

# Rausser College of Natural Resources 2021-2022

Graduate Student + Postdoc Survey Results on Equity and Inclusion

# Comments and Caveats

1. Thanks to all who made the time to respond to this first College-wide survey of “climate”
2. Thanks to the survey design team: Ataya Cesspooch, Taryn Fransen, Sophie Major, Cristina Crespo Montañes (and Isha Ray).
3. The survey was piloted with some (former) grad students and RCNR Equity Advisers. We are grateful for their time.
4. Response rate was ~25% for grad students. Even lower on several questions. 15 postdocs responded. The slides include both groups.
5. We cannot say these results are representative. We hope they are still useful for setting departmental priorities.
6. The slide headings are brief versions of the actual wording in the surveys.
7. We have taken out results with under 10 respondents, as we promised when we sent out the survey. This means that NST results cannot be shared.
8. We have taken out all results that concerned staff as RCNR has a small staff and results could be individually identifying.
9. We ran results by department by race / ethnicity and gender. These could be identifying due to small sample sizes; we will share these privately with department chairs and equity advisers, with additional anonymizing steps.
10. We have made brief notes below some slides. We hope these will help in interpreting these results.

Total number of respondents from each department (note that some respondents did not answer all questions):

Agricultural and Resource Economics: 20

Env Science, Policy, and Management: 49

Energy and Resources Group: 24

Nutritional Sciences and Toxicology: 2

Plant and Microbial Biology: 24

Total respondents include 15 postdocs (for this and most questions)

NOTE: In the following tables, the percentages for individual answers are the percent of respondents who gave that answer. The percentages in the Totals column show the percent of respondents who answered that question.

# Connect with others who share background & identity (1)

In courses in my department							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISGAREE	DISAGREE SOMEWHAT	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	60.00% 12	30.00% 6	0.00% 0	5.00% 1	5.00% 1	0.00% 0	17.09% 20
Q1: Environmental Science, Policy and Management	24.49% 12	20.41% 10	8.16% 4	18.37% 9	16.33% 8	12.24% 6	41.88% 49
Q1: Energy and Resources Group	33.33% 8	50.00% 12	0.00% 0	8.33% 2	8.33% 2	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	25.00% 6	16.67% 4	16.67% 4	20.83% 5	8.33% 2	12.50% 3	20.51% 24
In lab groups							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISGAREE	DISAGREE SOMEWHAT	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	20.00% 4	10.00% 2	0.00% 0	0.00% 0	5.00% 1	65.00% 13	17.09% 20
Q1: Environmental Science, Policy and Management	26.53% 13	22.45% 11	12.24% 6	24.49% 12	12.24% 6	2.04% 1	41.88% 49
Q1: Energy and Resources Group	20.83% 5	41.67% 10	8.33% 2	8.33% 2	16.67% 4	4.17% 1	20.51% 24
Q1: Plant and Microbial Biology	37.50% 9	29.17% 7	12.50% 3	8.33% 2	4.17% 1	8.33% 2	20.51% 24

“Lab groups” are not a common term in ARE. Note that relatively homogeneous groups may have higher “Agree” %

## Connect with others who share background & identity (2)

In academic peer groups							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISGAREE	DISAGREE SOMEWHAT	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	60.00% 12	25.00% 5	5.00% 1	0.00% 0	5.00% 1	5.00% 1	17.09% 20
Q1: Environmental Science, Policy and Management	32.65% 16	24.49% 12	14.29% 7	20.41% 10	8.16% 4	0.00% 0	41.88% 49
Q1: Energy and Resources Group	33.33% 8	29.17% 7	16.67% 4	12.50% 3	8.33% 2	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	33.33% 8	37.50% 9	4.17% 1	12.50% 3	4.17% 1	8.33% 2	20.51% 24
Among my mentors							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISGAREE	DISAGREE SOMEWHAT	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	35.00% 7	30.00% 6	10.00% 2	5.00% 1	15.00% 3	5.00% 1	17.09% 20
Q1: Environmental Science, Policy and Management	22.45% 11	32.65% 16	8.16% 4	16.33% 8	20.41% 10	0.00% 0	41.88% 49
Q1: Energy and Resources Group	29.17% 7	33.33% 8	4.17% 1	12.50% 3	12.50% 3	8.33% 2	20.51% 24
Q1: Plant and Microbial Biology	25.00% 6	33.33% 8	8.33% 2	16.67% 4	8.33% 2	8.33% 2	20.51% 24

