



2023 SYSTEMWIDE DEI CAMPUS CLIMATE SURVEY

DULUTH CAMPUS REPORT

OFFICE FOR
EQUITY AND DIVERSITY

UNIVERSITY OF MINNESOTA
Driven to Discover®

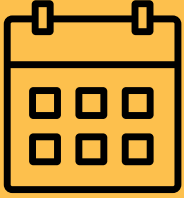
TABLE OF CONTENTS

- I. Executive Summary 4
- II. Our DEI Campus Climate Survey Process 5
 - A. Summary of Findings..... 5
- III. Black, Indigenous, & People of Color (BIPOC) and Gender Reporting..... 6
- IV. Campus Climate Survey Key Metrics 6
- V. Sense of Belonging 7
- VI. Satisfaction with Overall Campus Climate 8
- V. Within the Past 12 Months 10
- VI. Faculty Survey..... 11
- VII. Staff Survey 12
- VIII. Undergraduate Survey 13
- IX. Graduate Survey 14



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.



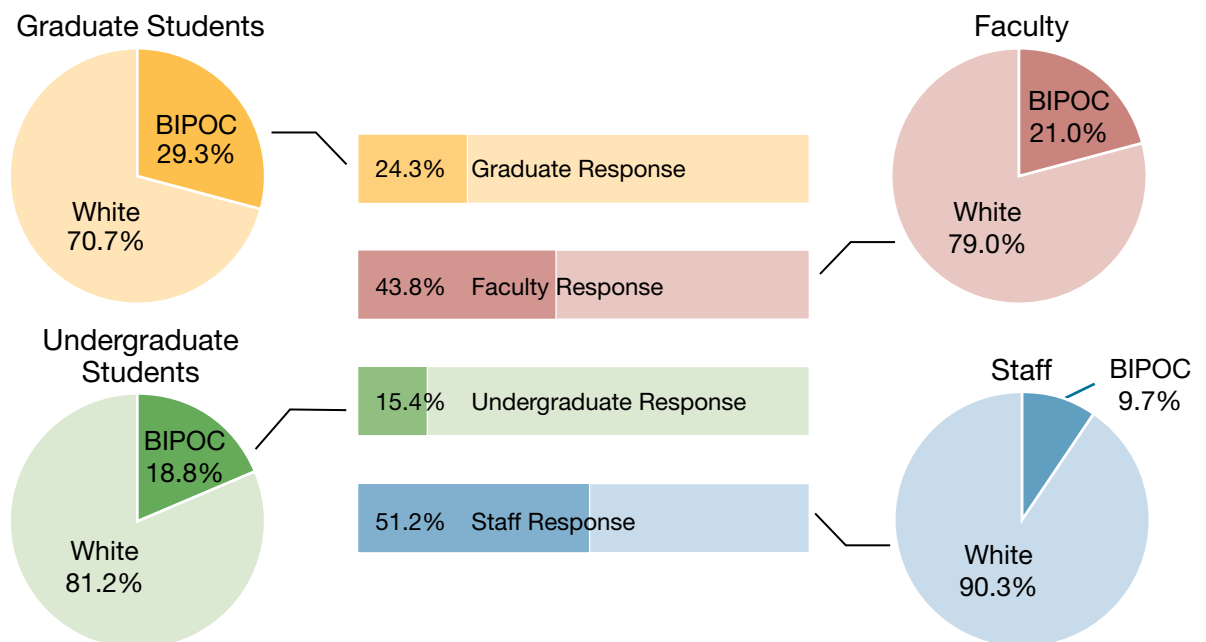
Black, Indigenous, & People of Color (BIPOC) and Gender Reporting

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

**Systemwide
Response
Rate: 21.8%**

2023 Survey Response Rates



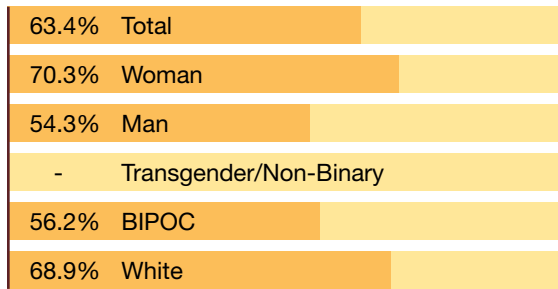
**Data are suppressed in categories where there are fewer than 15 respondents systemwide.*



