



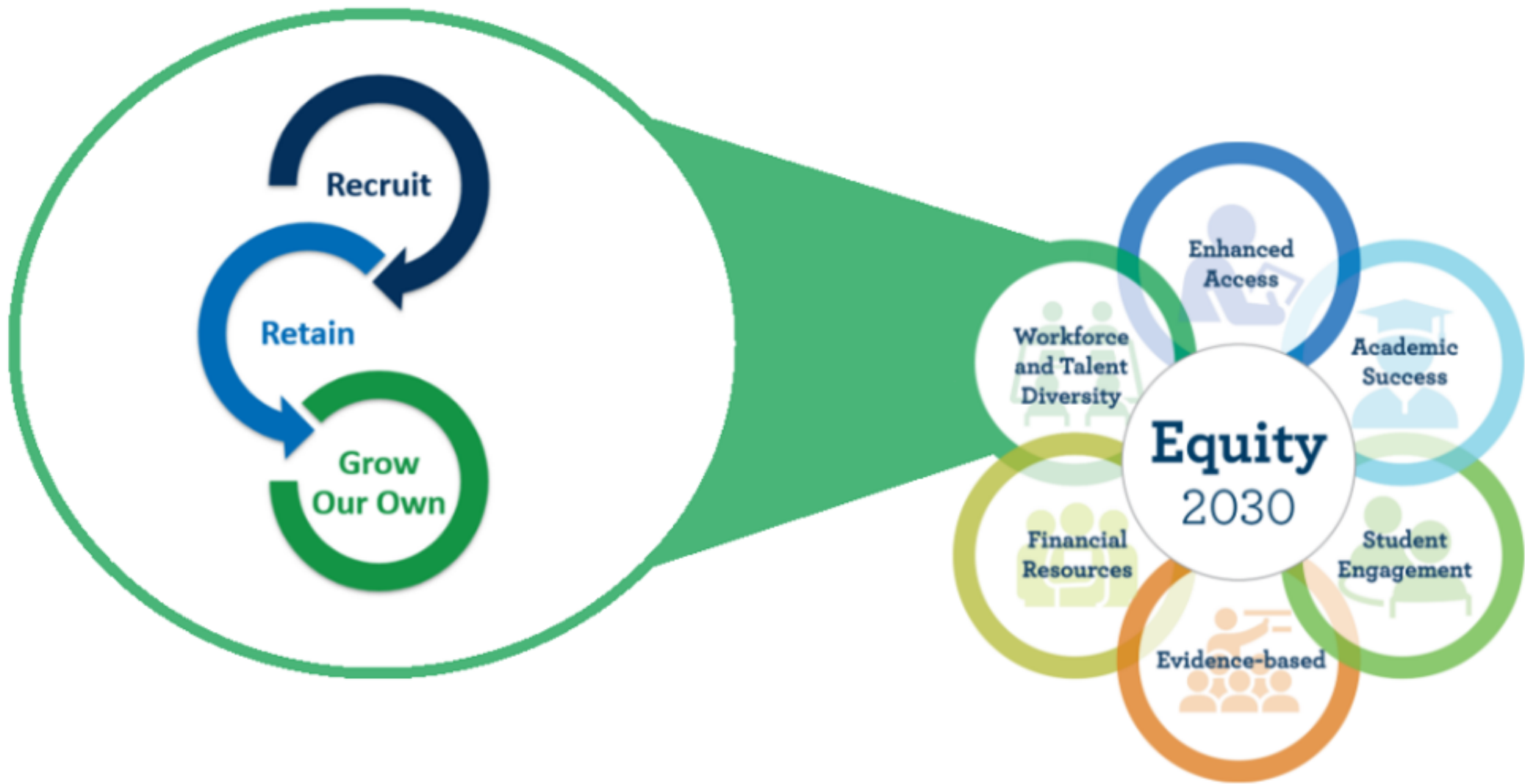
# Minnesota State Workforce Diversity: Current Demographics and Strategies

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## Board of Trustees

Joint Diversity, Equity and Inclusion Committee and Workforce and  
Organizational Effectiveness Committee

*June 18, 2024*



# Discussion Questions

- How can campus climate assessments and practice help to shape the future success of Minnesota State as a system, and ensure that our employees thrive?
- How might campus climate assessments and initiatives inform the Board's strategic planning?
- Based on the supplemental information that was provided prior to the presentation, what's missing?