# Comfortable presenting my research & ideas (1)

In PhD-student led seminars							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	70.00% 14	15.00% 3	5.00% 1	0.00% 0	0.00% 0	10.00% 2	17.09% 20
Q1: Environmental Science, Policy and Management	44.90% 22	14.29% 7	14.29% 7	4.08% 2	4.08% 2	18.37% 9	41.88% 49
Q1: Energy and Resources Group	37.50% 9	4.17% 1	8.33% 2	8.33% 2	8.33% 2	33.33% 8	20.51% 24
Q1: Plant and Microbial Biology	29.17% 7	45.83% 11	8.33% 2	8.33% 2	0.00% 0	8.33% 2	20.51% 24

In lab groups							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	5.26% 1	10.53% 2	0.00% 0	0.00% 0	0.00% 0	84.21% 16	16.24% 19
Q1: Environmental Science, Policy and Management	63.27% 31	16.33% 8	2.04% 1	10.20% 5	4.08% 2	4.08% 2	41.88% 49
Q1: Energy and Resources Group	41.67% 10	25.00% 6	4.17% 1	16.67% 4	12.50% 3	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	62.50% 15	20.83% 5	12.50% 3	4.17% 1	0.00% 0	0.00% 0	20.51% 24

# Comfortable presenting my research & ideas (2)

In larger classes							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	25.00% 5	30.00% 6	0.00% 0	5.00% 1	0.00% 0	40.00% 8	17.09% 20
Q1: Environmental Science, Policy and Management	26.53% 13	38.78% 19	10.20% 5	6.12% 3	6.12% 3	12.24% 6	41.88% 49
Q1: Energy and Resources Group	37.50% 9	41.67% 10	8.33% 2	8.33% 2	0.00% 0	4.17% 1	20.51% 24
Q1: Plant and Microbial Biology	12.50% 3	37.50% 9	8.33% 2	12.50% 3	4.17% 1	25.00% 6	20.51% 24
In smaller classes							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	60.00% 12	15.00% 3	5.00% 1	0.00% 0	0.00% 0	20.00% 4	17.09% 20
Q1: Environmental Science, Policy and Management	48.98% 24	26.53% 13	6.12% 3	8.16% 4	2.04% 1	8.16% 4	41.88% 49
Q1: Energy and Resources Group	58.33% 14	29.17% 7	4.17% 1	8.33% 2	0.00% 0	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	29.17% 7	33.33% 8	4.17% 1	8.33% 2	4.17% 1	20.83% 5	20.51% 24

## Comfortable presenting my research & ideas (3)

With faculty							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	45.00% 9	45.00% 9	10.00% 2	0.00% 0	0.00% 0	0.00% 0	17.09% 20
Q1: Environmental Science, Policy and Management	34.69% 17	32.65% 16	16.33% 8	12.24% 6	4.08% 2	0.00% 0	41.88% 49
Q1: Energy and Resources Group	25.00% 6	37.50% 9	4.17% 1	16.67% 4	12.50% 3	4.17% 1	20.51% 24
Q1: Plant and Microbial Biology	25.00% 6	37.50% 9	20.83% 5	12.50% 3	4.17% 1	0.00% 0	20.51% 24

# Faculty & instructors use inclusive teaching/practices/content (1)

Followed inclusive teaching practices							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	30.00% 6	25.00% 5	20.00% 4	15.00% 3	5.00% 1	5.00% 1	17.09% 20
Q1: Environmental Science, Policy and Management	20.41% 10	38.78% 19	14.29% 7	10.20% 5	8.16% 4	8.16% 4	41.88% 49
Q1: Energy and Resources Group	33.33% 8	37.50% 9	16.67% 4	8.33% 2	4.17% 1	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	12.50% 3	45.83% 11	8.33% 2	16.67% 4	4.17% 1	12.50% 3	20.51% 24
Included content from scholars of diverse backgrounds							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	15.00% 3	10.00% 2	15.00% 3	25.00% 5	30.00% 6	5.00% 1	17.09% 20
Q1: Environmental Science, Policy and Management	16.33% 8	14.29% 7	12.24% 6	28.57% 14	20.41% 10	8.16% 4	41.88% 49
Q1: Energy and Resources Group	20.83% 5	37.50% 9	12.50% 3	12.50% 3	16.67% 4	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	0.00% 0	29.17% 7	8.33% 2	37.50% 9	12.50% 3	12.50% 3	20.51% 24

# Faculty & instructors use inclusive teaching/practices/content (2)

Provided a safe space to ask questions / present my ideas							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	45.00% 9	30.00% 6	15.00% 3	5.00% 1	0.00% 0	5.00% 1	17.09% 20
Q1: Environmental Science, Policy and Management	29.17% 14	29.17% 14	12.50% 6	16.67% 8	4.17% 2	8.33% 4	41.03% 48
Q1: Energy and Resources Group	25.00% 6	62.50% 15	4.17% 1	4.17% 1	4.17% 1	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	16.67% 4	54.17% 13	8.33% 2	8.33% 2	0.00% 0	12.50% 3	20.51% 24
Included content on diversity equity & inclusion							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	15.00% 3	15.00% 3	5.00% 1	25.00% 5	30.00% 6	10.00% 2	17.09% 20
Q1: Environmental Science, Policy and Management	12.24% 6	10.20% 5	8.16% 4	32.65% 16	28.57% 14	8.16% 4	41.88% 49
Q1: Energy and Resources Group	20.83% 5	29.17% 7	8.33% 2	29.17% 7	8.33% 2	4.17% 1	20.51% 24
Q1: Plant and Microbial Biology	0.00% 0	12.50% 3	8.33% 2	16.67% 4	50.00% 12	12.50% 3	20.51% 24