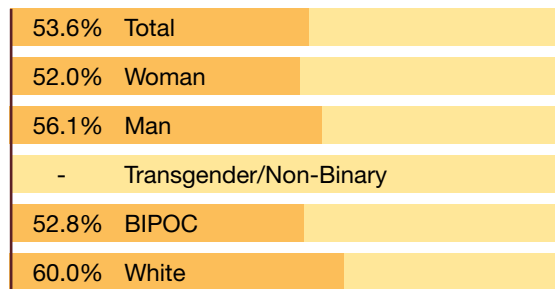
SENSE OF BELONGING

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

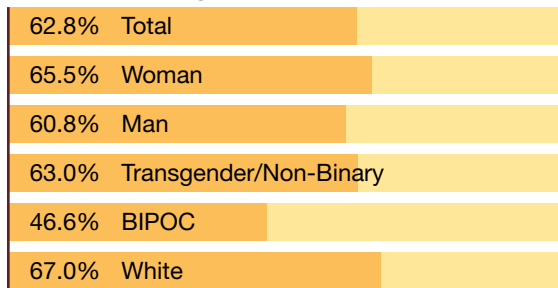
Graduate Students



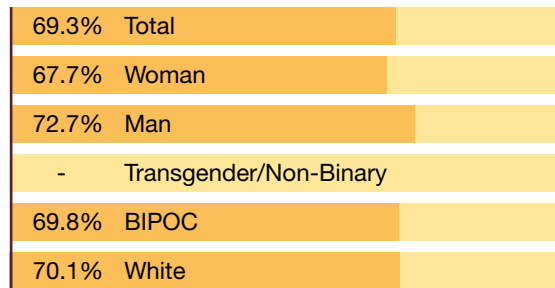
Faculty



Undergraduate Students

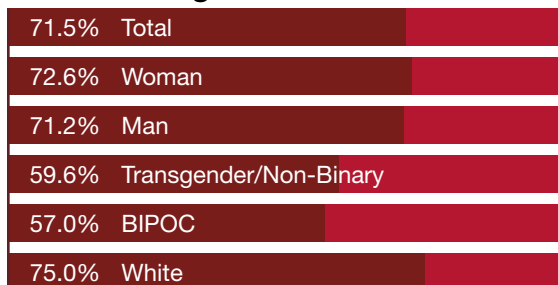


Staff

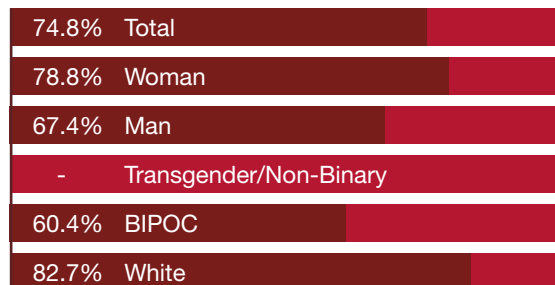


Percentage of undergraduate/graduate student survey participants who agree or strongly agree that “I feel that I belong in my college/department.”

Undergraduate Students



Graduate Students



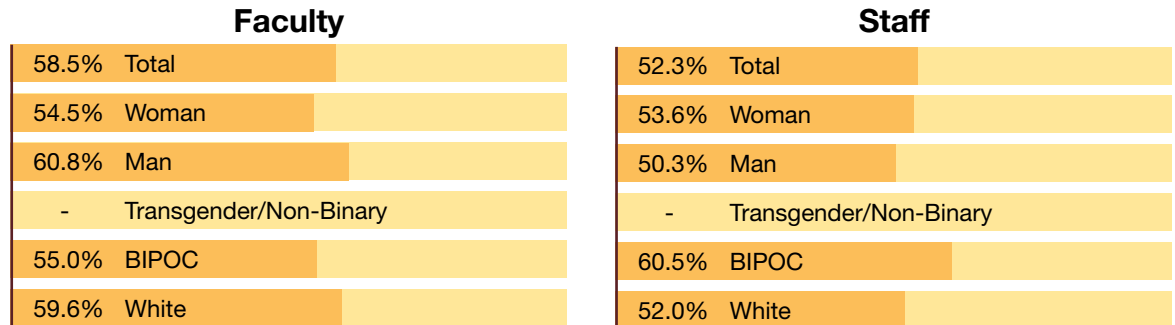
The University’s MPact 2025 Strategic Plan includes a commitment to increasing the percentage of undergraduate students with a favorable sense of belonging.

