



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Joint Diversity, Equity and Inclusion and Workforce and Organizational Effectiveness Committees

DATE: June 18, 2024

TITLE: Minnesota State Workforce Diversity: Current Demographics and Strategies

Action

Review and Discussion

This item is required by policy

PRESENTERS

Eric Davis, Vice Chancellor for Human Resources

Andriel Dees, Vice Chancellor for Equity & Inclusion

Priyank Shah, Executive Director for Center for Data Access & Analytics

Tarnjeet Kang, Director of Equity Assessment

PURPOSE

This presentation provides an update to the Board of Trustees on faculty and staff diversity trends at Minnesota State, as well as the employee campus climate assessments that began under the current framework in Spring 2023. An overview of the most recent institutional data relating to employees will be provided, as well as select results from campus climate assessments conducted by the first cohort of institutions.

BACKGROUND INFORMATION

Employees and Campus Climate Update – June 2024

Overview: Campus Climate Framework

The Minnesota State Campus Climate Framework supports the system's Equity 2030 strategic initiative, with employee assessments contributing specifically to the following dimensions:

- Evidence-based
- Workforce & Talent Diversity

The first employee assessments under this framework took place in Fiscal Year 23, with 16 institutions completing the assessment. In the second year, an additional 12 institutions completed the employee assessment, with 5 Minnesota State institutions anticipated to

participate in the third year. The system office tracks results from 20 custom questions – this data will inform the development of Key Performance Indicator 6 of the Minnesota State Equity Scorecard and will also be disseminated through stakeholder presentations.

The Office of Equity & Inclusion collaborates with the Human Resources division to support our campuses in leveraging this data to inform their practice and decision-making efforts. In the next fiscal year, this collaboration will build on Equity 2030 Promising Practices that have been identified under the Workforce & Talent Diversity dimension of the strategic initiative.

Objectives of the Campus Climate Framework

- Assess sense of belonging, inclusion, and safety for students and employees
- 3-year cycle, longitudinally comparison of survey questions, particularly 20 custom questions.
- Support consideration of campus climate impact on evidence-based decision making and strategic planning to improve campus climate.
- Inform and align to system priorities such as Equity 2030

Employee Domains of the Campus Climate Framework

1. Sense of Belonging & Inclusion
2. Safety – Physical
3. Safety – Psychological
4. Cultural Fluency of employees /leaders/supervisors
5. Discrimination, harassment, & bias experiences
6. Accessibility & facilities
7. Peer/Team/Supervisor relationships & effectiveness

Cohort 1 and 2 Update

Cohort 1

16 campuses completed employee surveys

- Anoka Technical College
- Anoka-Ramsey Community College
- Bemidji State University
- Central Lakes College
- Dakota County Technical College
- Fond du Lac Tribal and Community College
- Inver Hills Community College
- Lake Superior College
- Minneapolis College
- Minnesota State University, Mankato
- Minnesota West Community and Technical College
- Northland Community and Technical College
- Northwest Technical-Bemidji
- Pine Technical and Community College

- South Central College
- Winona State University

Cohort 2

12 campuses completed employee surveys

- Hennepin Technical College
- Metropolitan State University
- Minnesota State College Southeast
- Minnesota State Community & Technical College
- North Hennepin Community College
- Ridgewater College
- Riverland Community College
- Rochester Community & Technical College
- Saint Paul College
- Southwest Minnesota State University
- St. Cloud State University
- St. Cloud Community & Technical College

Custom Questions for Campus Climate Framework

Part of establishing the campus climate assessment framework entailed developing a block of custom questions which provide insight into the experiences and perspectives of students and employees. The 20 custom questions intentionally build on the survey instruments of vendors and add questions reflective of the conceptual domains referenced above; the custom questions are listed below. The questions were developed by a system office workgroup to meet the objectives of the campus climate assessment framework. Numerous stakeholder groups and subject matter experts were engaged to provide feedback on the 20 questions.