# Culture of respect & inclusion in department

	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	I DON'T KNOW / I'M NOT SURE	TOTAL
Q1: Agricultural and Resource Economics	35.00% 7	30.00% 6	25.00% 5	10.00% 2	0.00% 0	0.00% 0	17.09% 20
Q1: Environmental Science, Policy and Management	18.37% 9	34.69% 17	18.37% 9	12.24% 6	8.16% 4	8.16% 4	41.88% 49
Q1: Energy and Resources Group	41.67% 10	37.50% 9	8.33% 2	8.33% 2	4.17% 1	0.00% 0	20.51% 24
Q1: Plant and Microbial Biology	20.83% 5	45.83% 11	16.67% 4	12.50% 3	4.17% 1	0.00% 0	20.51% 24
Total Respondents	31	43	20	13	6	4	117

# Adequate actions to recruit diverse group of students

[race, ethnicity, gender, sexual orientation, ability, immigrants, internationals, religious background]

	NONE OF THE ABOVE	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	I DON'T KNOW / I'M NOT SURE	TOTAL
Q1: Agricultural and Resource Economics	0.00% 0	10.00% 2	35.00% 7	5.00% 1	20.00% 4	20.00% 4	10.00% 2	17.54% 20
Q1: Environmental Science, Policy and Management	0.00% 0	14.58% 7	10.42% 5	4.17% 2	27.08% 13	22.92% 11	20.83% 10	42.11% 48
Q1: Energy and Resources Group	0.00% 0	34.78% 8	39.13% 9	0.00% 0	21.74% 5	0.00% 0	4.35% 1	20.18% 23
Q1: Plant and Microbial Biology	4.35% 1	30.43% 7	26.09% 6	4.35% 1	21.74% 5	4.35% 1	8.70% 2	20.18% 23
Total Respondents	1	24	27	4	27	16	15	114

# Adequate mentoring / guidance from department

To successfully complete my Qualifying Exam							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	45.00% 9	5.00% 1	10.00% 2	0.00% 0	5.00% 1	35.00% 7	17.54% 20
Q1: Environmental Science, Policy and Management	27.66% 13	21.28% 10	8.51% 4	8.51% 4	17.02% 8	17.02% 8	41.23% 47
Q1: Energy and Resources Group	0.00% 0	17.39% 4	4.35% 1	13.04% 3	13.04% 3	52.17% 12	20.18% 23
Q1: Plant and Microbial Biology	21.74% 5	34.78% 8	0.00% 0	13.04% 3	4.35% 1	26.09% 6	20.18% 23

To successfully complete my PhD dissertation							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	35.00% 7	15.00% 3	0.00% 0	10.00% 2	5.00% 1	35.00% 7	17.54% 20
Q1: Environmental Science, Policy and Management	18.75% 9	16.67% 8	8.33% 4	14.58% 7	16.67% 8	25.00% 12	42.11% 48
Q1: Energy and Resources Group	0.00% 0	13.04% 3	13.04% 3	8.70% 2	13.04% 3	52.17% 12	20.18% 23
Q1: Plant and Microbial Biology	13.04% 3	26.09% 6	8.70% 2	13.04% 3	13.04% 3	26.09% 6	20.18% 23

Department-only results, relevant only to e.g. ERG Master's projects or ESPM-specific concerns, will be separately shared with the departments

# When I have a concern about exclusion, disrespect or harassment [multiple responses permitted]

	I KNOW WHICH FACULTY OR STAFF MEMBERS I CAN TALK TO	I KNOW HOW TO FILE FORMAL COMPLAINT	MY CONCERN OR QUESTION IS / WILL BE TAKEN SERIOUSLY	MY CONCERN OR QUESTION IS / WILL BE ADDRESSED IN A TIMELY MANNER	IF I MAKE A FORMAL COMPLAINT, THE ISSUE WILL BE RESOLVED IN A SATISFACTORY MANNER	NONE OF THE ABOVE
Q1: Agricultural and Resource Economics	75.00% 15	50.00% 10	55.00% 11	25.00% 5	20.00% 4	10.00% 2
Q1: Environmental Science, Policy and Management	64.58% 31	18.75% 9	39.58% 19	8.33% 4	6.25% 3	25.00% 12
Q1: Energy and Resources Group	78.26% 18	8.70% 2	60.87% 14	21.74% 5	8.70% 2	13.04% 3
Q1: Plant and Microbial Biology	72.73% 16	27.27% 6	50.00% 11	18.18% 4	4.55% 1	18.18% 4
Total Respondents	80	27	55	18	10	21

