

2022 Global Geochemistry Community Survey



Joint initiative of the Diversity, Equity and Inclusion Committees of the
European Association of Geochemistry
 & the **Geochemical Society**



Data analysis by survey specialists Dr Rachel Ivie and John Tyler

Introduction

Geochemists work on diverse, societally-relevant environmental challenges. A uniquely varied discipline, geochemistry combines lab-, field- and office-based work, leading to distinct challenges in fostering a diverse and inclusive community.

1560
Respondents

17%
Participation Rate*

*of Society members

Global Geochemistry Survey goals:

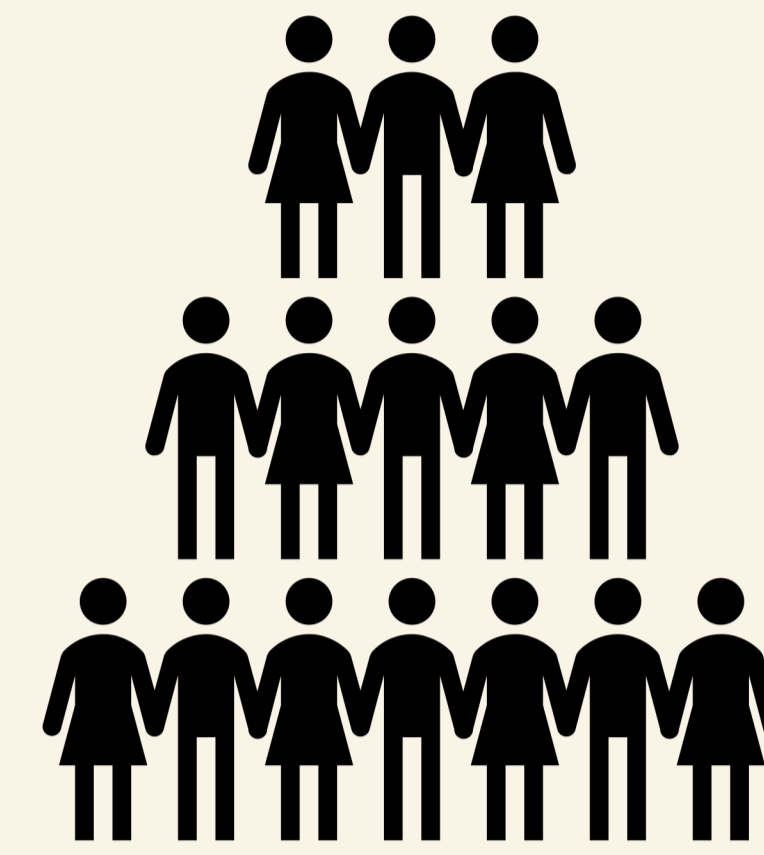
- To understand the community composition and experiences of geochemists
- To investigate barriers to diversity and inclusion in geochemistry

75% of respondents are members of one or both Societies. The geographical distribution of respondents is similar to members (see Table). However, findings are **not representative** of the membership, or of geochemists as a whole.

Similarities among EAG/GS members, member respondents, and non-member respondents

| Region | Estimated % of EAG/GS members | % of member respondents | % of non-member respondents |
|---------------|-------------------------------|-------------------------|-----------------------------|
| Europe | 42% | 45% | 42% |
| North America | 34% | 35% | 35% |
| Other | 25% | 20% | 23% |