# System Unduplicated Headcount as of March 1, 2024

14,205 Employees

- Down 275 from 2023; 1,544 from 2019 (-11%)
- Colleges (56%); Universities (42%); System Office (2%)
- By region: Roughly 35% in metropolitan area; 65% in greater MN
- Nearly 94% of employees age 30 or older; 21% age 60 or older
- Women comprise 56% of the Minnesota State workforce

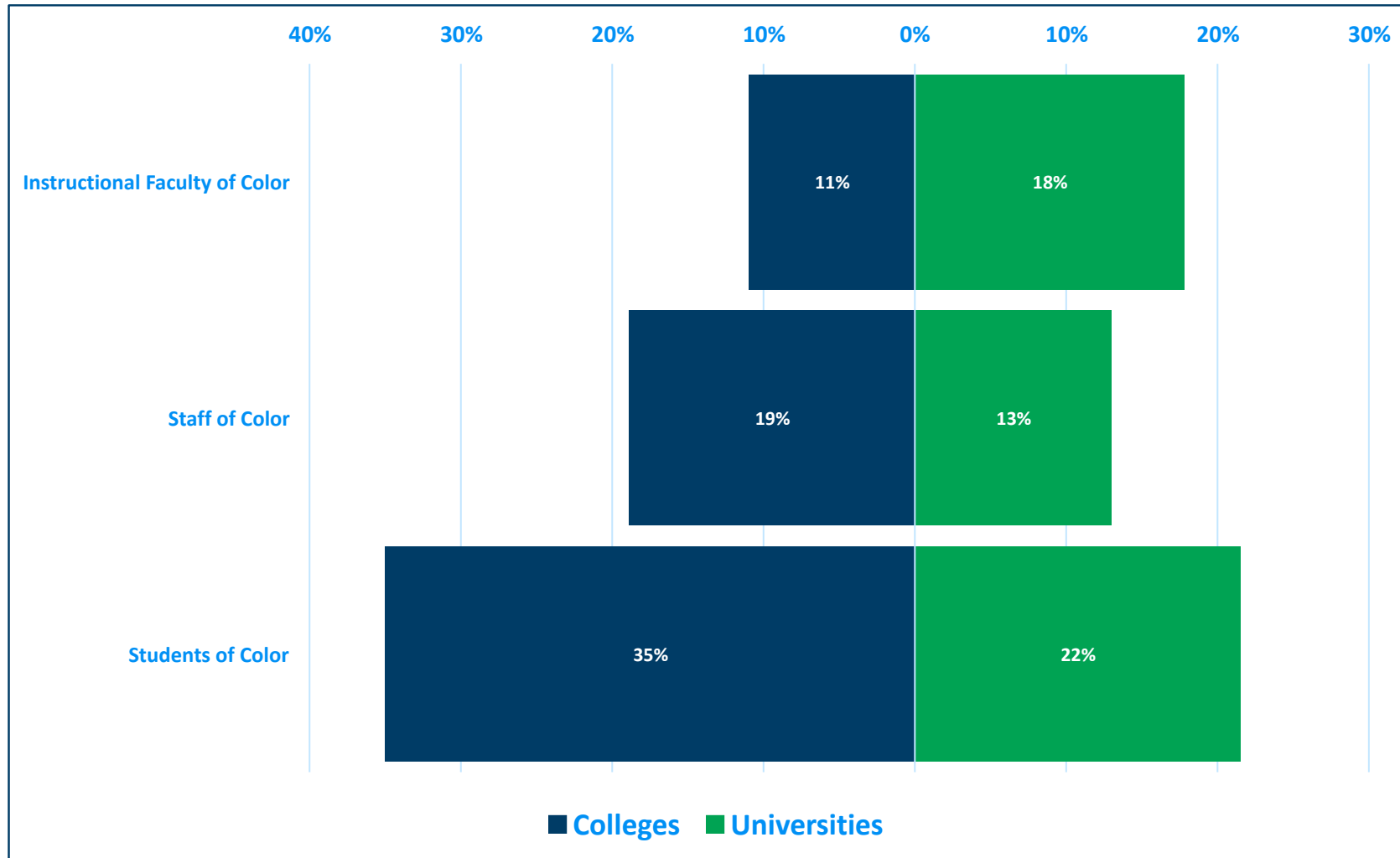
# System Unduplicated Headcount

## Percent Black, Indigenous, and people of color by Sector and Role

Sector	Administrators	Instructional Faculty	Managers & Supervisors	Professionals	Service & Support	Total
Colleges	22%	12%	17%	24%	17%	16%
System Office	18%		12%	18%	29%	18%
Universities	20%	18%	11%	16%	10%	16%
<b>Total</b>	<b>21%</b>	<b>15%</b>	<b>15%</b>	<b>20%</b>	<b>14%</b>	<b>16%</b>