# Courses & activities accessible to persons with disabilities

	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	I DON'T KNOW / I'M NOT SURE	TOTAL
Q1: Agricultural and Resource Economics	10.00% 2	20.00% 4	5.00% 1	5.00% 1	0.00% 0	60.00% 12	17.54% 20
Q1: Environmental Science, Policy and Management	4.17% 2	18.75% 9	12.50% 6	12.50% 6	14.58% 7	37.50% 18	42.11% 48
Q1: Energy and Resources Group	17.39% 4	17.39% 4	0.00% 0	4.35% 1	0.00% 0	60.87% 14	20.18% 23
Q1: Plant and Microbial Biology	8.70% 2	21.74% 5	4.35% 1	4.35% 1	4.35% 1	56.52% 13	20.18% 23
Total Respondents	10	22	8	9	8	57	114

# Funding sources since I enrolled

[multiple responses permitted]

	GSI	GSR	FELLOWSHIP	SCHOLARSHIP	LOANS	FAMILY	PERSONAL SAVINGS	CONSULTING	OFF-CAMPUS EMPLOYMENT RELATED TO MY FIELD OF STUDY	OFF-CAMPUS EMPLOYMENT UNRELATED TO MY FIELD OF STUDY
Q1: Agricultural and Resource Economics	65.00% 13	70.00% 14	70.00% 14	5.00% 1	0.00% 0	20.00% 4	50.00% 10	5.00% 1	10.00% 2	0.00% 0
Q1: Environmental Science, Policy and Management	71.74% 33	60.87% 28	69.57% 32	23.91% 11	8.70% 4	26.09% 12	43.48% 20	10.87% 5	13.04% 6	21.74% 10
Q1: Energy and Resources Group	56.52% 13	78.26% 18	65.22% 15	30.43% 7	8.70% 2	17.39% 4	47.83% 11	17.39% 4	13.04% 3	8.70% 2
Q1: Plant and Microbial Biology	72.73% 16	77.27% 17	63.64% 14	13.64% 3	4.55% 1	18.18% 4	45.45% 10	0.00% 0	9.09% 2	4.55% 1
Total Respondents	75	77	75	22	7	24	51	10	13	13

# Adviser provides support & guidance (1)

Successfully complete my degree requirements							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	42.11% 8	26.32% 5	5.26% 1	0.00% 0	5.26% 1	21.05% 4	17.12% 19
Q1: Environmental Science, Policy and Management	46.81% 22	25.53% 12	4.26% 2	6.38% 3	6.38% 3	10.64% 5	42.34% 47
Q1: Energy and Resources Group	26.09% 6	34.78% 8	13.04% 3	8.70% 2	17.39% 4	0.00% 0	20.72% 23
Q1: Plant and Microbial Biology	22.73% 5	40.91% 9	4.55% 1	9.09% 2	9.09% 2	13.64% 3	19.82% 22
Gain research experience / publish my work							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	52.63% 10	21.05% 4	5.26% 1	5.26% 1	5.26% 1	10.53% 2	17.12% 19
Q1: Environmental Science, Policy and Management	61.70% 29	14.89% 7	4.26% 2	10.64% 5	6.38% 3	2.13% 1	42.34% 47
Q1: Energy and Resources Group	13.04% 3	21.74% 5	13.04% 3	21.74% 5	30.43% 7	0.00% 0	20.72% 23
Q1: Plant and Microbial Biology	50.00% 11	18.18% 4	9.09% 2	13.64% 3	0.00% 0	9.09% 2	19.82% 22

## Adviser provides support & guidance (2)

Procure funding for my research							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	47.37% 9	15.79% 3	5.26% 1	10.53% 2	10.53% 2	10.53% 2	17.12% 19
Q1: Environmental Science, Policy and Management	51.06% 24	10.64% 5	6.38% 3	10.64% 5	19.15% 9	2.13% 1	42.34% 47
Q1: Energy and Resources Group	8.70% 2	13.04% 3	21.74% 5	13.04% 3	39.13% 9	4.35% 1	20.72% 23
Q1: Plant and Microbial Biology	27.27% 6	50.00% 11	9.09% 2	4.55% 1	9.09% 2	0.00% 0	19.82% 22
Procure funding for my tuition or stipend							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	47.37% 9	10.53% 2	21.05% 4	0.00% 0	5.26% 1	15.79% 3	17.12% 19
Q1: Environmental Science, Policy and Management	46.81% 22	17.02% 8	6.38% 3	10.64% 5	4.26% 2	14.89% 7	42.34% 47
Q1: Energy and Resources Group	13.04% 3	26.09% 6	13.04% 3	13.04% 3	34.78% 8	0.00% 0	20.72% 23
Q1: Plant and Microbial Biology	31.82% 7	22.73% 5	4.55% 1	9.09% 2	9.09% 2	22.73% 5	19.82% 22