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



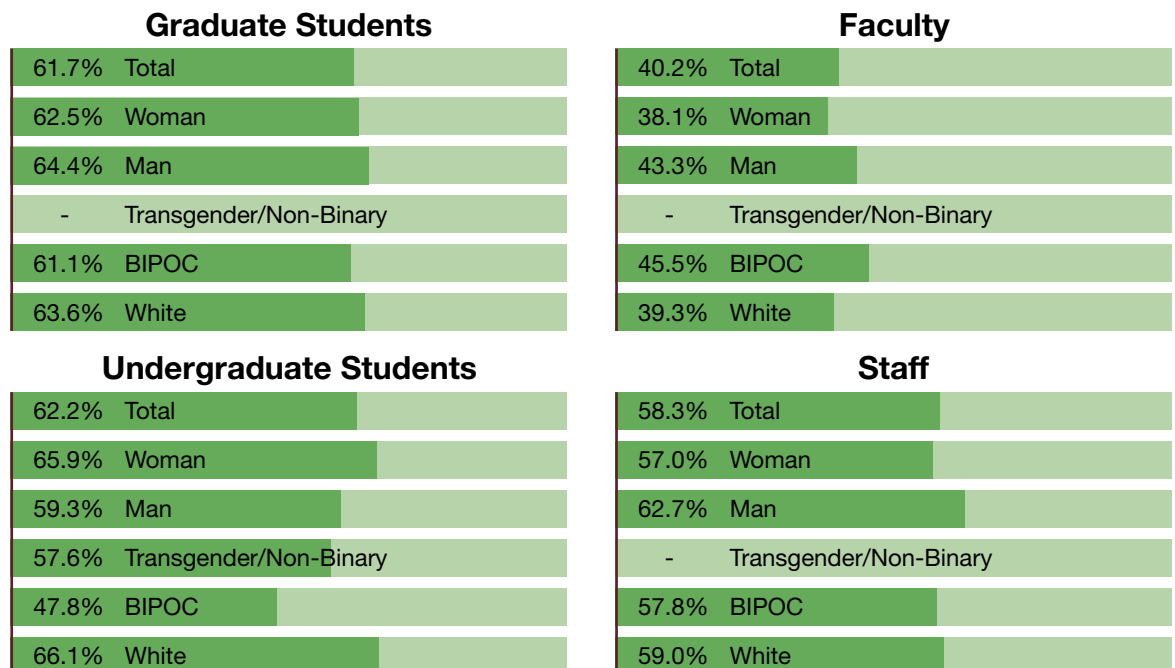
SENSE OF BELONGING CONTINUED

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.”



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.

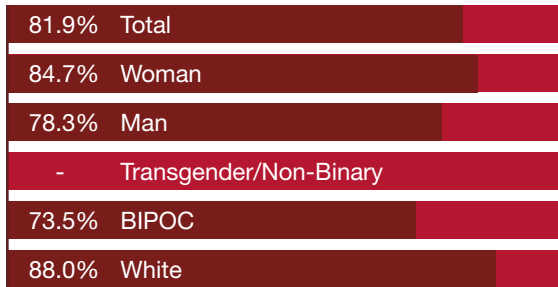


RESPECT AND UMN COMMITMENT TO DEI

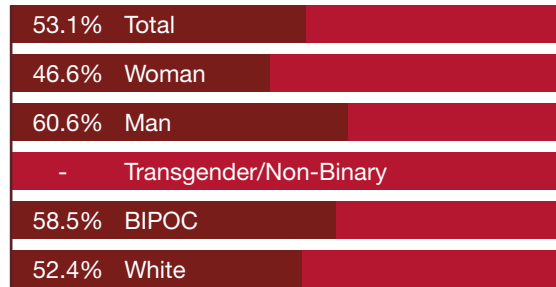
Percentage of survey participants who agree or strongly agree that they are treated with respect at the University of Minnesota.