Demographics of respondents



89 Countries of Origin

73 Countries of Residence

49 Unique first languages

50% live in USA, UK, Germany, France

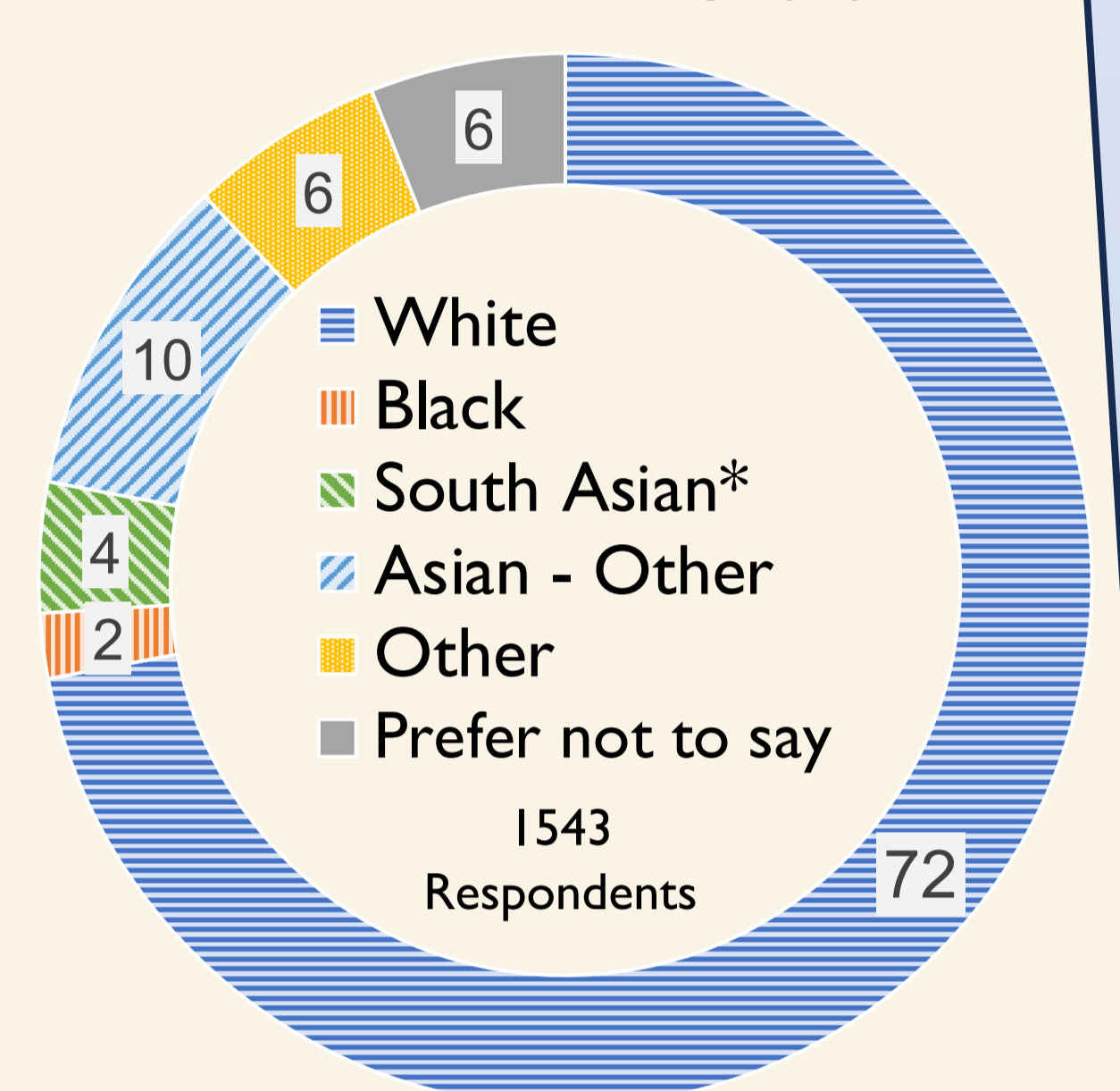
Only 39 respondents live in China

1537 Respondents

Religious Identity

62% identify with no religion
 21% identify as Christian
 <3% identify with each of the other major religions
 1413 Respondents

Ethnic Identity (%)