## Adviser provides support & guidance (3)

Gain professional development / networking opportunities							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	21.05% 4	21.05% 4	5.26% 1	10.53% 2	15.79% 3	26.32% 5	17.12% 19
Q1: Environmental Science, Policy and Management	29.79% 14	21.28% 10	19.15% 9	21.28% 10	6.38% 3	2.13% 1	42.34% 47
Q1: Energy and Resources Group	17.39% 4	13.04% 3	17.39% 4	17.39% 4	30.43% 7	4.35% 1	20.72% 23
Q1: Plant and Microbial Biology	27.27% 6	31.82% 7	27.27% 6	4.55% 1	9.09% 2	0.00% 0	19.82% 22
Balance academic and other life goals							
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	N/A	TOTAL
Q1: Agricultural and Resource Economics	31.58% 6	21.05% 4	26.32% 5	5.26% 1	5.26% 1	10.53% 2	17.12% 19
Q1: Environmental Science, Policy and Management	40.43% 19	21.28% 10	8.51% 4	8.51% 4	19.15% 9	2.13% 1	42.34% 47
Q1: Energy and Resources Group	17.39% 4	8.70% 2	39.13% 9	13.04% 3	17.39% 4	4.35% 1	20.72% 23
Q1: Plant and Microbial Biology	9.09% 2	45.45% 10	9.09% 2	22.73% 5	9.09% 2	4.55% 1	19.82% 22

# Hours of 1:1 advising from adviser / dissertation chair, last enrolled semester

	LESS THAN 1 HOUR	1 - 2 HOURS	3 - 4 HOURS	5 - 6 HOURS	MORE THAN 6 HOURS	TOTAL
Q1: Agricultural and Resource Economics	21.05% 4	0.00% 0	21.05% 4	15.79% 3	42.11% 8	16.96% 19
Q1: Environmental Science, Policy and Management	2.08% 1	6.25% 3	14.58% 7	12.50% 6	64.58% 31	42.86% 48
Q1: Energy and Resources Group	21.74% 5	34.78% 8	21.74% 5	17.39% 4	4.35% 1	20.54% 23
Q1: Plant and Microbial Biology	4.55% 1	9.09% 2	0.00% 0	9.09% 2	77.27% 17	19.64% 22
Total Respondents	11	13	16	15	57	112

# Met with guiding or dissertation committee in last 12 months

	YES	NO
Q1: Agricultural and Resource Economics	47.37% 9	0.00% 0
Q1: Environmental Science, Policy and Management	39.58% 19	43.75% 21
Q1: Energy and Resources Group	26.09% 6	17.39% 4
Q1: Plant and Microbial Biology	36.36% 8	27.27% 6
Total Respondents	42	31

# Department supports peer mentoring between senior and junior students

	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	DOES NOT APPLY TO ME	TOTAL
Q1: Agricultural and Resource Economics	26.32% 5	31.58% 6	5.26% 1	15.79% 3	15.79% 3	5.26% 1	16.96% 19
Q1: Environmental Science, Policy and Management	10.42% 5	25.00% 12	12.50% 6	20.83% 10	18.75% 9	12.50% 6	42.86% 48
Q1: Energy and Resources Group	34.78% 8	43.48% 10	0.00% 0	4.35% 1	8.70% 2	8.70% 2	20.54% 23
Q1: Plant and Microbial Biology	31.82% 7	22.73% 5	9.09% 2	18.18% 4	4.55% 1	13.64% 3	19.64% 22
Total Respondents	25	33	9	18	15	12	112

# Faculty in department are comfortable / knowledgeable advising diverse student populations

	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	I DON'T KNOW / I'M NOT SURE	TOTAL
Q1: Agricultural and Resource Economics	5.26% 1	10.53% 2	36.84% 7	21.05% 4	21.05% 4	5.26% 1	17.27% 19
Q1: Environmental Science, Policy and Management	4.17% 2	18.75% 9	10.42% 5	35.42% 17	20.83% 10	10.42% 5	43.64% 48
Q1: Energy and Resources Group	23.81% 5	9.52% 2	14.29% 3	28.57% 6	9.52% 2	14.29% 3	19.09% 21
Q1: Plant and Microbial Biology	13.64% 3	22.73% 5	9.09% 2	27.27% 6	22.73% 5	4.55% 1	20.00% 22
Total Respondents	11	18	17	33	21	10	110

