

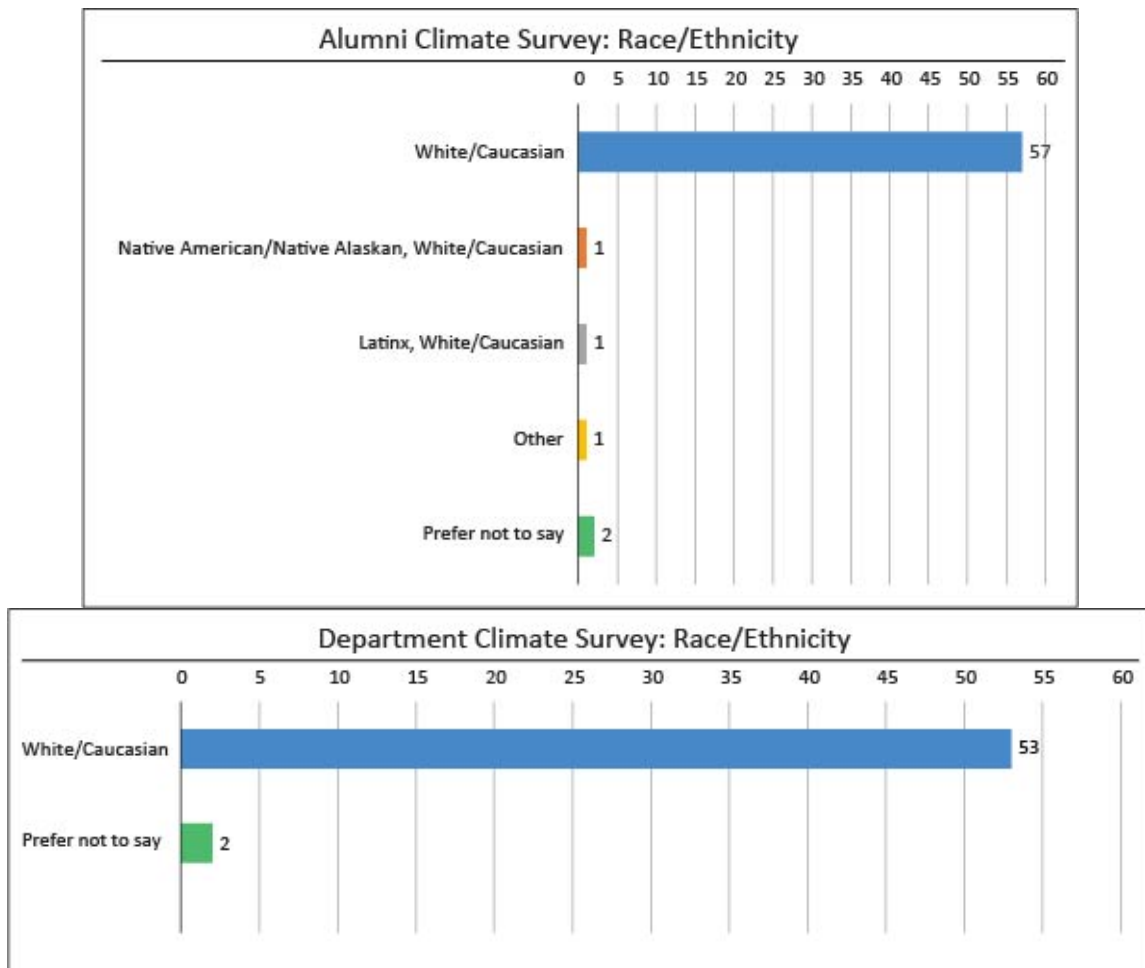


### 2021 DEI Climate Survey – Key Findings

In early 2021, the Geosciences Department distributed a survey to both alumni and 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 about the experiences of our people in our department community. We plan to conduct such surveys regularly, going forward.

The majority (57%) of our current students, staff, and faculty participated in the department survey, while only a small portion (14%) of former undergraduate and graduate students responded to the alumni survey.