Disability

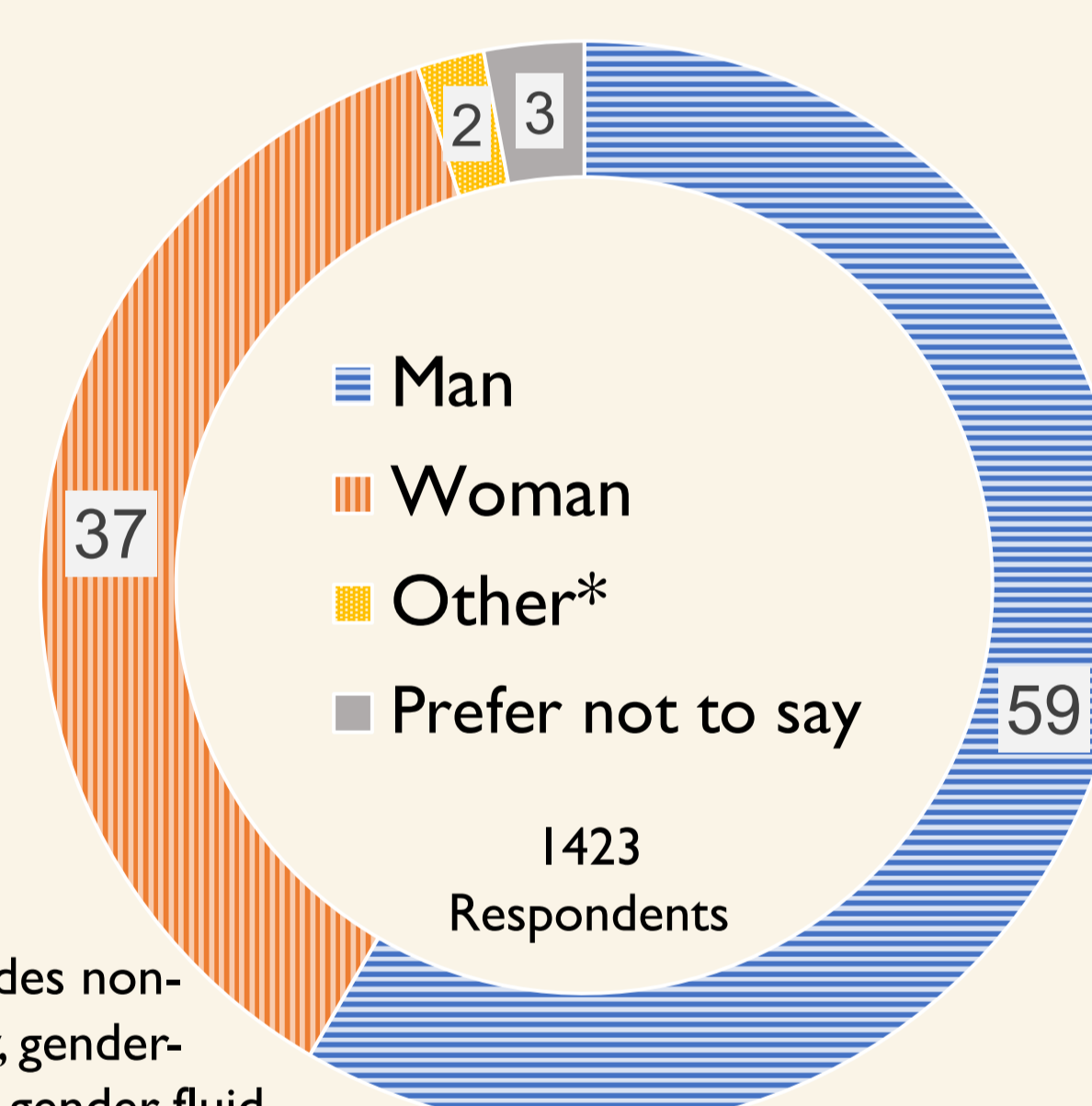
80% report no disability
 9% report a mental health disability
 About 5% identify as neurodiverse
 1400 Respondents