Can relate to some individuals w/ similar backgrounds / experiences among [multiple responses allowed]

	STUDENTS IN MY DEPARTMENT	FACULTY IN MY DEPARTMENT	STAFF IN MY DEPARTMENT	MY ADVISER	DIVERSITY COMMITTEE(S) IN MY DEPARTMENT	STUDENTS AND COLLEAGUES OUTSIDE OF MY DEPARTMENT	NONE OF THE ABOVE
Q1: Agricultural and Resource Economics	88.89% 16	61.11% 11	38.89% 7	55.56% 10	44.44% 8	88.89% 16	5.56% 1
Q1: Environmental Science, Policy and Management	77.08% 37	52.08% 25	41.67% 20	45.83% 22	47.92% 23	72.92% 35	4.17% 2
Q1: Energy and Resources Group	80.95% 17	42.86% 9	28.57% 6	19.05% 4	52.38% 11	80.95% 17	4.76% 1
Q1: Plant and Microbial Biology	90.91% 20	63.64% 14	36.36% 8	18.18% 4	45.45% 10	77.27% 17	4.55% 1
Total Respondents	90	59	41	40	52	85	5

# Feel at least somewhat comfortable expressing DEI concerns to

[multiple responses allowed]

	STUDENTS IN MY DEPARTMENT	FACULTY IN MY DEPARTMENT	STAFF IN MY DEPARTMENT	MY ADVISER	DEI COMMITTEE(S) IN MY DEPARTMENT	STUDENTS, FACULTY OR STAFF OUTSIDE MY DEPARTMENT	NONE OF THE ABOVE
Q1: Agricultural and Resource Economics	78.95% 15	26.32% 5	42.11% 8	42.11% 8	68.42% 13	31.58% 6	10.53% 2
Q1: Environmental Science, Policy and Management	80.43% 37	34.78% 16	34.78% 16	58.70% 27	36.96% 17	41.30% 19	8.70% 4
Q1: Energy and Resources Group	80.95% 17	33.33% 7	71.43% 15	23.81% 5	61.90% 13	42.86% 9	0.00% 0
Q1: Plant and Microbial Biology	86.36% 19	31.82% 7	40.91% 9	45.45% 10	68.18% 15	45.45% 10	9.09% 2
Total Respondents	88	35	48	50	58	44	8

# Lack of diversity among students in department

With respect to racial / ethnic identity						
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	TOTAL
Q1: Agricultural and Resource Economics	57.89% 11	15.79% 3	0.00% 0	5.26% 1	21.05% 4	17.27% 19
Q1: Environmental Science, Policy and Management	64.58% 31	20.83% 10	4.17% 2	4.17% 2	6.25% 3	43.64% 48
Q1: Energy and Resources Group	42.86% 9	28.57% 6	9.52% 2	9.52% 2	9.52% 2	19.09% 21
Q1: Plant and Microbial Biology	40.91% 9	45.45% 10	4.55% 1	9.09% 2	0.00% 0	20.00% 22

With respect to gender						
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	TOTAL
Q1: Agricultural and Resource Economics	0.00% 0	26.32% 5	10.53% 2	26.32% 5	36.84% 7	17.27% 19
Q1: Environmental Science, Policy and Management	6.25% 3	8.33% 4	22.92% 11	22.92% 11	39.58% 19	43.64% 48
Q1: Energy and Resources Group	4.76% 1	0.00% 0	14.29% 3	14.29% 3	66.67% 14	19.09% 21
Q1: Plant and Microbial Biology	4.55% 1	22.73% 5	22.73% 5	22.73% 5	27.27% 6	20.00% 22

# Lack of diversity among faculty in department

With respect to gender						
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	TOTAL
Q1: Agricultural and Resource Economics	57.89% 11	21.05% 4	0.00% 0	5.26% 1	15.79% 3	17.12% 19
Q1: Environmental Science, Policy and Management	43.75% 21	27.08% 13	14.58% 7	6.25% 3	8.33% 4	43.24% 48
Q1: Energy and Resources Group	27.27% 6	4.55% 1	9.09% 2	27.27% 6	31.82% 7	19.82% 22
Q1: Plant and Microbial Biology	31.82% 7	31.82% 7	13.64% 3	4.55% 1	18.18% 4	19.82% 22

  

With respect to racial / ethnic identity						
	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	TOTAL
Q1: Agricultural and Resource Economics	73.68% 14	15.79% 3	0.00% 0	0.00% 0	10.53% 2	17.12% 19
Q1: Environmental Science, Policy and Management	91.67% 44	2.08% 1	2.08% 1	0.00% 0	4.17% 2	43.24% 48
Q1: Energy and Resources Group	40.91% 9	31.82% 7	4.55% 1	13.64% 3	9.09% 2	19.82% 22
Q1: Plant and Microbial Biology	68.18% 15	27.27% 6	4.55% 1	0.00% 0	0.00% 0	19.82% 22

# Feel valued / respected by

[multiple responses allowed]

	STUDENTS IN MY DEPARTMENT	FACULTY IN MY DEPARTMENT
Q1: Agricultural and Resource Economics	100.00% 19	89.47% 17
Q1: Environmental Science, Policy and Management	81.25% 39	64.58% 31
Q1: Energy and Resources Group	81.82% 18	54.55% 12
Q1: Plant and Microbial Biology	100.00% 22	50.00% 11
Total Respondents	98	71

Staff #s not presented.

