



2023 SYSTEMWIDE DEI CAMPUS CLIMATE SURVEY

TWIN CITIES 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.



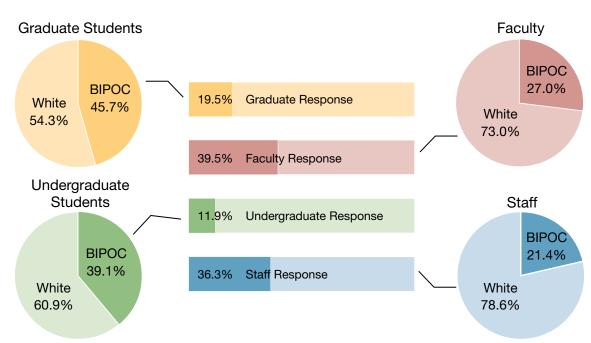
Black, Indigenous, & People of Color (BIPOC) and Gender Reporting

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



*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

64.0%	Total
64.9%	Woman
65.7%	Man
43.5%	Transgender/Non-Binary
60.6%	BIPOC
67.8%	White

Undergraduate Students

	•	ondorgraduato otadonto
	64.5%	Total
	67.9%	Woman
	61.0%	Man
	55.1%	Transgender/Non-Binary
	58.2%	BIPOC
ı	68.7%	White

Faculty

63.8%	Total	
63.9%	Woman	
65.3%	Man	
-	Transgender/Non-Bina	ry
58.0%	BIPOC	
	Dii 00	

Staff

67.7%	Total
68.4%	Woman
69.7%	Man
44.0%	Transgender/Non-Binary
58.4%	BIPOC
70.5%	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

·	Indergraduate Students
69.8%	Total
71.2%	Woman
68.2%	Man
66.1%	Transgender/Non-Binary
62.5%	BIPOC
74.1%	White

Graduate Students

70.0%	Total
71.4%	Woman
71.1%	Man
49.4%	Transgender/Non-Binary
67.4%	BIPOC
72.7%	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.



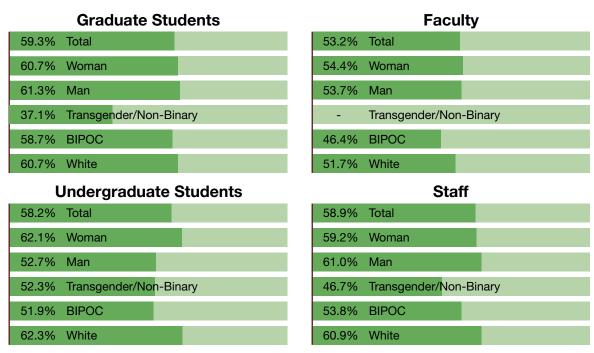
SENSE OF BELONGING CONTINUED

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
61.7% Total	51.5% Total
67.0% Woman	53.7% Woman
56.7% Man	48.9% Man
- Transgender/Non-Binary	36.0% Transgender/Non-Binary
54.2% BIPOC	46.6% BIPOC
66.0% White	53.0% 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.



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
80.8% Total	70.8% Total
81.9% Woman	69.5% Woman
81.6% Man	73.9% Man
66.3% Transgender/Non-Binary	- Transgender/Non-Binary
79.5% BIPOC	67.1% BIPOC
82.8% White	73.5% White
Undergraduate Students	Staff
Undergraduate Students 81.8% Total	Staff 75.3% Total
81.8% Total	75.3% Total
81.8% Total 84.7% Woman	75.3% Total 75.1% Woman
81.8% Total 84.7% Woman 79.1% Man	75.3% Total 75.1% Woman 77.7% Man

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	dents		Faculty	/
61.4%	Total		63.4%	Total	
62.4%	Woman		62.6%	Woman	
65.5%	Man		65.5%	Man	
31.2%	Transgender/Non-Bin	ary	-	Transgender/Non-B	inary
60.1%	BIPOC		56.1%	BIPOC	
63.4%	White		67.5%	White	
			07.070	VVIIICO	
ι	Jndergraduate S	tudents	01.070	Staff	
64.2%	Jndergraduate S	tudents	67.4%	Staff	
64.2%	Jndergraduate S	tudents	67.4%	Staff	
64.2%	Jndergraduate S Total Woman	tudents	67.4%	Staff Total Woman	
64.2% 66.0% 66.5%	Jndergraduate S Total Woman		67.4% 67.0% 71.7%	Staff Total Woman	inary
64.2% 66.0% 66.5%	Jndergraduate S Total Woman Man Transgender/Non-Bin		67.4% 67.0% 71.7% 42.0%	Staff Total Woman Man	inary