Role	Asian	Black	Hispanic	Two or More	American Indian/Alaska Native	Total
Administrators	5%	9%	4%	2%	1%	21%
Instructional Faculty	6%	4%	3%	2%	1%	15%
Managers & Supervisors	4%	5%	3%	3%	0%	15%
Professionals	7%	5%	4%	3%	1%	20%
Service & Support	4%	3%	4%	2%	1%	14%
<b>Total</b>	<b>6%</b>	<b>4%</b>	<b>3%</b>	<b>2%</b>	<b>1%</b>	<b>16%</b>

# Students of Color Relative to Faculty and Staff of Color by Sector (FY2023)



Source: Minnesota State Equity Scorecard

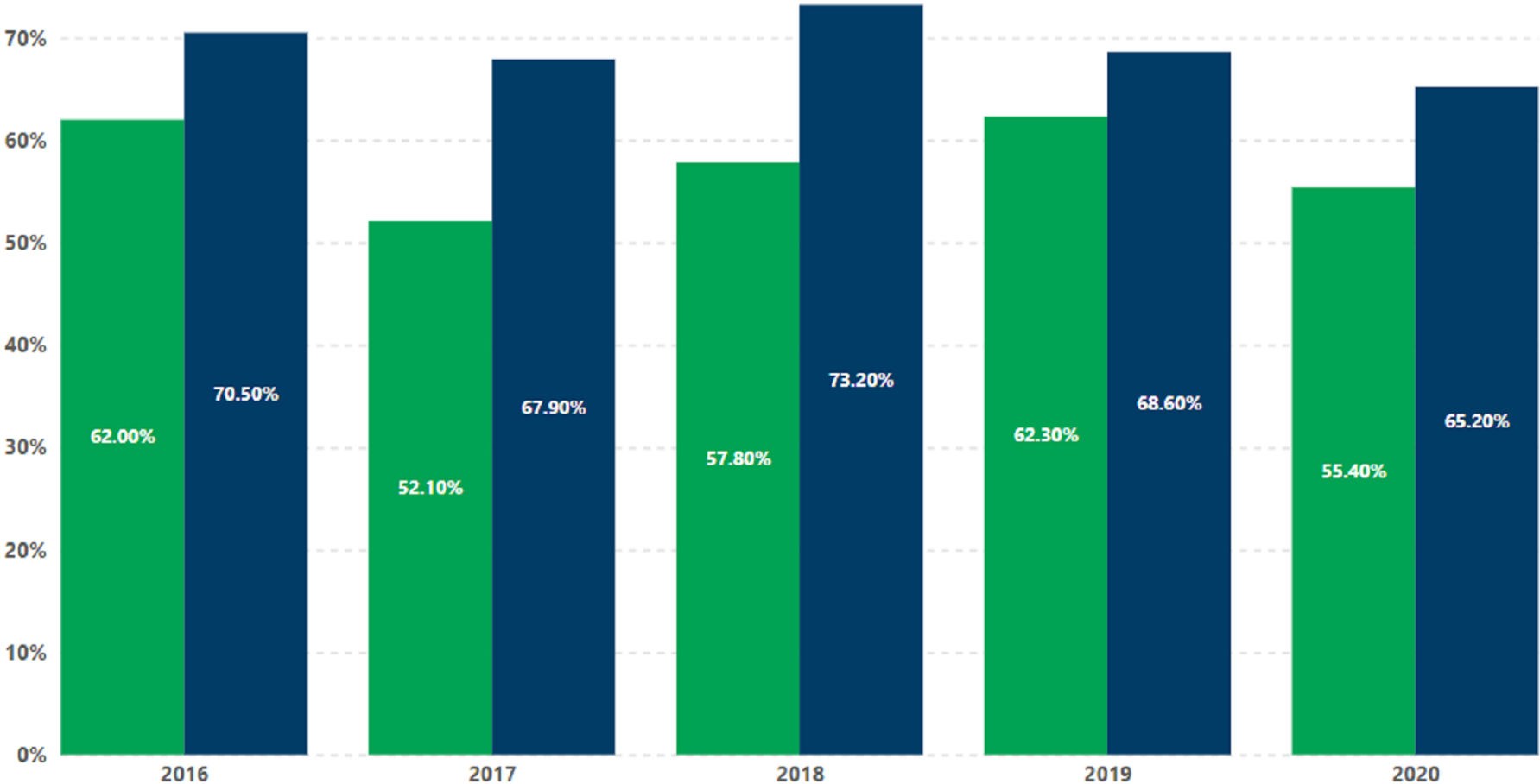
# BIPOC Employees by Sector and Region

Sector	Metro	Central	NE	NW	SE	SW	Total
Colleges	18%	7%	8%	5%	6%	6%	<b>12%</b>
Universities	30%	22%	-	13%	11%	17%	<b>18%</b>
<b>Total</b>	<b>20%</b>	<b>16%</b>	<b>8%</b>	<b>9%</b>	<b>9%</b>	<b>15%</b>	<b>16%</b>