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

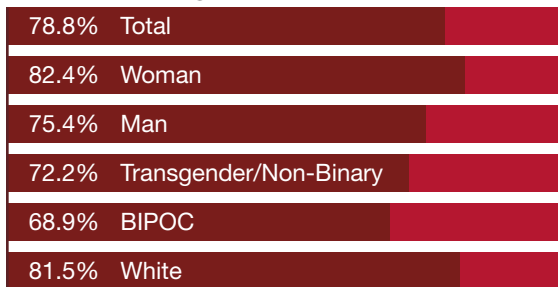
Graduate Students



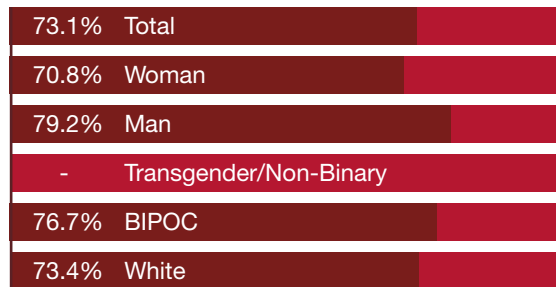
Faculty



Undergraduate Students

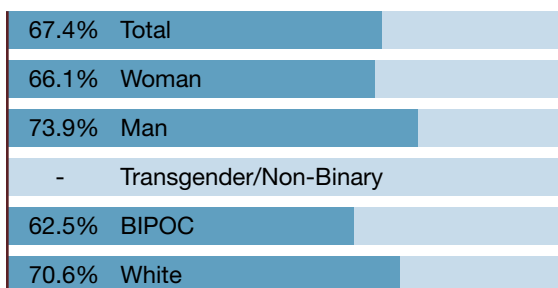


Staff

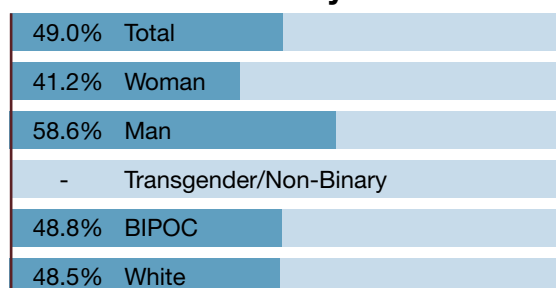


Percentage of survey participants who agree or strongly agree that the University of Minnesota has a strong commitment to diversity, equity, and inclusion.

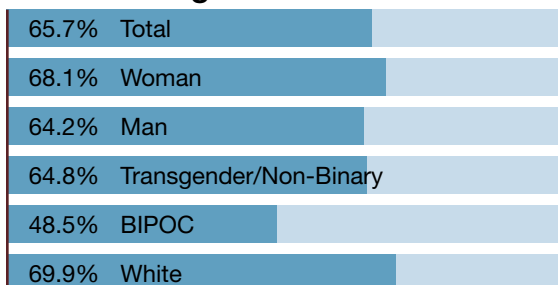
Graduate Students



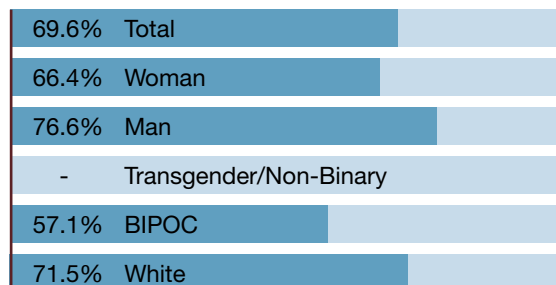
Faculty



Undergraduate Students



Staff





WITHIN THE PAST 12 MONTHS

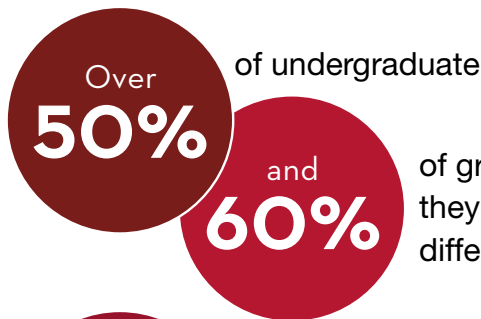
UMN students from diverse backgrounds are connecting with one another.



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.



