



2023 SYSTEMWIDE DEI CAMPUS CLIMATE SURVEY

DULUTH CAMPUS REPORT

OFFICE FOR **EQUITY AND DIVERSITY**

University of Minnesota **Driven to Discover®**

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EXECUTIVE SUMMARY

To assess current campus climate, the University of Minnesota conducted a systemwide, climate survey focused on diversity, equity, and inclusion (DEI) during the spring 2023 semester. This survey was designed to help university leaders and campus communities develop baseline understanding of diversity, equity, and inclusion by gathering information about faculty, staff, and students' perceptions, experiences, and perspectives related to these topics. The survey aligns with the goals outlined in MPact 2025, the U of M Systemwide Strategic Plan and the Cambridge Hill Partners (CHP) Systemwide DEI report. The survey results will help inform current and future decisions to support a diverse, inclusive and welcoming community, and serve as a benchmark against which to measure change over time. As stated in our mission, the University "strives to sustain an open exchange of ideas in an environment ... that provides an atmosphere of mutual respect, free from racism, sexism, and other forms of prejudice and intolerance."



WHEN

 Launched on February 7, 2023 and closed on March 8, 2023.



WHO

 All eligible UMN undergraduate students, graduate students, staff, and faculty were invited to participate in the survey.



WHAT

 Web based survey with over 100 data points per respondent.



HOW

- Staff, students, and faculty received an email with an invitation to complete the survey.
- An external vendor, SoundRocket, administered the survey to ensure confidentiality.

SUMMARY OF FINDINGS

The 2023 UMN DEI Campus Climate Survey captures participant demographics, institutional commitment, equitable treatment on and around campus, satisfaction with the overall campus climate, intergroup interactions and discrimination.

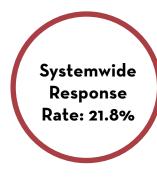


Black, Indigenous, & People of Color (BIPOC) and Gender Reporting

We recognize the critical need to disaggregate the data from this survey in order to understand the experiences of diverse communities at the University of Minnesota. The data in the main report reports is disaggregated by race/ethnicity and gender except in places where breakouts of individual race/ethnicity and gender categories will result in cell sizes that are too small to report. This executive summary presents a collapsed version of race/ethnicity, which is abbreviated in report columns as BIPOC (meaning "Black, Indigenous, and People of Color"). This category is aligned with MPact 25 reporting and will include any participant who identified as African American/Black, Asian American/Asian/Pacific Islander, Hispanic/Latino/a, Middle Eastern/North African, Native American/Alaskan Native, Other Race/Ethnicity, or More Than One Race/Ethnicity. Gender identity categories are woman, man, and transgender/non-binary.

CAMPUS CLIMATE SURVEY KEY METRICS

2023 Survey Response Rates



Graduate Students Faculty **BIPOC BIPOC** 21.0% 29.3% Graduate Response White White 70.7% 79.0% 43.8% **Faculty Response** Undergraduate **BIPOC** Students Staff 9.7% Undergraduate Response **BIPOC** 18.8%

Staff Response

White

90.3%

51.2%

*Data are suppressed in categories where there are fewer than 15 respondents systemwide. White

81.2%



SENSE OF BELONGING

Percentage of survey participants who agree or strongly agree that "I feel that I belong at UMN."

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63.4%	Total
70.3%	Woman
54.3%	Man
-	Transgender/Non-Binary
56.2%	BIPOC
68.9%	White

Undergraduate Students

-	3
62.8%	Total
65.5%	Woman
60.8%	Man
63.0%	Transgender/Non-Binary
46.6%	BIPOC
67.0%	White

Faculty

53.6%	iotai	
52.0%	Woman	
56.1%	Man	
-	Transgender/Non	-Binary
52.8%	BIPOC	
60.0%	White	

Staff

69.3%	Total
67.7%	Woman
72.7%	Man
-	Transgender/Non-Binary
69.8%	BIPOC
70.1%	White

Percentage of undergraduate/graduate student survey participants who agree or strongly agree that "I feel that I belong in my college/department."