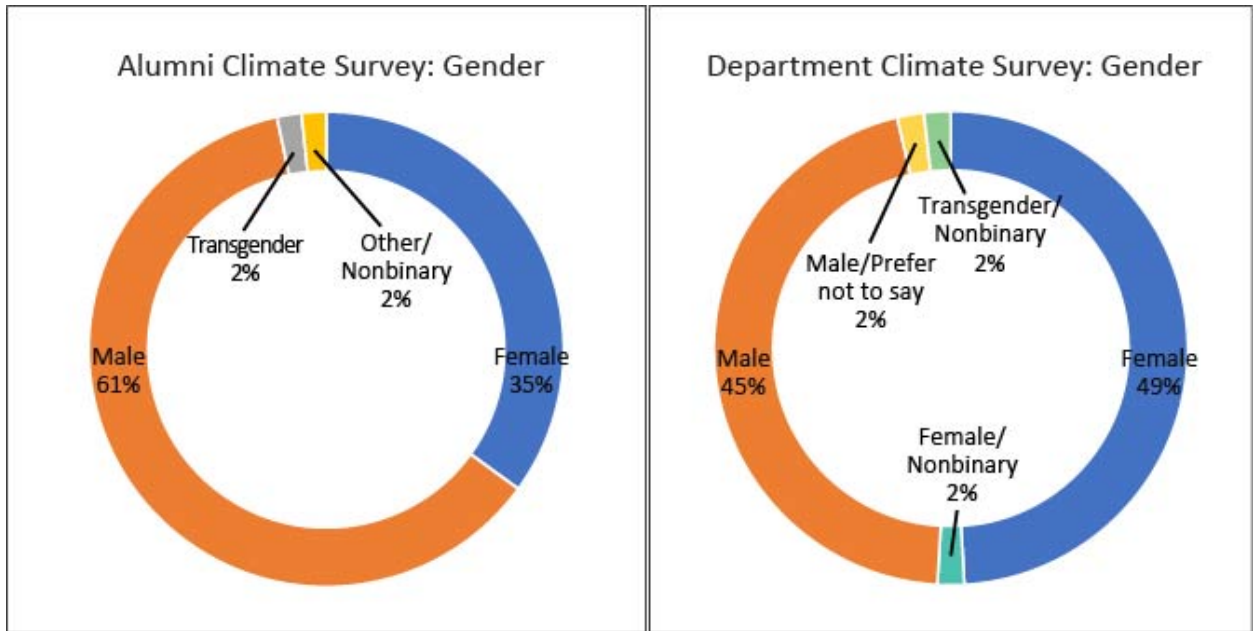
#### Key Finding 1: Low diversity confirmed



Diversity in the Geosciences Department does not appear to have increased over time. The majority of current and former members of the department are White/Caucasian. As a result, we do not expect the climate surveys to identify racial discrimination.