Caring Responsibilities

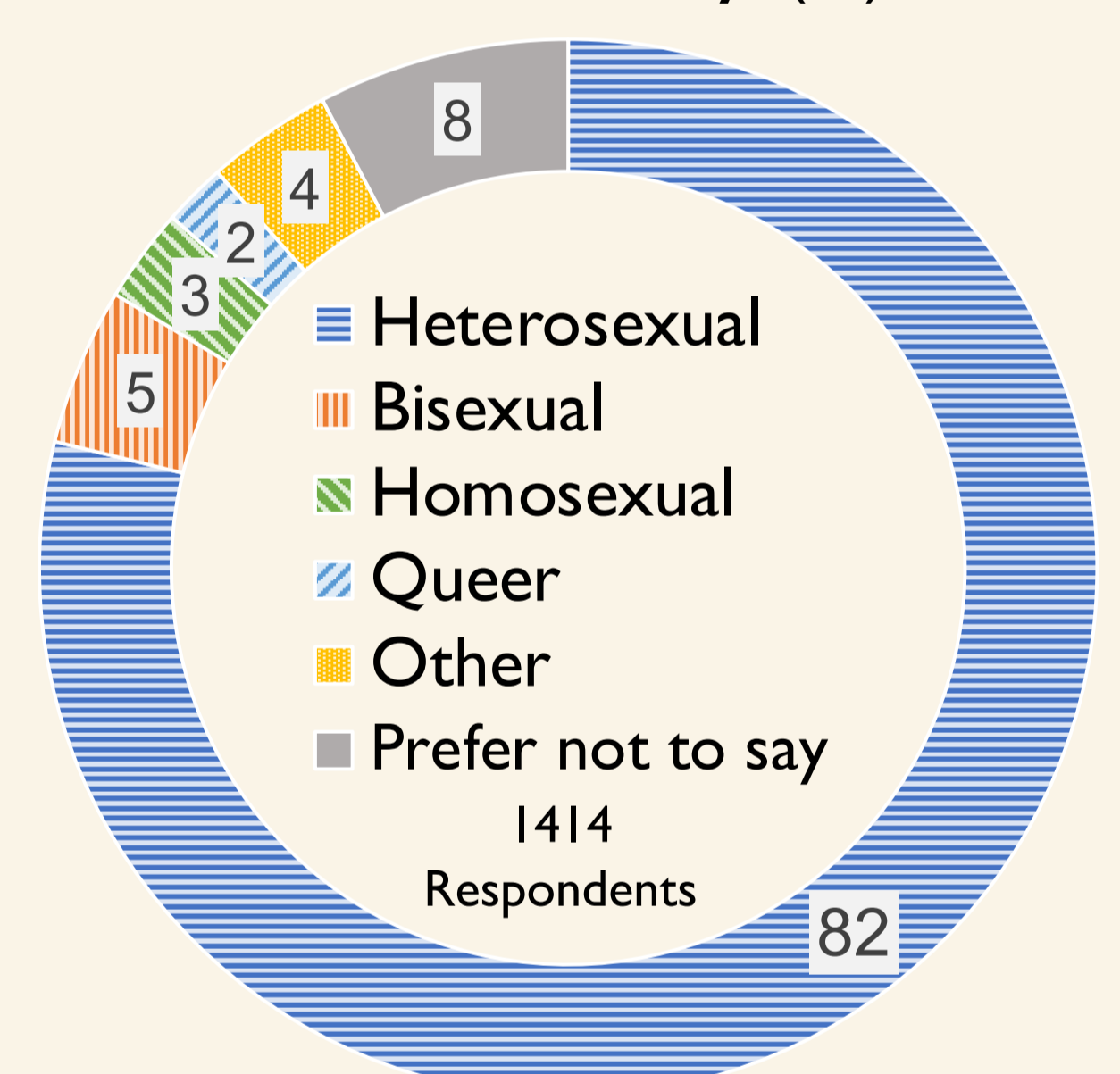
26% are parents to young children
 9% care for elderly relatives or others
 1398 Respondents

*Includes Indian, Pakistani, Bangladeshi, Nepalese, or descent thereof.

Gender Identity (%)



Sexual Identity (%)



*Includes non-binary, gender-queer, gender-fluid.

All questions were optional, hence respondent numbers for individual questions may be lower than the total number of respondents (1560). Values on doughnut charts show % of respondents to that question, and may add to >100% if multiple responses were permitted.