Undergraduate Students

	•
71.5%	Total
72.6%	Woman
71.2%	Man
59.6%	Transgender/Non-Bi <mark>nary</mark>
57.0%	BIPOC
75.0%	White

Graduate Students

74.8%	Total
78.8%	Woman
67.4%	Man
-	Transgender/Non-Binary
60.4%	BIPOC
82.7%	White

The University's MPact 2025
Strategic Plan includes a commitment to increasing the percentage of undergraduate students with a favorable sense of belonging.

*Data are suppressed in categories where there are fewer than 15 respondents systemwide.



SENSE OF BELONGING CONTINUED

Percentage of faculty/staff survey participants who agree or strongly agree that "I have found one or more communities or groups where I feel I belong at UMN."

Faculty	Staff
58.5% Total	52.3% Total
54.5% Woman	53.6% Woman
60.8% Man	50.3% Man
- Transgender/Non-Binary	- Transgender/Non-Binary
55.0% BIPOC	60.5% BIPOC
59.6% White	52.0% White

SATISFACTION WITH OVERALL CAMPUS CLIMATE

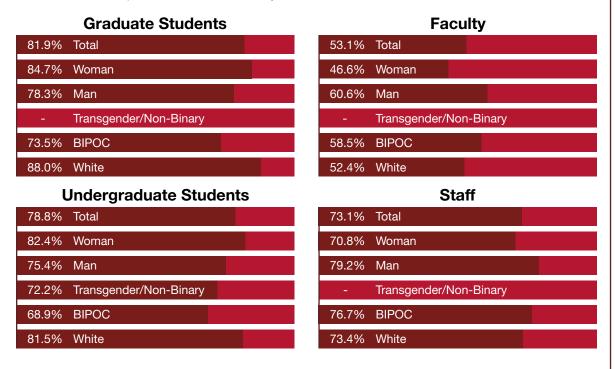
Percentage of survey participants who agree or strongly agree that they are very satisfied/satisfied with the overall campus climate at the University of Minnesota based on their experiences in the past 12 months.

Graduate Students	Faculty
61.7% Total	40.2% Total
62.5% Woman	38.1% Woman
64.4% Man	43.3% Man
- Transgender/Non-Binary	- Transgender/Non-Binary
61.1% BIPOC	45.5% BIPOC
63.6% White	39.3% White
Undergraduate Students	Staff
Undergraduate Students 62.2% Total	Staff 58.3% Total
62.2% Total	58.3% Total
62.2% Total 65.9% Woman	58.3% Total 57.0% Woman
62.2% Total 65.9% Woman 59.3% Man	58.3% Total 57.0% Woman 62.7% Man

RESPECT AND UMN COMMITMENT TO DEI

Percentage of survey participants who agree or strongly agree that they are treated with respect at the University of Minnesota.

*Data are suppressed in categories where there are fewer than 15 respondents systemwide.



Percentage of survey participants who agree or strongly agree that the University of Minnesota has a strong commitment to diversity, equity, and inclusion.

	Graduate Stud	ents		Fa	aculty
67.4%	Total		49.0%	Total	
66.1%	Woman		41.2%	Woman	
3.9%	Man		58.6%	Man	
-	Transgender/Non-Bina	ry	-	Transgender/	/Non-Binary
2.5%	BIPOC		48.8%	BIPOC	
0.6%	White		48.5%	White	
ı					
•	Jndergraduate St	tudents		9	Staff
	Indergraduate St Total	tudents	69.6%		Staff
5.7%	_	tudents			Staff
5.7% 8.1%	Total	tudents		Total Woman	Staff
5.7% 3.1% 4.2%	Total Woman		66.4%	Total Woman	
5.7% 3.1% 4.2% 4.8%	Total Woman Man		66.4% 76.6%	Total Woman Man	



WITHIN THE PAST 12 MONTHS

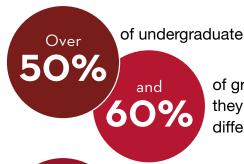
UMN students
from diverse
backgrounds
are connecting
with one
another.



75.2% of staff and 83.6% of faculty have attended a DEI related event (training, seminar, film series, etc.)



84.5% of staff and 91.9% of faculty have had a DEI-related conversation with a colleague or peer.



of graduate student respondents reported that they often interact with individuals who are of a different race or ethnicity than their own.



of both undergraduate and graduate students reported that they often interact with individuals whose religious beliefs are different than their own.