Employee Custom Questions		
#	Conceptual Domain	Question
1	Sense of Belonging and Inclusion	I feel welcomed at work.
2	Sense of Belonging and Inclusion	I feel a sense of belonging at this workplace.
3	Sense of Belonging and Inclusion	I feel like I can be myself at work.
4	Sense of Belonging and Inclusion	I have not felt isolated or left out at work because of my identity (such as race, gender, sexuality, age, nationality).
5	Sense of Safety – Physical	I feel physically safe while on campus.
6	Sense of Safety – Physical	I feel safe in the community surrounding the campus.
7	Sense of Safety – Psychological	I am able to openly express my suggestions or concerns without fear of retaliation.
8	Sense of Safety – Psychological	My supervisor is open to the views of people from diverse identities and backgrounds.
9	Cultural Fluency/Competency	I think I need more training on equity, diversity, and inclusion.
10	Cultural Fluency/Competency	I think my colleagues and supervisors need more training on equity, diversity, and inclusion.
11	Cultural Fluency/Competency	My supervisor provides feedback and evaluates employees fairly, regardless of their background, culture, or identity.
12	Cultural Fluency/Competency	Faculty and staff treat students of different backgrounds, cultures, and identities with respect.
13	Discrimination, Harassment, & Bias	I have <u>not</u> been harassed or discriminated against at my current employer in the last four years.
14	Discrimination, Harassment, & Bias	I have <u>not</u> observed others being harassed or discriminated against at my current employer in the last four years.
15	Discrimination, Harassment, & Bias	At this workplace, I know how to report an incident of discrimination, harassment, or bias.
16	Discrimination, Harassment, & Bias	Our campus takes appropriate action when people have been harassed or discriminated against.
17	Supervisor Relationship & Effectiveness	My supervisor makes people of different backgrounds, cultures, and identities feel welcomed at work.
18	Accessibility & Accommodations	This workplace is welcoming to employees with disabilities.
19	Accessibility & Accommodations	This employer is committed to meeting the accommodation needs of employees with visible or invisible disabilities.
20	Accessibility & Accommodations	If I needed to, I would feel comfortable requesting an accommodation for a disability at this workplace.



May 2024
Office of Equity & Inclusion
Center for Data Access & Analytics
Campus Climate Guidance

Guidance to Institutions for Campus Climate Assessments

This document provides guidance to institutions on strategies and action steps to support the leveraging of campus climate assessment results. The aim of leveraging climate assessment results is to identify areas of success and opportunities for improvement in stakeholders' climate related sentiments and experiences.

The content below brings together feedback from campus and system office partners about best practices and considerations for leveraging campus climate survey results. It is important to note that this document intends to provide guidance to campus leaders and teams and ought to be adopted in a manner that supports the local context of the institution. The guidance provided here is not exhaustive, it will be updated as needed.

1. In addition to identifying a campus climate focal point to liaise with the system office, establish a campus climate team to facilitate the process of reviewing and leveraging the campus climate assessment results.
 - a. Consider including your colleagues in functional areas such as DEI/CDO, IR/IE, marketing, HR, ASA.
 - b. Establish a shared understanding among the campus climate team and institutions leadership about the intended aims of the campus climate assessment process and how the data will be used.
2. Communicate to stakeholders the timelines for receiving results from vendors.
 - a. Approximate timeline for receiving results from vendors.
3. Review campus climate assessment results with institution's leadership team.
 - a. Identify what are notable results and/or unexpected results.

- b. Are there any questions and considerations that arise among campus climate and leadership teams?
 - c. Consider initial options for leveraging results and potential opportunities to improve climate related matters.
 - 4. Create a presentation to share an overview of the campus climate assessment efforts with institutional constituencies.
 - a. Presentation Content:
 - i. Overview of the campus climate assessment process (aims, timelines, vendors).
 - ii. Key results and themes from the campus climate results.
 - iii. Highlight success and improvement opportunities.
 - iv. Offer reflection on specific results that may require some contextual understanding and consideration, given that the results are a data point in time.
 - v. Considerations of how the results connect to other efforts and strategies to support success and experiences of students and employees.
 - vi. Next steps and direction for the climate work.
 - b. Discuss with Constituencies:
 - i. What questions arise for stakeholders about the results?
 - ii. Ideas for how to leverage campus climate assessment results?
 - iii. Ideas for next steps?
 - c. Constituencies to Engage:
 - i. Campus committees
 - ii. Student groups
 - iii. Bargaining units
 - iv. Employee development days
 - v. Other relevant groups (e.g. advisory committees, community entities)
- 5. Share and disseminate the campus climate assessment results with stakeholders.
 - a. Share the aggregate results report for the custom questions block established as part of the system wide campus climate assessment efforts. Report is provided by the vendor.
 - b. Place the shared content in an accessible location for stakeholders (e.g. Intranet, Teams site).
- 6. Consider how to further discuss the climate results and explore ideas for leveraging the assessment results to improve climate related matters.
 - a. "Town hall" meetings.
 - b. Targeted focus groups.
 - c. Opportunities for better understanding actions and opportunities to improve climate.