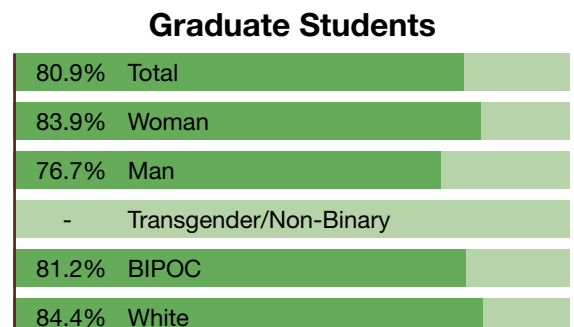
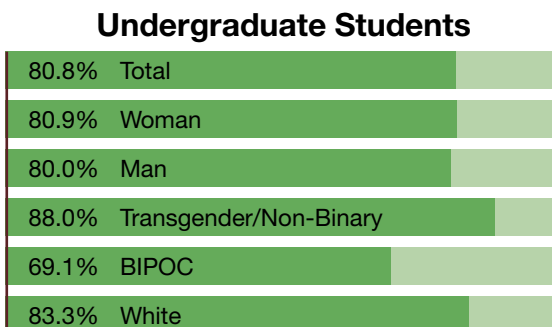
of graduate student respondents reported that they often interact with individuals who are of a different race or ethnicity than their own.



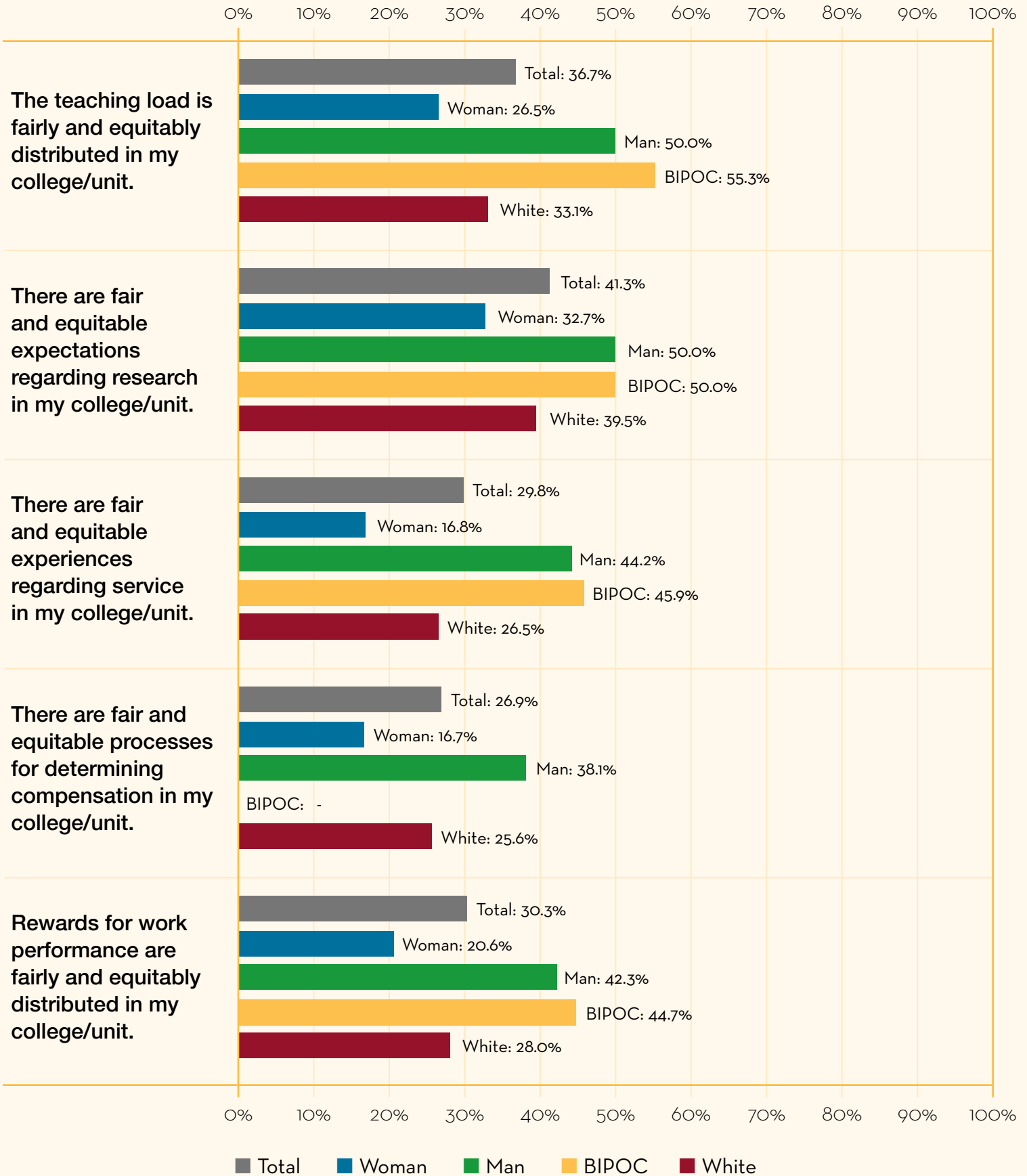
of both undergraduate and graduate students reported that they often interact with individuals whose religious beliefs are different than their own.