Fewer BIPOC undergraduate students feel that they are listened to by faculty.

In my classrooms and classroom settings (e.g., lectures, seminars, labs, workshops, studio sessions, etc.) I feel listened to by faculty/instructors/lecturers.

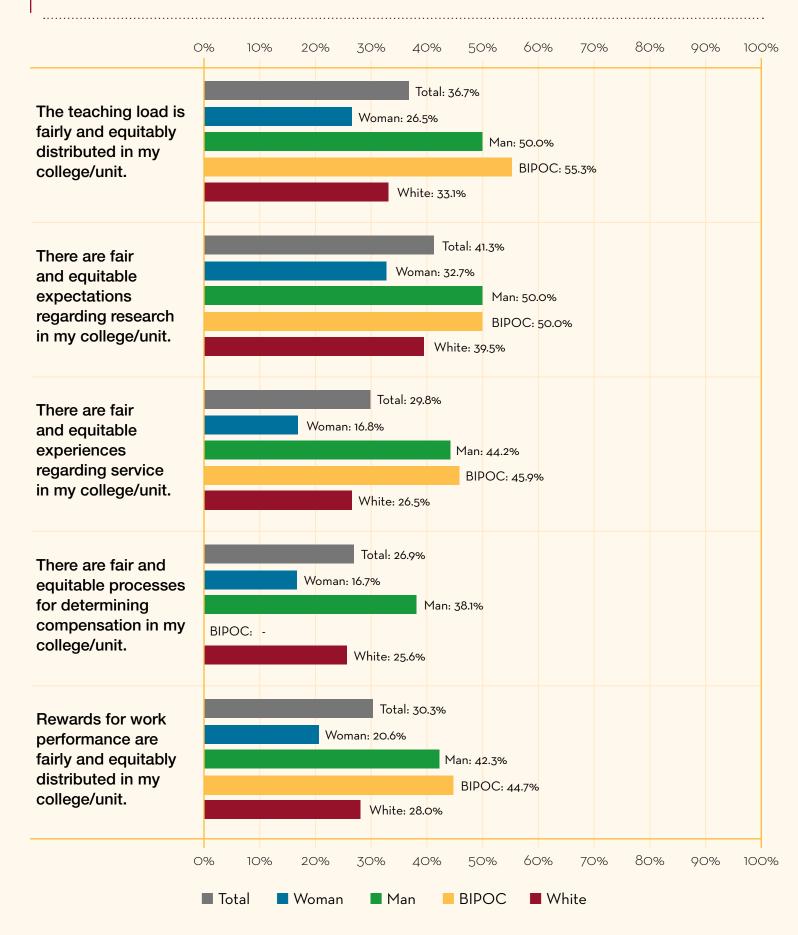
Undergraduate Students

80.8% Total 80.9% Woman 80.0% Man 88.0% Transgender/Non-Binary 69.1% BIPOC 83.3% White