None of the above: ARE & PMB 0%; ERG 4.5%; ESPM 14.5%

# (I think) negatively pre-judge my abilities based on identity

[multiple responses allowed]

	STUDENTS IN MY DEPARTMENT	FACULTY IN MY DEPARTMENT
Q1: Agricultural and Resource Economics	5.56% 1	5.56% 1
Q1: Environmental Science, Policy and Management	21.28% 10	29.79% 14
Q1: Energy and Resources Group	19.05% 4	33.33% 7
Q1: Plant and Microbial Biology	22.73% 5	40.91% 9
Total Respondents	20	31

Staff #s not presented

None of the above: ARE 94.4%; ESPM 61.7%; ERG 61%; PMB 59%

# Faculty in department as role models

	AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	DISAGREE	TOTAL
Q1: Agricultural and Resource Economics	63.16% 12	21.05% 4	0.00% 0	5.26% 1	10.53% 2	17.12% 19
Q1: Environmental Science, Policy and Management	45.83% 22	37.50% 18	14.58% 7	0.00% 0	2.08% 1	43.24% 48
Q1: Energy and Resources Group	27.27% 6	40.91% 9	4.55% 1	13.64% 3	13.64% 3	19.82% 22
Q1: Plant and Microbial Biology	50.00% 11	27.27% 6	13.64% 3	4.55% 1	4.55% 1	19.82% 22
Total Respondents	51	37	11	5	7	111

# Believe I have been discriminated against, past year, based on

	AGE	RACE / ETHNIC ORIGIN	GENDER	SEXUAL ORIENTATION	FAMILY STATUS	RELIGION	NATION OF ORIGIN	DISABILITY STATUS	POLITICAL PERSPECTIVES	LANGUAGE	SOCIO- ECONOMIC STATUS
Q1: Agricultural and Resource Economics	5.56% 1	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.56% 1	0.00% 0	0.00% 0	0.00% 0
Q1: Environmental Science, Policy and Management	15.22% 7	13.04% 6	23.91% 11	4.35% 2	10.87% 5	0.00% 0	4.35% 2	10.87% 5	4.35% 2	6.52% 3	15.22% 7
Q1: Energy and Resources Group	9.09% 2	9.09% 2	13.64% 3	0.00% 0	4.55% 1	0.00% 0	0.00% 0	0.00% 0	9.09% 2	4.55% 1	9.09% 2
Q1: Plant and Microbial Biology	13.64% 3	18.18% 4	27.27% 6	0.00% 0	0.00% 0	0.00% 0	13.64% 3	4.55% 1	13.64% 3	4.55% 1	13.64% 3
Total Respondents	13	12	21	2	6	0	5	7	7	5	12

# Experienced exclusionary or harassing behavior in department, past year [multiple responses allowed]

	BULLYING	INCIVILITY	BEING IGNORED OR EXCLUDED	BEING OSTRACIZED	BIAS	BEING SINGLED OUT	RETALIATION	VERBAL ABUSE	EMOTIONAL ABUSE	MICRO-AGGRESSIONS	SEXUAL HARASSMENT	NONE OF THE ABOVE
Q1: Agricultural and Resource Economics	0.00% 0	5.26% 1	5.26% 1	0.00% 0	15.79% 3	10.53% 2	0.00% 0	0.00% 0	0.00% 0	10.53% 2	0.00% 0	78.95% 15
Q1: Environmental Science, Policy and Management	8.89% 4	11.11% 5	33.33% 15	15.56% 7	17.78% 8	11.11% 5	13.33% 6	2.22% 1	11.11% 5	26.67% 12	2.22% 1	51.11% 23
Q1: Energy and Resources Group	5.26% 1	0.00% 0	26.32% 5	0.00% 0	15.79% 3	0.00% 0	0.00% 0	0.00% 0	5.26% 1	26.32% 5	0.00% 0	68.42% 13
Q1: Plant and Microbial Biology	0.00% 0	9.52% 2	28.57% 6	4.76% 1	33.33% 7	9.52% 2	0.00% 0	0.00% 0	0.00% 0	38.10% 8	0.00% 0	57.14% 12
<b>Total Respondents</b>	5	8	27	8	21	9	6	1	6	27	1	63