WITHIN THE PAST 12 MONTHS

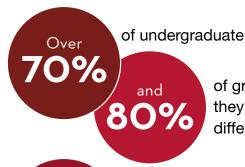
UMN students
from diverse
backgrounds
are connecting
with one
another.



71.3% of staff and 85.9% of faculty have attended a DEI related event (training, seminar, film series, etc.)



80.0% of staff and 93.9% 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.

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

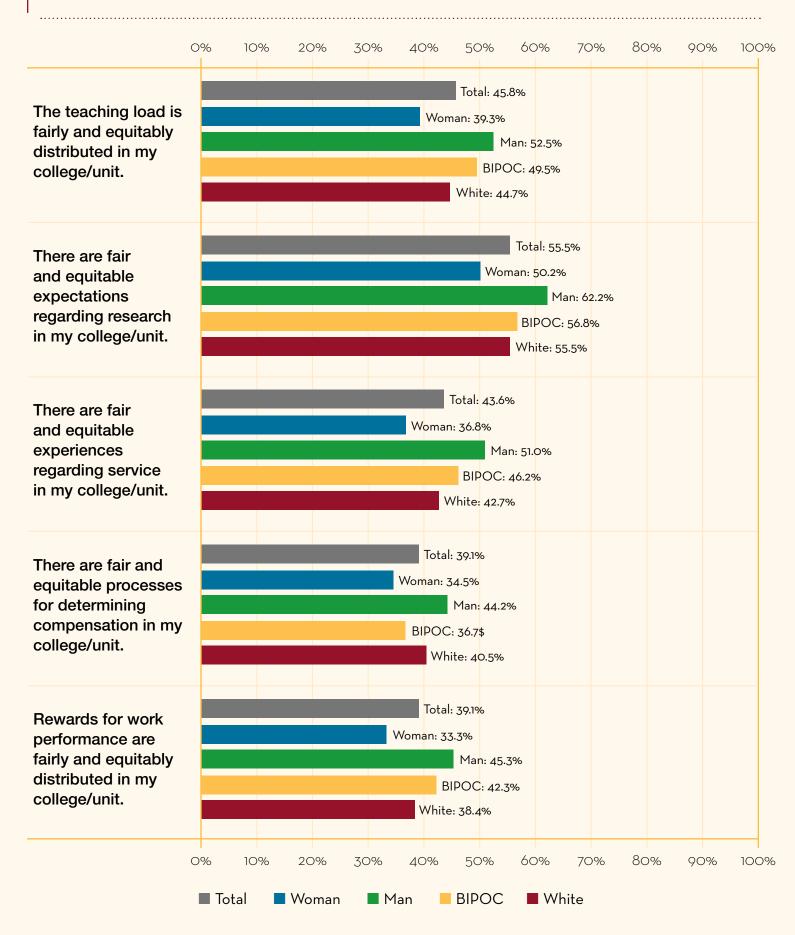
Undergraduate Students

77.8% Total 77.3% Woman 79.0% Man 79.8% Transgender/Non-Binary 72.9% BIPOC 80.6% White