# Three Year Retention by Cohort

## Unlimited Positions

● Black, Indigenous, and people of color ● White

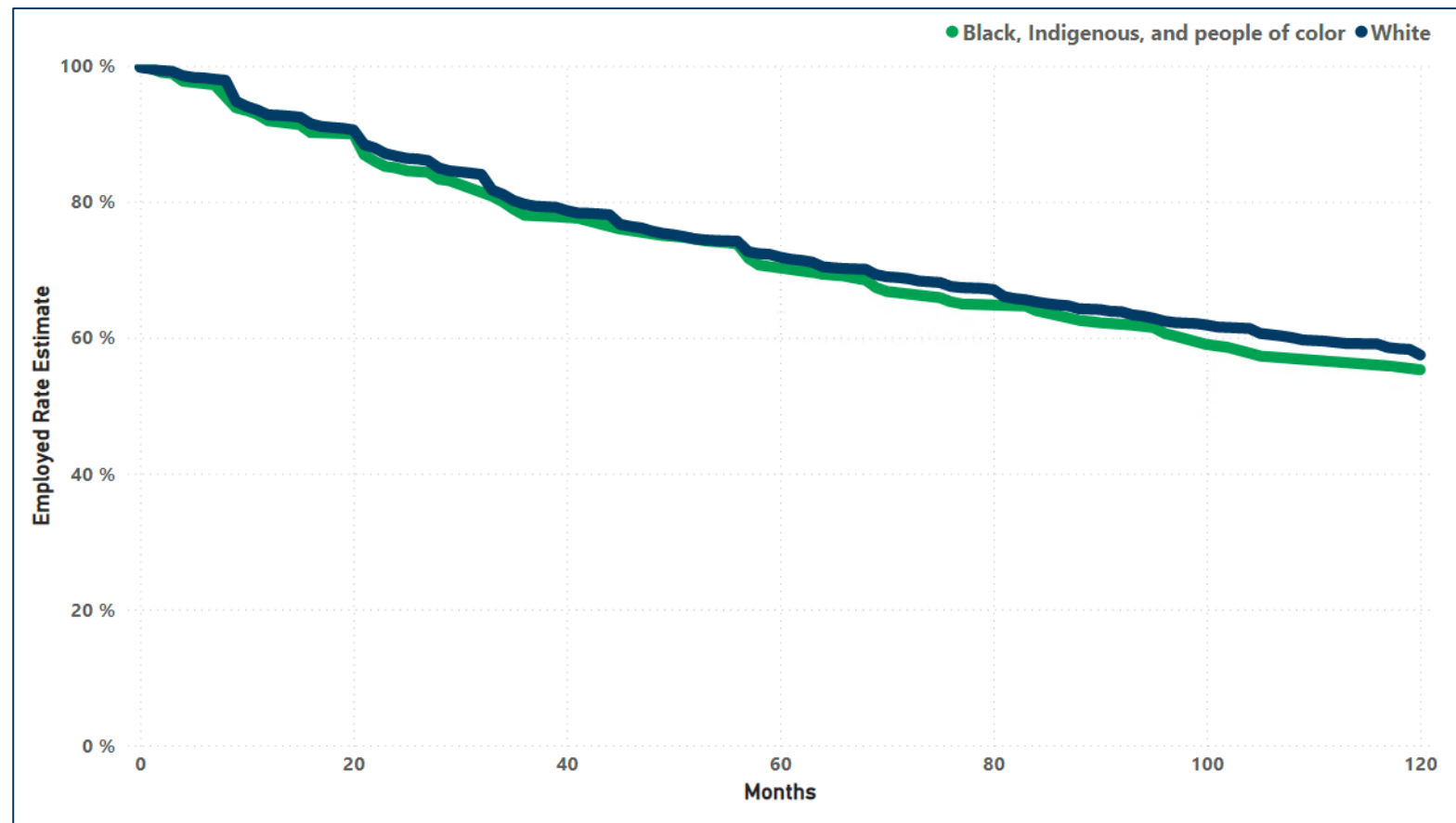