# Identify w/ following races / ethnicities [more than one response allowed]

	AFRICAN AMERICAN / AFRICAN / BLACK	ASIAN AMERICAN / ASIAN	HISPANIC / CHICANO / LATINO	MIDDLE EASTERN / SOUTHWEST ASIAN / NORTH AFRICAN	NATIVE AMERICAN / ALASKA NATIVE	PACIFIC ISLANDER	WHITE	DO NOT WISH TO STATE	OTHER (PLEASE SPECIFY)
Q1: Agricultural and Resource Economics	10.53% 2	15.79% 3	5.26% 1	10.53% 2	5.26% 1	5.26% 1	73.68% 14	5.26% 1	0.00% 0
Q1: Environmental Science, Policy and Management	2.13% 1	12.77% 6	12.77% 6	2.13% 1	2.13% 1	0.00% 0	70.21% 33	6.38% 3	2.13% 1
Q1: Energy and Resources Group	9.09% 2	22.73% 5	9.09% 2	4.55% 1	4.55% 1	0.00% 0	68.18% 15	4.55% 1	0.00% 0
Q1: Plant and Microbial Biology	9.09% 2	13.64% 3	4.55% 1	4.55% 1	4.55% 1	0.00% 0	72.73% 16	4.55% 1	0.00% 0
Total Respondents	7	17	10	5	4	1	78	6	1

# Gender identity

	AGENDER	GENDERQUEER	MAN	NON-BINARY	TRANSMAN	TRANSWOMAN	WOMAN	DO NOT WISH TO STATE	TOTAL
Q1: Agricultural and Resource Economics	0.00% 0	0.00% 0	42.11% 8	0.00% 0	0.00% 0	0.00% 0	47.37% 9	10.53% 2	17.27% 19
Q1: Environmental Science, Policy and Management	0.00% 0	4.26% 2	17.02% 8	8.51% 4	0.00% 0	0.00% 0	76.60% 36	2.13% 1	46.36% 51
Q1: Energy and Resources Group	0.00% 0	0.00% 0	22.73% 5	0.00% 0	0.00% 0	0.00% 0	77.27% 17	0.00% 0	20.00% 22
Q1: Plant and Microbial Biology	0.00% 0	9.09% 2	31.82% 7	4.55% 1	0.00% 0	0.00% 0	59.09% 13	4.55% 1	21.82% 24
Total Respondents	0	4	28	5	0	0	75	4	110

Several respondents critiqued “transman” and “transwoman”; we will drop these for future years

# Socio-economic status while growing up

	LOW-INCOME	WORKING CLASS	MIDDLE CLASS	UPPER-MIDDLE CLASS	UPPER CLASS / WEALTHY	OTHER	DO NOT WISH TO STATE	TOTAL
Q1: Agricultural and Resource Economics	0.00% 0	0.00% 0	27.78% 5	44.44% 8	16.67% 3	5.56% 1	5.56% 1	16.51% 18
Q1: Environmental Science, Policy and Management	12.77% 6	19.15% 9	34.04% 16	27.66% 13	6.38% 3	0.00% 0	0.00% 0	43.12% 47
Q1: Energy and Resources Group	9.09% 2	27.27% 6	40.91% 9	22.73% 5	0.00% 0	0.00% 0	0.00% 0	20.18% 22
Q1: Plant and Microbial Biology	13.64% 3	13.64% 3	27.27% 6	40.91% 9	4.55% 1	0.00% 0	0.00% 0	20.18% 22
Total Respondents	11	18	36	35	7	1	1	109

Some results in the “identity and background” segment of the survey have not been presented. With the small overall response rates, the subgroup responses became small enough for the risk of identification.

# Highest educational attainment of one parent or guardian

	DID NOT COMPLETE HIGH SCHOOL	COMPLETED HIGH SCHOOL	ASSOCIATE'S DEGREE	BACHELOR'S DEGREE	GRADUATE DEGREE (MA/MS, PHD, MD, LAW, OTHER)	DO NOT WISH TO STATE	TOTAL
Q1: Agricultural and Resource Economics	0.00% 0	0.00% 0	5.26% 1	10.53% 2	78.95% 15	5.26% 1	17.27% 19
Q1: Environmental Science, Policy and Management	2.13% 1	10.64% 5	6.38% 3	25.53% 12	55.32% 26	0.00% 0	42.73% 47
Q1: Energy and Resources Group	0.00% 0	9.09% 2	0.00% 0	22.73% 5	68.18% 15	0.00% 0	20.00% 22
Q1: Plant and Microbial Biology	0.00% 0	18.18% 4	4.55% 1	27.27% 6	50.00% 11	0.00% 0	20.00% 22
Total Respondents	1	11	5	25	67	1	110