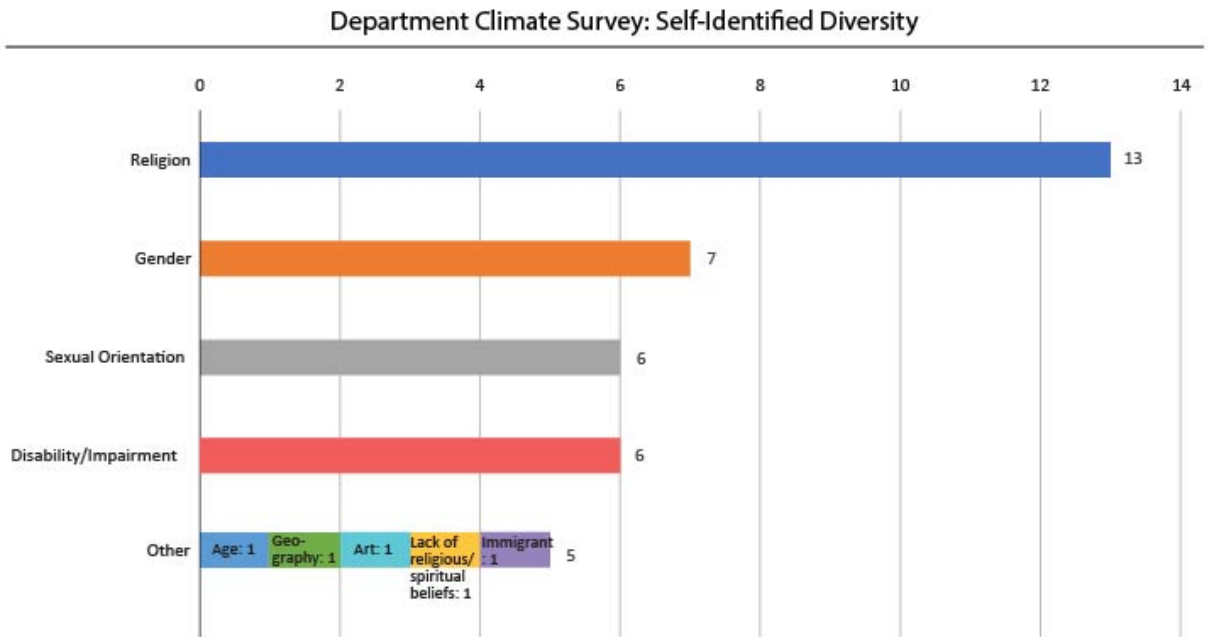
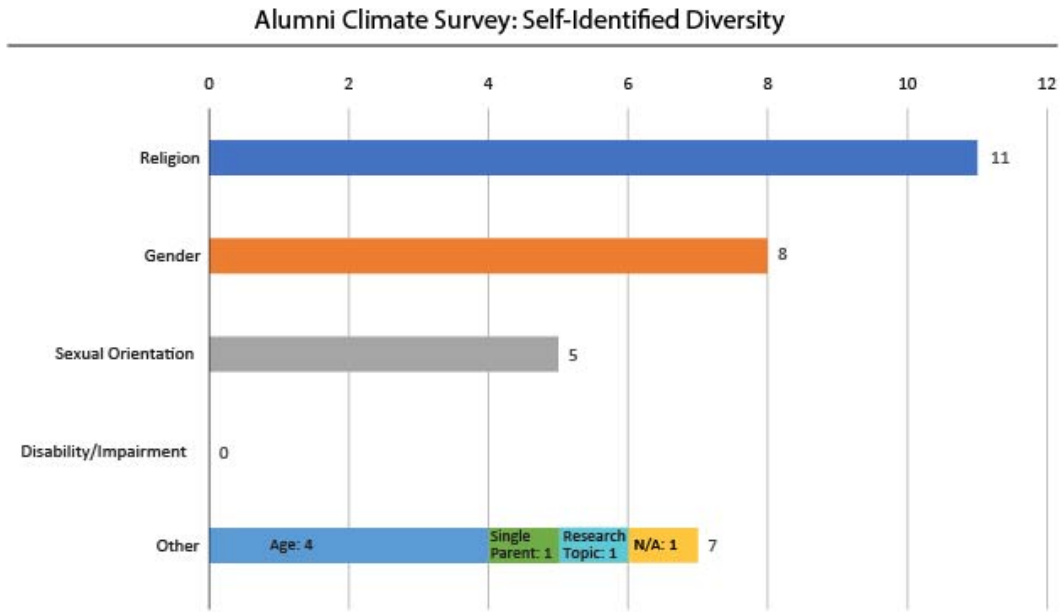


**Key Finding 2: Equity in gender representation has improved**



Gender representation in the Geosciences department has improved over time. Most alumni are male. Among our current faculty and staff, there is exact parity in the number of people who identify as female and those who identify as male. Our undergraduate student population is majority-male, while our current graduate students dominantly identify as female.

**Key Finding 3: Religion identification is a primary challenge to sense of community**



Survey participants were asked, “What set you apart from your peers/colleagues during your time in the Geosciences Department?” The primary result is that religion is an issue that has been and continues to be the greatest challenge to our sense of belonging and our department community.