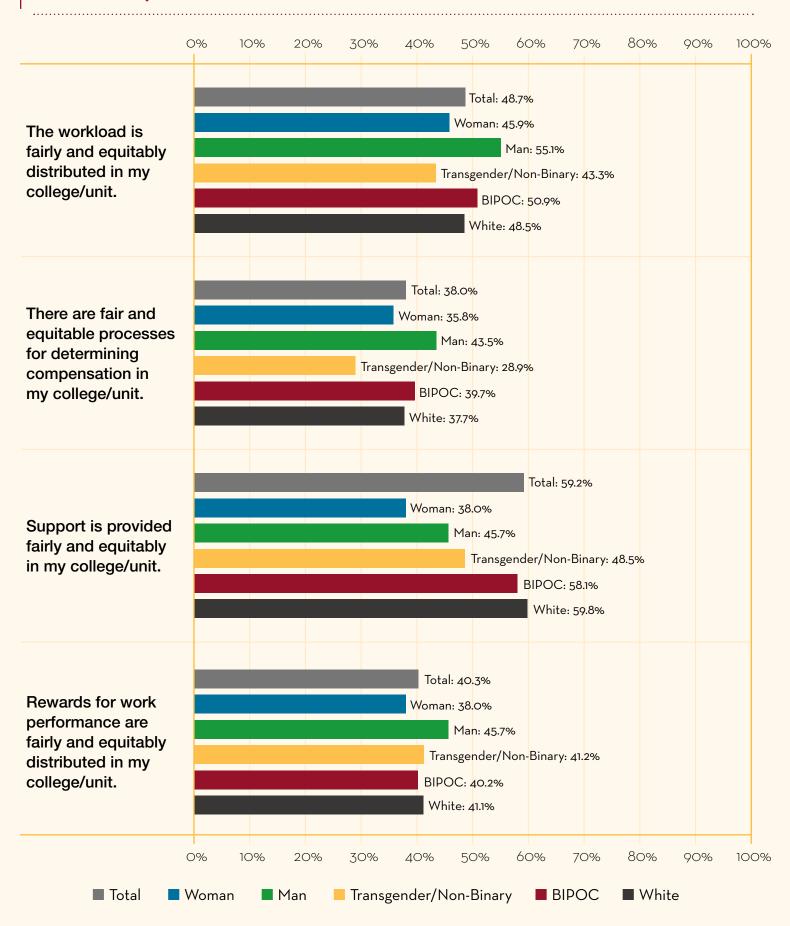
Graduate Students

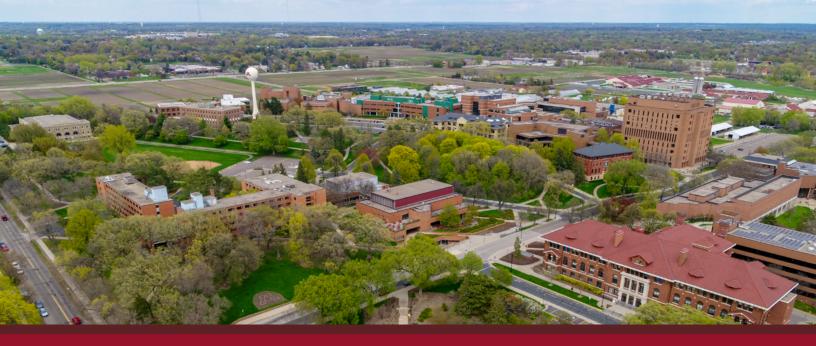
81.1%	Total	
81.2%	Woman	
84.1%	Man	
68.2%	Transgender/Non-Binary	
81.2%	BIPOC	
81.5%	White	

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)	66.9%	67.5%	65.7%	69.3%	62.8%	69.3%
Other faculty members	62.5%	63.6%	62.7%	57.7%	58.6%	64.9%
Student instructors (e.g., GSIs, TAs, etc.)	70.7%	72.2%	68.6%	71.6%	67.3%	72.7%
Other students	72.4%	73.5%	71.5%	67.5%	67.4%	75.5%
Staff members	62.6%	65.5%	59.5%	54.0%	57.9%	65.4%
University administrators	41.7%	44.5%	41.2%	26.1%	43.4%	40.6%
Other university mentors/ advisors	63.6%	67.2%	57.7%	57.8%	61.2%	64.9%



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)	75.4%	75.8%	77.1%	62.4%	76.8%	75.0%
Other faculty members	71.5%	71.8%	73.2%	58.8%	71.8%	71.3%
Student instructors (e.g., GSIs, TAs, etc.)	71.8%	72.6%	72.0%	61.4%	71.1%	72.4%
Other students	80.7%	83.3%	77.2%	76.5%	76.1%	84.9%
Staff members	74.4%	74.8%	75.4%	60.5%	75.6%	73.8%

