



Diversity, Equity & Inclusion 2023 Updates & 2024 Plans

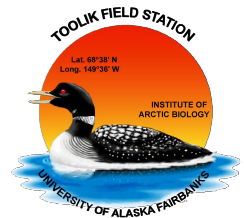
Accomplishments in 2023

- Demographics & climate survey
- Community gear closet
 - 77 users, 112+ pieces of gear
- Upward Bound visit
 - 12 high school students from low-income or first generation college families
- Inlet Outlet
- NSF Office of Equity & Civil Rights visit



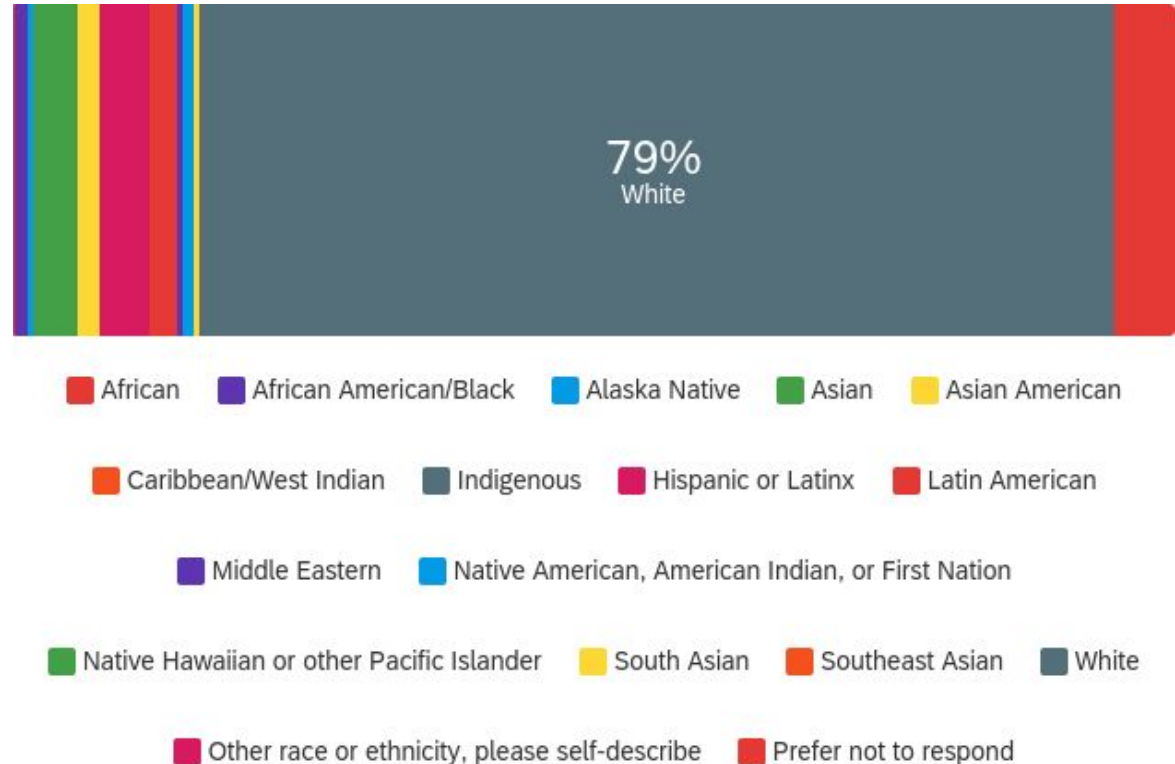
Demographics & Climate

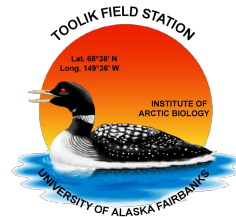
- **36% response rate with 196 responses**
 - 185 who completed climate portion
 - 99 women, 86 men, 8 non-binary
 - Graduate students & science support staff make up bulk of respondents
- **DEI statements**
 - 88% agreed or strong agreed that they felt they belonged at TFS.
 - 84% agreed or strongly agreed that TFS takes action to improve DEI.
 - 12% felt they have been treated differently at TFS because of one of their identities.
- **Safety & Reporting**
 - 97% agreed or strongly agreed that they felt safe at TFS.
 - 96% agreed or strongly agreed that safety is a priority at TFS.
 - 92% felt they would be supported by TFS management after reporting violations.



Demographics & Climate

Answers to open response questions like “What changes would you like to see?” revealed that there is **still a lot of work to be done** to improve diversity and the cultural climate at TFS.





Code of Conduct Reports

- Slightly down from last year
- 8 total
 - 5 reported directly to TFS, 2 to liaisons, 1 to UAF ORCA
 - 3 reports involved the same person
- No one removed from station, but no-contact instructions enacted for one and formal warnings given to others.
- One report from 13+ years ago. No action requested aside from tracking potential patterns.
- Need to work on connecting residents with confidential resources
 - Potential solution is to invite IACNVL representative to station



On deck for 2024

- Climate survey report
- DEI reading group that meets quarterly
- Find a solution for confidential resource advocate
- Expanding Safe & Inclusive Fieldwork campaign
 - New tip every week from June-September, displayed on Dining Hall TVs
 - Tips compiled on website as a resource for field teams
- Building relationships with Anaktuvuk Pass



WEEKLY TIP



TUNDRA Award



▶ **Manpreet Kohli & Anna Eichert**

Genetic Mechanisms of Cold Tolerance in Aquatic Insects of the Arctic

▶ **Mingyue Yuan**

Carbon or nitrogen? A comparative study of limiting factors for soil microbes in two tundra ecosystems

▶ **Updates from 2022 awardees**

Megan Wilcots, Chelsea Smith, and Morag Clinton are continuing their research at Toolik

UA Giving Day is March 16-28