7. Campus climate team and leads should work with existing committees and leadership to identify strategies and action plans and connect them to institutional strategic plans and goals.
8. Provide updates on the climate related strategies and action to stakeholders and communicate the next planned campus climate assessment.



May 2024
Office of Equity & Inclusion
Center for Data Access & Analytics
Campus Climate FAQ

Campus Climate Assessments: Frequently Asked Questions

1. What is the objective of the systemwide campus climate framework and assessments?

The campus climate framework and assessments aim to collect data on how students and employees across our system experience and perceive their sense of belonging, inclusion and safety. Institutions can leverage this data to ensure that both students and employees thrive during their time at Minnesota State, and have a welcoming and safe experience.

2. How do campus climate assessments connect to Minnesota's State's Equity 2030 strategic vision and goals?

Equity 2030



Aims to close educational equity gaps across race and ethnicity, socioeconomic status, first generation status by the year 2030, with consideration of Minnesota's geographic and workforce contexts.

Campus climate assessments primarily serve the *Evidence-based* dimension of Equity 2030. Additionally, the student assessments also support the dimensions of *Enhanced Access*,

Academic Success and Student Engagement. Employee assessments also support the *Workforce and Talent Diversity* dimension.

Further information about Minnesota State’s Equity 2030 strategic vision can be found [here](#).

3. What are the domains that guide the campus climate assessments?

The system wide Campus Climate Framework was established in June 2022. The following conceptual domains were identified as key facets of student or employee experiences’ and sentiments’ for which we would like to gain insights and better understanding.

Student Domains	Employee Domains
Sense of Belonging & Inclusion	Sense of Belonging & Inclusion
Safety – Physical	Safety – Physical
Safety – Psychological	Safety – Psychological
Cultural Fluency of Staff & Faculty	Cultural Fluency of Staff & Faculty
Discrimination, harassment, & bias experiences	Discrimination, harassment, & bias experiences
Accessibility & Facilities	Accessibility & Facilities
	Peer/Team/Supervisor relationships & effectiveness

4. Who are the focal points at my institution that lead the assessments?

Presidents at each Minnesota State institution have appointed a campus climate focal point. To find out who your institution’s focal point is, email us [here](#).

5. What data collection tools are used to implement the assessments?

The primary tools used to collect data for the campus climate assessments are surveys. These surveys are established tools used by well known vendors (see below), which include 20 custom questions established by the system office.

Campuses are also encouraged to complement survey results with additional qualitative data collection (focus groups, key informant interviews, etc.), to provide rich and nuanced information to inform their decision-making and strategic planning processes. Qualitative data collection can be conducted internally, or by utilizing third-party consultants and vendors. For further guidance on conducting supplemental qualitative data collection please contact us [here](#).

6. Which third-party vendors are conducting the assessments on behalf of Minnesota State institutions?

The system office has established master contracts with multiple vendors. These master contracts establish price points for Minnesota State institutions, integrates 20 custom questions

into all surveys that are being tracked systemwide, and outlines the scope of the custom analysis that should be provided to institutions based on these questions.

Master contracts have been established with the following vendors:

Student Assessments	Employee Assessments
HEDS	HEDS
	PACE
	Modern Think

Additional information can be found on this [website](#).

7. Who is responsible for signing the work orders with vendors and completing the payment for the assessments?

Minnesota State institutions engage vendors directly to conduct the assessments. Institutions should complete work orders for their chosen vendor, and will be invoiced directly upon completion of the assessment.

8. Our campus has received the results of our assessment. What should we plan for next?

The system office is creating the following resource to provide guidance for leveraging the campus climate assessments: “Guidance to Institutions for Campus Climate Assessments.” The resources will be made available Summer 2024.

9. Which stakeholders should we share the results with, and what information should we share with them?

Information for whom and what information to share is forthcoming.

10. How often do we have to conduct campus climate assessments?

Minnesota State institutions are expected to complete one employee assessment and one student assessment in each 3-year cycle. The first 3-year cycle began in Fiscal Year 2023 and will go through the end of Fiscal Year 2025. The next 3-year cycle is planned to start in Fiscal Year 2026.

11. When will my campus be conducting our campus climate assessments?

Each campus will determine the appropriate timing for their assessment within each 3-year cycle. To find out when your institution is conducting an assessment, reach out to your campus climate focal point.