Source: Minnesota State Equity Scorecard



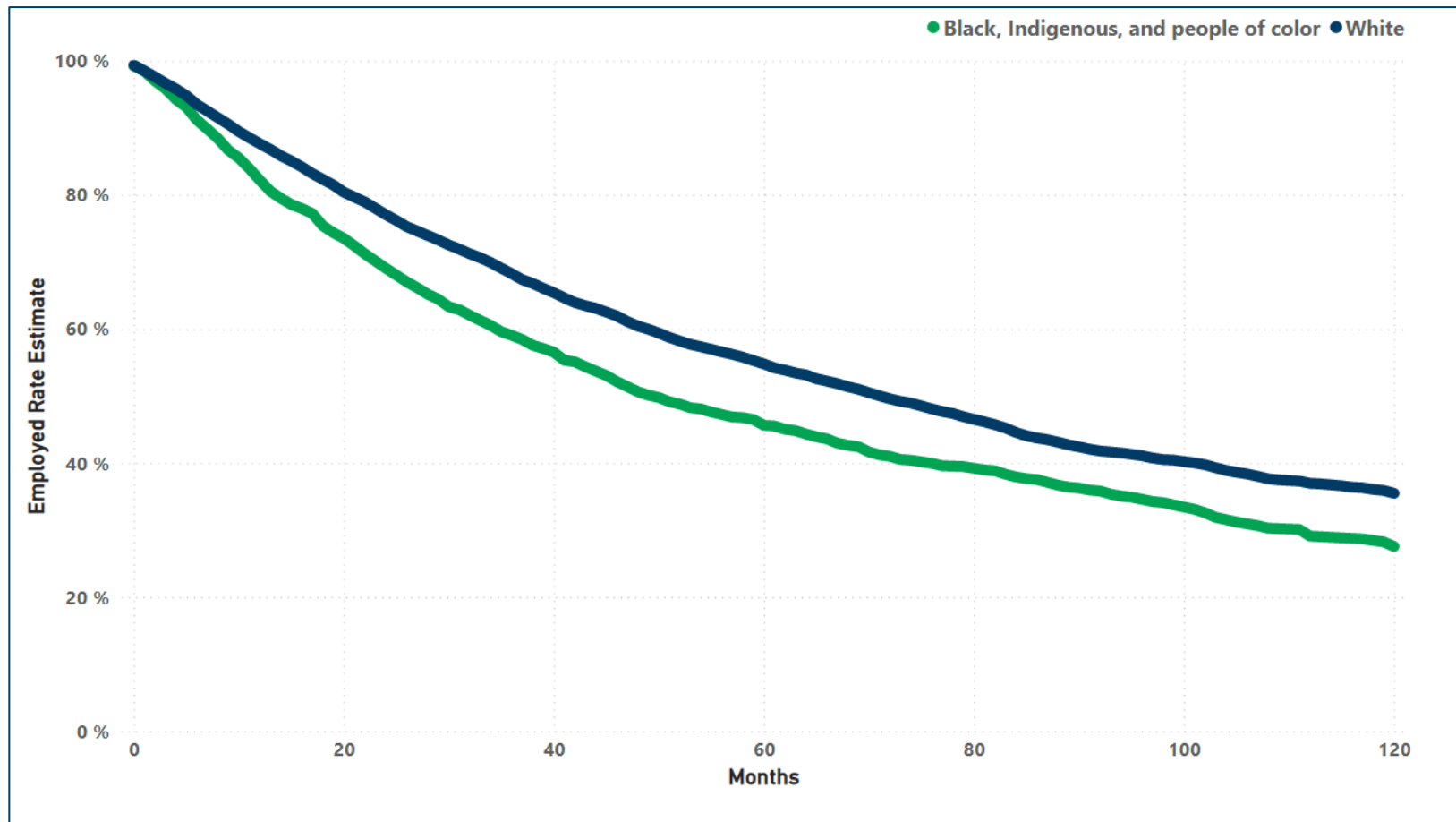
# FY2013 to FY2023 New Hires into Unlimited Faculty Positions by Race/Ethnicity