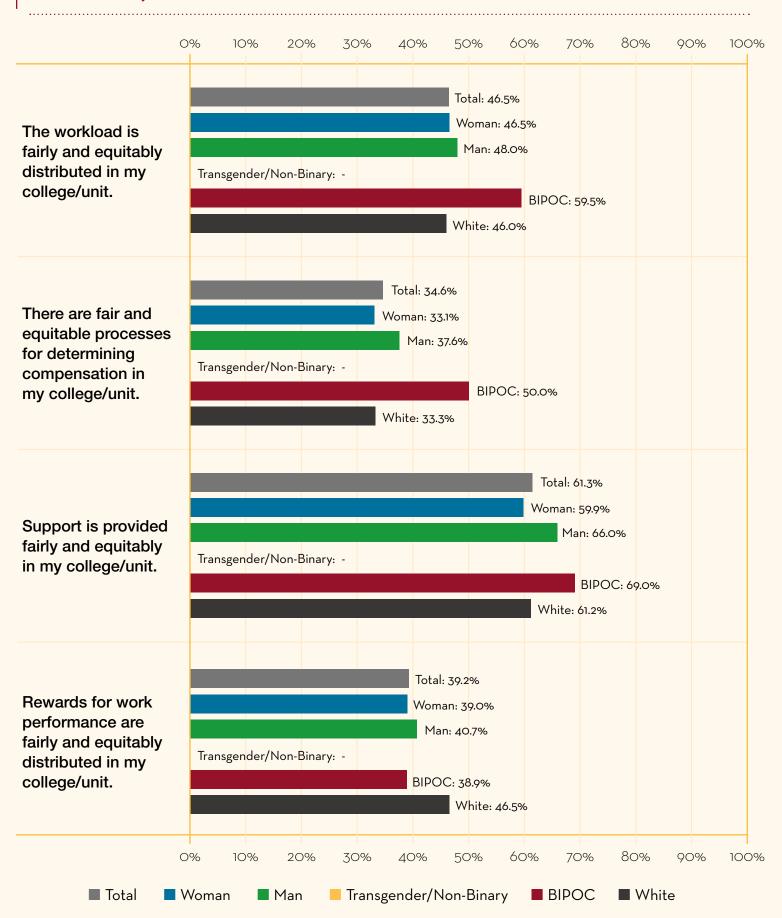
Graduate Students

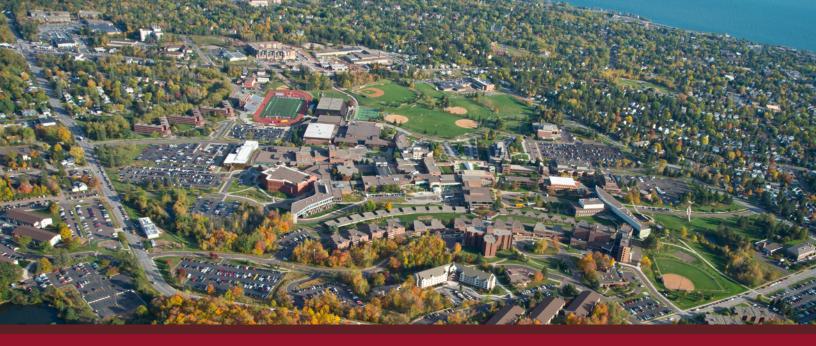
80.9%	Total
83.9%	Woman
76.7%	Man
-	Transgender/Non-Binary
81.2%	BIPOC
84.4%	White

FACULTY EQUITY AND RETENTION



STAFF EQUITY AND RETENTION





UNDERGRADUATE STUDENTS: **EXPERIENCES OUTSIDE THE CLASSROOM**

In spaces outside the classroom, I feel valued by	Total	Woman	Man	Transgender/ Non-Binary	BIPOC	White
Faculty Instructors (faculty/postdocs/lecturers)	72.3%	74.0%	69.2%	77.6%	59.9%	75.1%
Other faculty members	66.4%	69.0%	61.8%	71.4%	53.7%	69.2%
Student instructors (e.g., GSIs, TAs, etc.)	65.6%	68.7%	61.8%	64.0%	51.7%	68.7%
Other students	70.9%	69.2%	74.6%	75.5%	60.1%	73.6%
Staff members	65.8%	67.7%	62.2%	73.5%	56.8%	67.9%
University administrators	49.0%	53.4%	46.2%	30.6%	39.7%	51.4%
Other university mentors/ advisors	64.1%	65.1%	64.5%	61.2%	58.9%	65.5%



GRADUATE STUDENTS: **EXPERIENCES OUTSIDE THE CLASSROOM**

In spaces outside the classroom, I feel valued by	Total	Woman	Man	Transgender/ Non-Binary	BIPOC	White
Faculty Instructors (faculty/postdocs/lecturers)	79.1%	79.6%	79.1%	-	72.9%	83.6%
Other faculty members	74.8%	74.3%	76.7%	-	66.7%	80.9%
Student instructors (e.g., GSIs, TAs, etc.)	68.1%	68.1%	69.8%	-	62.5%	72.7%
Other students	75.9%	78.6%	67.4%	-	56.2%	84.4%
Staff members	76.7%	78.8%	72.1%	-	68.8%	81.8%
University administrators	54.6%	53.1%	60.5%	-	60.4%	53.6%
Other university mentors/ advisors	62.7%	60.7%	71.4%	-	55.3%	67.0%