12. What will the Minnesota State system office do with the results they receive from the 20 custom questions in the assessments?

At present, the system office is working to develop Key Performance Indicator 6 of the Equity Scorecard, which will focus on campus climate. The system office will work to determine which results from the 20 custom questions, disaggregated by select demographic variables, will be available through the Equity Scorecard. All employees in the Minnesota State system have access to the Equity Scorecard using their institutional credentials to log into the Power BI application. Making this data accessible supports systemwide evidence-based decision making and planning.

13. Can my campus conduct more than one assessment during each 3-year cycle?

Currently, due to contract caps under the umbrella contracts established by the system office with vendors, we are not able to facilitate more than one employee assessment and one student assessment in a 3-year cycle. Institutions that plan to conduct more than one of each type of assessment in a cycle should reach out to the system office and the vendors to determine if they can conduct another assessment under the umbrella contracts or if an additional assessment needs to be conducted outside of the umbrella contracts.

14. Who can participate in the employee and student assessments?

Campus climate assessments are voluntary surveys, and are sent to all students and employees at each institution. These assessments do not use a sampling approach. For students, it is important to note that minors (under the age of 18) are not included in the surveying efforts. In working with the vendors to setup the logistics of the survey implantation, you will need to ensure students under the age of 18 are not included in the survey mailing lists.

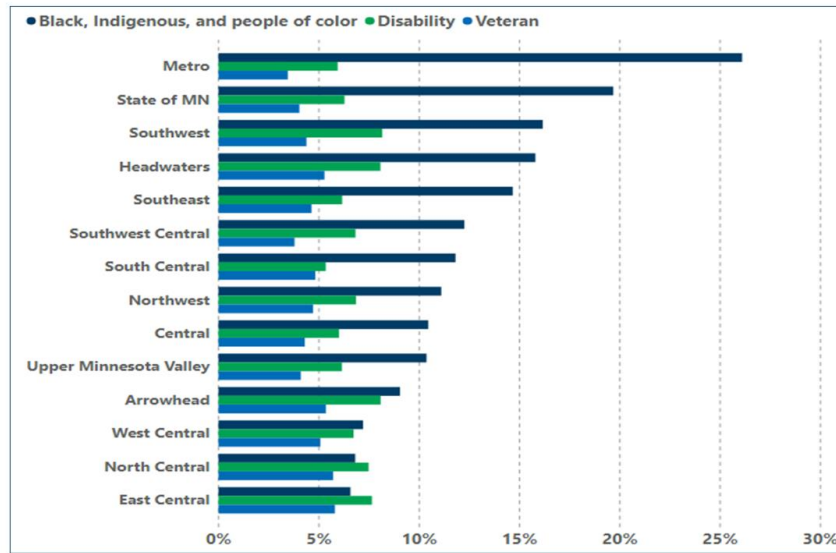
15. How can I access the recordings of the campus climate webinars?

In Spring 2024, the Office of Equity & Inclusion and Student Affairs collaborated to conduct a series of webinars. The playlist of the webinars can be accessed by Minnesota State employees by logging in using their institutional credentials at this website (*link to come*).

16. Who can I contact if I have further questions?

Questions about campus climate assessments can be directed to Tarnjeet Kang, Director of Equity Assessment, Office of Equity & Inclusion (tarnjeet.kang@minnstate.edu)