Faculty only. All age groups



# FY2013 to FY2023 New Hires into Unlimited Staff Positions by Race/Ethnicity

Staff only. All age groups





# Campus Climate Update

Cohort 1 Select Employee Results

# Campus Climate Dimensions

## Student Related

1. Sense of Belonging & Inclusion
2. Safety – Physical
3. Safety – Psychological
4. Cultural Fluency of staff & faculty
5. Discrimination, harassment, & bias experiences
6. Accessibility & facilities

## Employee Related

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

# 5 Employee Questions

Question #	Conceptual Domain	Question/Statement
1	Sense of Belonging & Inclusion	I feel welcomed at work.
4	Sense of Belonging & Inclusion	I have not felt isolated or left out at work because of my identity (such as race, gender, sexuality, age, nationality).
7	Sense of Safety - Psychological	I am able to openly express my suggestions or concerns without fear of retaliation.
12	Cultural Fluency/Competency	Faculty and staff treat students of different backgrounds, cultures, and identities with respect.
16	Discrimination, Harassment, & Bias	Our campus takes appropriate action when people have been harassed or discriminated against.

# Cohort 1 Employee Results\*

Employee Group	Colleges & Universities	Colleges	Universities
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## I feel welcomed at work.

All Respondents	78%	78%	78%
Employees of Color	75%	77%	74%
Non-Employees of Color	81%	81%	81%
Women	80%	80%	80%
Men	80%	81%	80%

**Percentage of Respondents who Strongly Agree & Agree.**

## I have not felt isolated or left out at work because of my identity (such as race, gender, sexuality, age, nationality).

All Respondents	75%	79%	72%
Employees of Color	63%	67%	60%
Non-Employees of Color	80%	82%	77%
Women	77%	81%	73%
Men	79%	80%	77%

**\*First 3-year cycle not completed, partial data set.**

# Cohort 1 Employee Results\*

Employee Group	Colleges & Universities	Colleges	Universities
<b>I am able to openly express my suggestions or concerns without fear of retaliation.</b>			
All Respondents	58%	59%	57%
Employees of Color	54%	56%	52%
Non-Employees of Color	62%	62%	61%
Women	60%	62%	58%
Men	62%	62%	63%

**Percentage of Respondents who Strongly Agree & Agree.**

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

All Respondents	73%	78%	67%
Employees of Color	63%	67%	61%
Non-Employees of Color	76%	81%	70%
Women	72%	78%	66%
Men	77%	81%	73%

**\*First 3-year cycle not completed, partial data set.**

# Cohort 1 Employee Results\*

Employee Group	Colleges & Universities	Colleges	Universities
<b>Our campus takes appropriate action when people have been harassed or discriminated against.</b>			
All Respondents	46%	53%	38%
Employees of Color	44%	54%	37%
Non-Employees of Color	47%	54%	40%
Women	44%	53%	36%
Men	51%	59%	44%

**Percentage of Respondents who Strongly Agree & Agree.**

**\*First 3-year cycle not completed, partial data set.**



# Lessons Learned from Cohort 1

- Varying capacities to analyze and leverage data
- Institutions have shared data with stakeholders
- Institutions have leveraged findings to advance their equity work and improve campus climate
- Challenges in balancing with other systemwide priorities

# Support to Campuses

- Webinar series for FY 2025
- Created a community of campus climate focal points
- FAQ document for campus climate teams
- Guidance for Institutions/Presidents
- Equity 2030 Summit next year
- Uptake of campus climate data
  - Stakeholder presentations with select data
  - Development of Equity Scorecard Key Performance Indicator #6: Campus Climate

# Thank you.



## MINNESOTA STATE

30 East 7th Street, Suite 350  
St. Paul, MN 55101-7804

651-201-1800  
888-667-2848

[MinnState.edu](https://www.minnstate.edu)

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