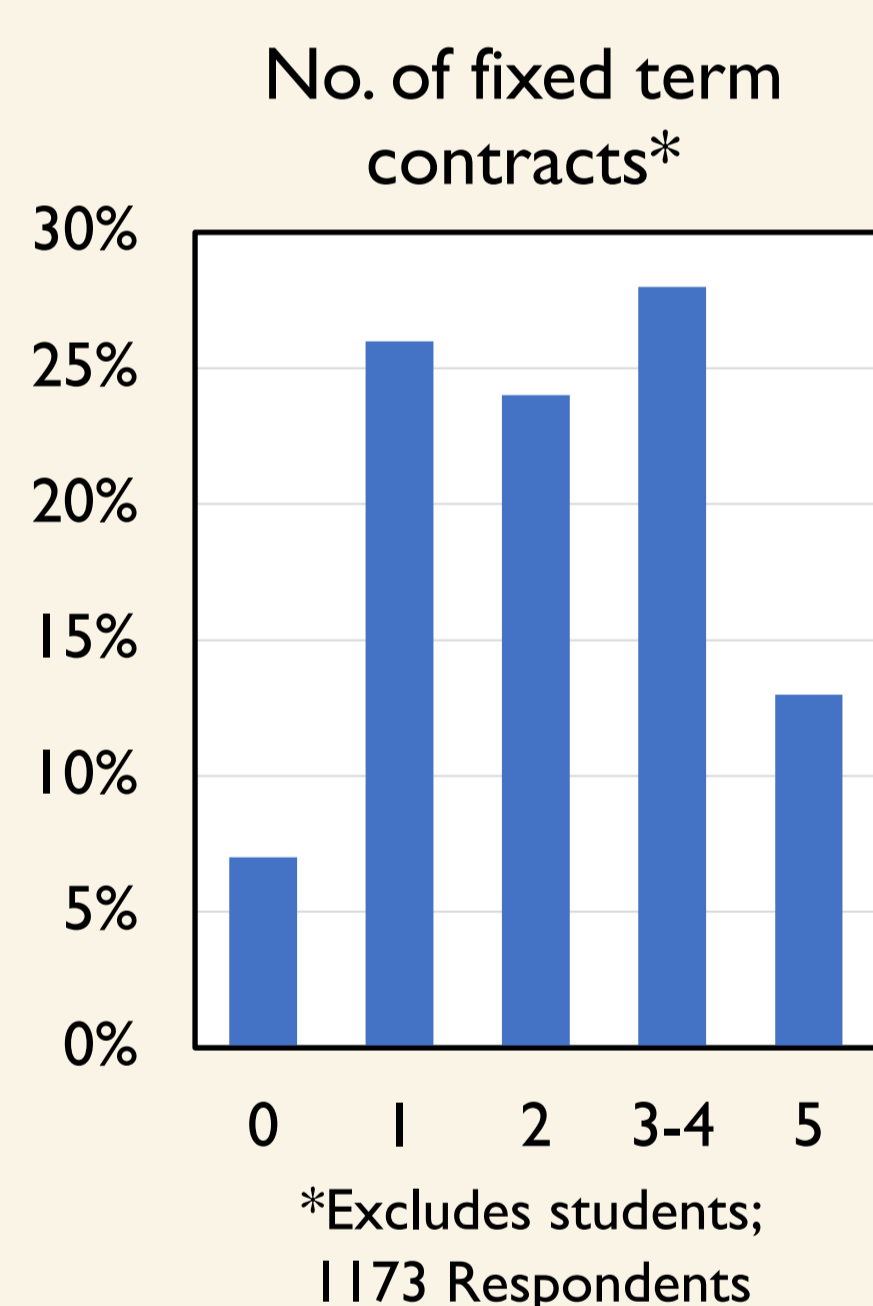
Career experiences of respondents

64% of 1550 respondents are currently employed in academia

➤ About 2/3 of these are in a permanent academic position

12% of these respondents are students

10% are employed in roles outside of academia



77%
Have international work experience*

*Excludes students; 1207 Respondents

50%
Have considered leaving science

1218 Respondents

44%
Have had poor mental health linked to work

1356 Respondents

34%
Have a poor work-life balance

1277 Respondents

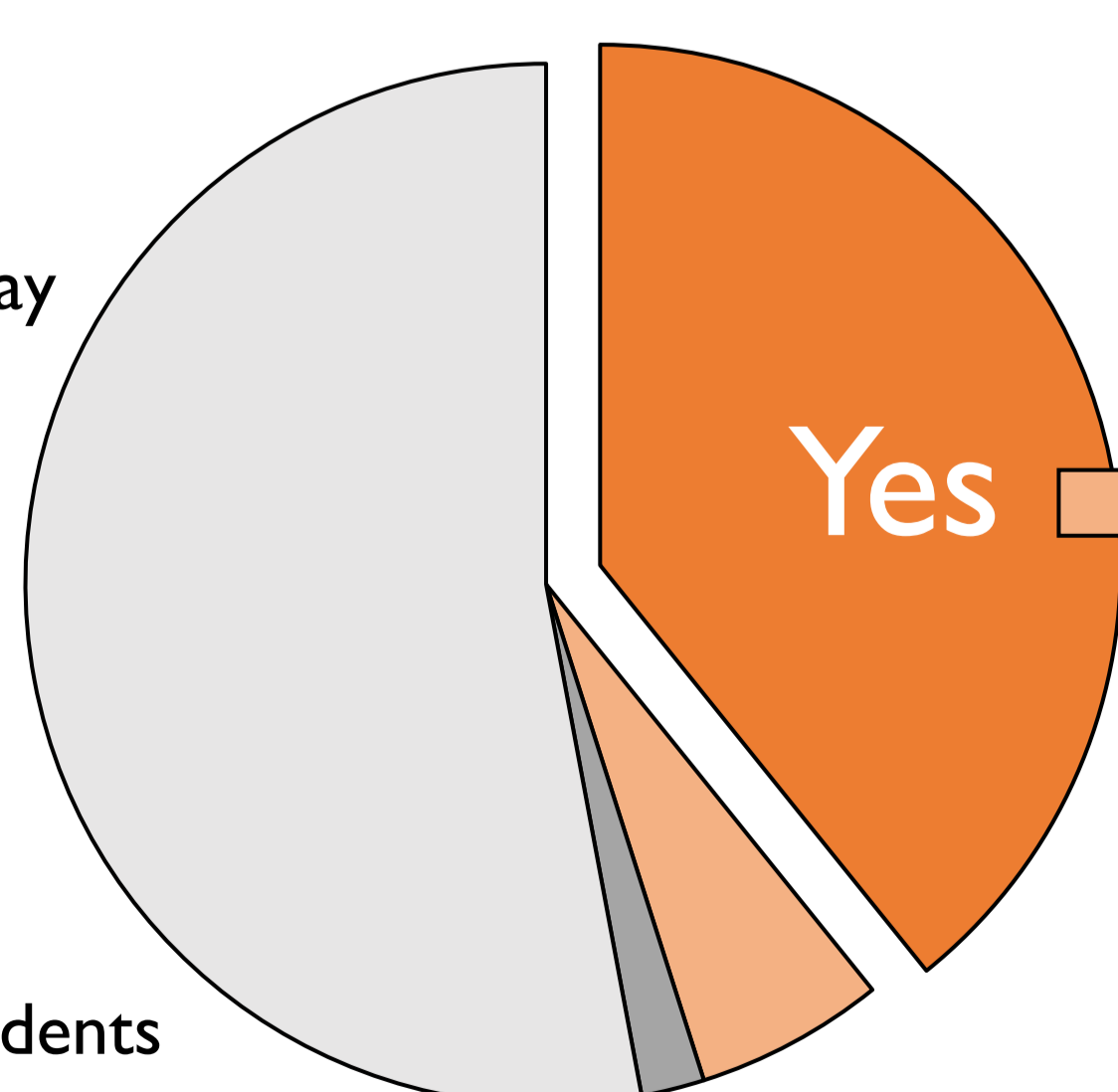
Key Finding: Prevalence of Exclusionary Behaviours

40% of survey respondents

Reported they have felt *unsafe, threatened or undermined* in professional settings

Have you felt unsafe, threatened, or undermined in professional settings?

- Yes
- Not sure
- Prefer not to say
- No



Of respondents who reported exclusionary behaviours, types commonly reported include:

55%

Zero or improper credit given for your contributions of work / ideas

52%

Undermining language, slurs, racism, offensive jokes, gossip

32%

Objectifying language, gestures, or other non-verbal actions

500 Respondents

In other studies, the incidence of harassment and discrimination varies from 20% to >50% of women respondents depending on the definition used [Porter et al., 2022, NAS 2018]. Scientists from under-represented groups (including people of colour, women and non-binary individuals, those with a disability, and those who identify as LGBTQIA+) may more frequently experience harassment and discrimination [NAS 2018; Marin-Spiotta et al., 2023].

Summary

Selected initial findings of the first Global Geochemistry Survey are presented.

Read the full report & suggest actions:



Survey success: gives the first indication of the demographics, career experiences, and experiences of exclusionary behaviour in the geochemistry community, and provides a baseline for future surveys.

Societies have learnt from specialist survey analysts.

Thank you for taking part!

Next Steps

- Disseminate results: more soon!
- Data analysis:
 - Review >200 text-based responses
 - Possible: bivariate analyses
- Future: planned 5-yearly surveys
- Consider what EAG and GS can do to increase awareness and reduce instances of exclusionary behaviours, reach the views of more geochemists, and continue to improve our understanding of the geochemistry community

Ideas? <https://www.eag.eu.com/about/dei/survey-report-and-questionnaire/>