Minnesota - Diversity by Region

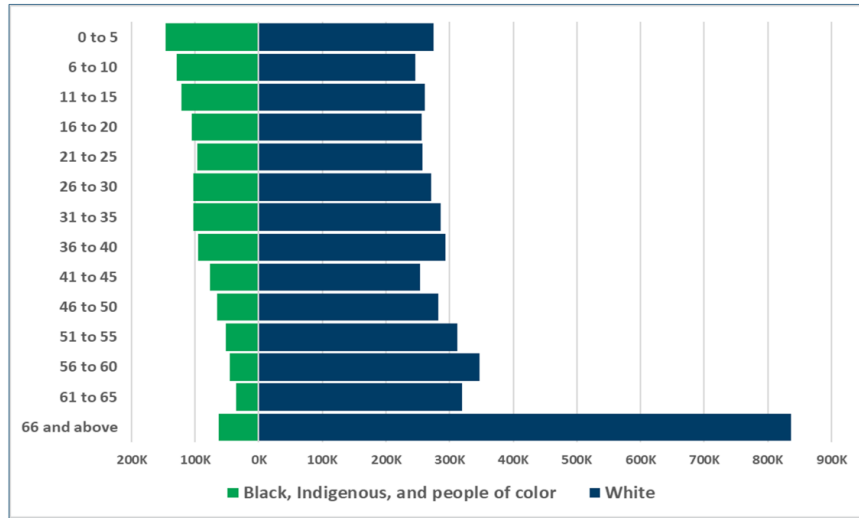


Source: 2017 to 2021 five-year American Community Survey



This slide reflects the regional diversity of Minnesota by race, for those who identify as living with a disability, and for veterans across the state. Minnesota State uses the U.S. Census Bureau’s American Community Survey (ACS) statistical data to develop and inform affirmative action plans across our system. Our affirmative action plans specify goals and action plans to demonstrate good faith efforts to remove barriers to equal employment opportunities and achieve full utilization of the available and qualified diverse applicants across Minnesota. Though the demographics differ by region, statewide we would expect our workforce to reflect the diversity of Minnesota’s labor force (about 20% BIPOC; 7% people with disabilities; and approximately 4% veterans).

Minnesota - Race/Ethnicity by Age



Source: Source: 2017 to 2021 five-year American Community Survey



Zooming out and examining the racial and ethnic diversity of Minnesota by age, it is clear Minnesota is growing in diversity. As our current and past Chancellor has said frequently, Equity 2030 is both a moral and economic imperative.

Aggregate Results for 20 Campus Climate Custom Questions by College & University Sectors.

Employee Questions

The results below are for the 16 institutions that completed employee surveys in year one (FY 2023) of the three year cycle established by the Campus Climate Framework.

Respondent count refers to the total number of respondents for a given question.

The percentages below are weighted averages: sum of respondents that strongly agree and agree, divided by the total number of respondents for the given question.

Results are grouped together by Conceptual Domains that were established as part of the Campus Climate Framework.

Sense of Belonging & Inclusion						
Percent Strongly Agree & Agree						
1 I feel welcomed at work.						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	78%	77%	81%	56%	80%	81%
Respondent Count	1,457	153	1,161	120	856	471
Universities	78%	74%	81%	54%	80%	80%
Respondent Count	1,396	218	1,055	123	784	509
2 I feel a sense of belonging at this workplace.						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	71%	73%	74%	45%	74%	74%
Respondent Count	1,457	153	1,159	120	855	472
Universities	69%	65%	72%	46%	70%	70%
Respondent Count	1,395	218	1,054	123	785	507
3 I feel like I can be myself at work.						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	71%	67%	74%	41%	74%	73%
Respondent Count	1,351	147	1,080	107	793	449
Universities	69%	64%	73%	41%	70%	73%
Respondent Count	1,389	215	1,053	121	783	505

4 I have not felt isolated or left out at work because of my identity (such as race, gender, sexuality, age, nationality).						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	79%	67%	82%	57%	81%	80%
Respondent Count	1,443	153	1,150	109	853	462
Universities	72%	60%	77%	48%	73%	77%
Respondent Count	1,388	216	1,053	119	781	508

Sense of Safety – Physical/Psychological
Percent Strongly Agree & Agree

5 I feel physically safe while on campus.						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	82%	78%	83%	70%	81%	86%
Respondent Count	1,450	152	1,152	121	850	469
Universities	87%	85%	90%	70%	87%	91%
Respondent Count	1,393	217	1,054	122	781	508

6 I feel safe in the community surrounding the campus.						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	83%	78%	86%	68%	84%	86%
Respondent Count	1,444	152	1,147	120	845	468
Universities	83%	75%	87%	69%	84%	85%
Respondent Count	1,386	216	1,052	118	780	505

7 I am able to openly express my suggestions or concerns without fear of retaliation.						
Sector	Overall	Employee of Color	Not Employee of Color	Unknown Race	Women	Men
Colleges	59%	56%	62%	34%	62%	62%
Respondent Count	1,453	152	1,155	121	853	469
Universities	57%	52%	61%	33%	58%	63%
Respondent Count	1,390	217	1,052	121	781	507

8 My supervisor is open to the views of people from diverse identities and backgrounds.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	83%	84%	84%	68%	85%	84%
Respondent Count	1,437	181	1,117	114	868	464
Universities	81%	77%	84%	63%	83%	82%
Respondent Count	1,388	216	1,051	121	781	506