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

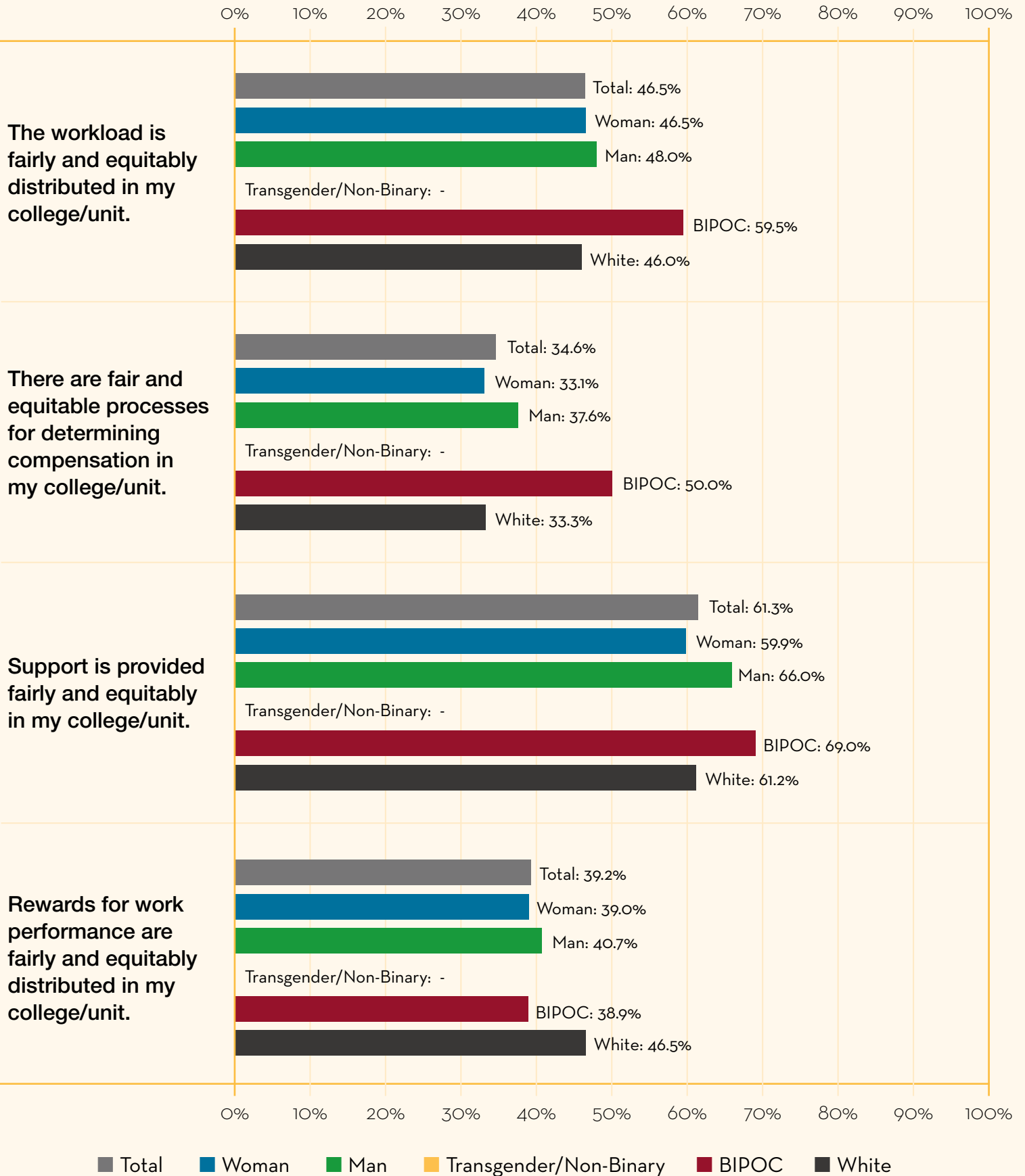
In my classrooms and classroom settings (e.g., lectures, seminars, labs, workshops, studio sessions, etc.) I feel listened to by faculty/instructors/lecturers.



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%



