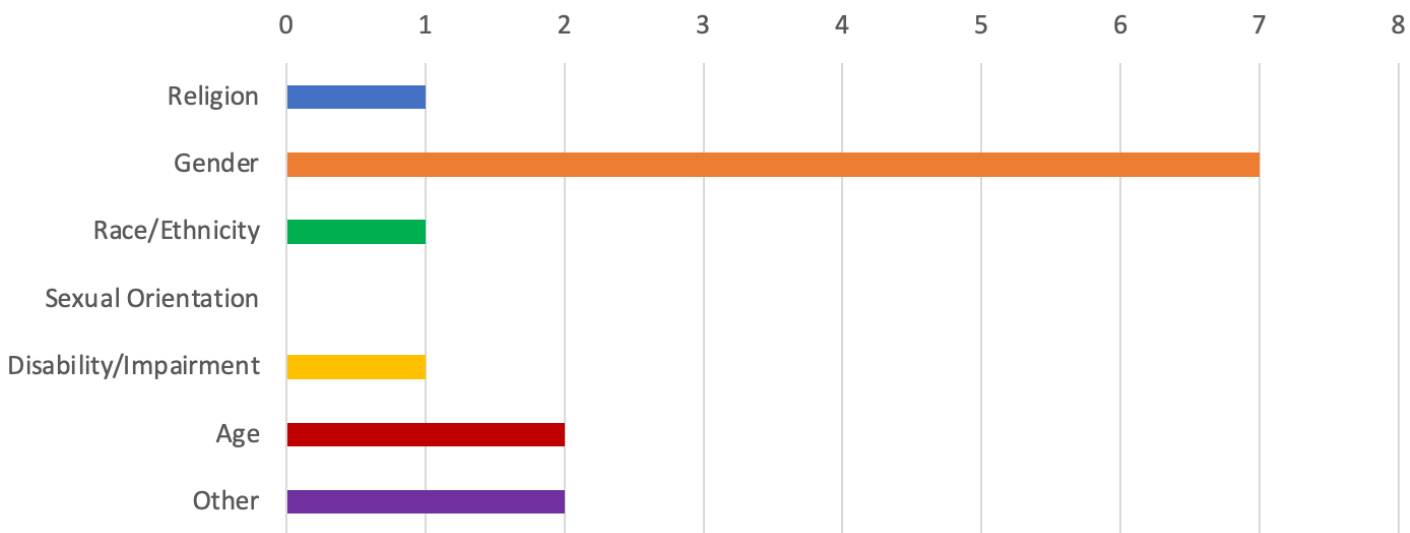
Most of the Geosciences department identifies as female (50% of respondents vs. 45% in 2021) and there is a greater representation of non-binary and 'other' genders (10% vs. 0% in 2021).

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: Gender Discrimination is a major issue



Survey respondents overwhelmingly identified gender-discrimination as a challenge to their sense of belonging in the department (50% of respondents vs. 13% in 2021).