Cultural Fluency/Competency

Percent Strongly Agree & Agree

9 I think I need more training on equity, diversity, and inclusion.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	34%	39%	35%	19%	40%	28%
Respondent Count	1,345	186	1,077	108	792	443
Universities	36%	38%	38%	15%	43%	28%
Respondent Count	1,387	217	1,050	120	780	506

10 I think my colleagues and supervisors need more training on equity, diversity, and inclusion.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	38%	55%	37%	26%	43%	32%
Respondent Count	1,443	149	1,153	111	849	465
Universities	47%	57%	46%	35%	53%	37%
Respondent Count	1,384	216	1,048	120	780	504

11 My supervisor provides feedback and evaluates employees fairly, regardless of their background, culture, or identity.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	74%	76%	75%	56%	75%	76%
Respondent Count	1,398	150	1,112	100	823	452
Universities	71%	70%	73%	58%	73%	71%
Respondent Count	1,378	216	1,042	120	776	502

12 Faculty and staff treat students of different backgrounds, cultures, and identities with respect.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	78%	67%	81%	64%	78%	81%
Respondent Count	1,330	147	1,065	95	789	442
Universities	67%	61%	70%	55%	66%	73%
Respondent Count	1,387	217	1,049	121	780	506

Discrimination, Harassment, & Bias

Percent Strongly Agree & Agree

13 I have not been harassed or discriminated against at my current employer in the last four years.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	81%	75%	83%	64%	81%	84%
Respondent Count	1,428	150	1,142	106	844	461
Universities	72%	62%	76%	55%	71%	78%
Respondent Count	1,381	216	1,046	119	778	504

14 I have not observed others being harassed or discriminated against at my current employer in the last four years.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	69%	65%	71%	52%	68%	75%
Respondent Count	1,319	142	1,060	94	803	435
Universities	60%	53%	63%	48%	61%	63%
Respondent Count	1,377	215	1,044	118	773	504

15 At this workplace, I know how to report an incident of discrimination, harassment, or bias.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	84%	81%	85%	73%	83%	88%
Respondent Count	1,447	152	1,157	108	856	467
Universities	73%	69%	74%	65%	72%	75%
Respondent Count	1,382	216	1,046	120	775	504

16 Our campus takes appropriate action when people have been harassed or discriminated against.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	53%	54%	54%	41%	53%	59%
Respondent Count	1,341	149	1,062	94	791	433
Universities	38%	37%	40%	26%	36%	44%
Respondent Count	1,375	216	1,039	120	770	503

Supervisor Relationship & Effectiveness

Percent Strongly Agree & Agree

17 My supervisor makes people of different backgrounds, cultures, and identities feel welcomed at work.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	82%	79%	83%	69%	83%	85%
Respondent Count	1,310	146	1,048	87	775	433
Universities	79%	78%	82%	61%	81%	81%
Respondent Count	1,386	216	1,049	121	780	505

Accessibility & Accommodations

Percent Strongly Agree & Agree

18A This workplace is welcoming to employees with disabilities.*

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	75%	84%	75%	66%	74%	79%
Respondent Count	1,071	77	897	68	631	351

* Question was asked as part of PACE & Great Colleges to Work surveys.

18B This employer is supportive of employees with disabilities.*

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	65%	56%	69%	53%	58%	80%
Respondent Count	333	72	227	34	192	112
Universities	68%	65%	70%	53%	67%	72%
Respondent Count	1,375	217	1,041	117	773	501

* Question was asked as part of HEDs survey. Inadvertently an earlier version of the question was included in the survey.

19A This employer is committed to ensuring employees with disabilities are treated with respect.*

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	62%	57%	67%	45%	56%	79%
Respondent Count	332	72	227	33	192	112
Universities	68%	66%	70%	56%	67%	73%
Respondent Count	1,371	216	1,038	117	771	499

* Question was asked as part of HEDs survey. Inadvertently an earlier version of the question was included in the survey.

19B This employer is committed to meeting the accommodation needs of employees with visible or invisible disabilities.*

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	73%	82%	73%	63%	73%	77%
Respondent Count	964	72	812	57	568	327

* Question was asked as part of PACE survey.

20 If I needed to, I would feel comfortable requesting an accommodation for a disability at this workplace.

Sector	Overall	Not			Women	Men
		Employee of Color	Employee of Color	Unknown Race		
Colleges	76%	71%	78%	59%	76%	81%
Respondent Count	1,328	143	1,068	94	787	440
Universities	75%	68%	77%	62%	74%	80%
Respondent Count	1,371	215	1,039	117	771	499