2022 DEI 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 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. We plan to conduct such surveys regularly, going forward, and compare results to track progress and identify areas where we need improvement. Forty-two of our current students, staff, and faculty participated in the department survey.

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