CFI Climate Survey Data

October 2020

University of Minnesota Center for Immunology
Index

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Main takeaways. 143
SECTION 1. WORKING AND TRAINING AT THE CFI.

Do you consider the CFI to be a diverse work environment?

Data: by race   by position   by gender   by sexual identity   Index   Next
How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?

Data:
- by race
- by position
- by gender
- by sexual identity

Next slide this section
How inclusive do you think the CFI is for women?

Data:
- by race
- by position
- by gender
- by sexual identity

70 responses

Not at all Inclusive: 0 (0%)
Inclusive: 5 (7.1%)
Very Inclusive: 34 (48.6%)

Next slide this section

Previous slide this section
How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

- 35 responses (50.7%) felt none
- 20 responses (29%) felt 1
- 9 responses (13%) felt 2
- 3 responses (4.3%) felt 3
- 2 responses (2.9%) felt 4

Data: by race, by position, by gender, by sexual identity
In relation to the previous question, please select the situation in which you felt diminished, dismissed, or ignored (choose ALL that apply):

- Supervisor meetings
- Interactions with peers
- Lab meetings
- Seminars
- Immunology Super Group
- Journal Club
- Tea time
- Other social situations at CFI
- I have never felt diminished...

64 responses

Data:  
- by race
- by position
- by gender
- by sexual identity

Previous slide this section  
Next
I feel the CFI goes above and beyond to offer opportunities for inclusion. And exclusion happens because I don’t readily take advantage of it.

I feel mildly (but not excessively) ignored and marginalized by faculty. I feel this is related to scientific status, not racial or gender status.

Other: 1. Rare (and minor) interactions with other faculty

Other: 2. I feel mildly (but not excessively) ignored and marginalized by faculty. I feel this is related to scientific status, not racial or gender status.

Other: 3. I feel the CFI goes above and beyond to offer opportunities for inclusion. And exclusion happens because I don’t readily take advantage of it.
How often do you feel excluded in group settings in CFI?

0: Never
1: Occasionally
2: Frequently
3: Very frequently
4: Always

Data: by race, by position, by gender, by sexual identity

- 26 (37.7%)
- 31 (44.9%)
- 7 (10.1%)
- 5 (7.2%)
- 0 (0%)
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

- Gender identity
- Racial or ethnic identity
- Citizenship
- Sexual identity
- Disability
- Don't know why
- I have never experienced any bias at th...
- Other

66 responses

Data:  by race  by position  by gender  by sexual identity  Previous slide this section  Next
How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

![Bar chart showing responses]

- 48 (70.6%) responses indicated either Never or Always.
- 0 (0%) responses indicated Always.
- 0 (0%) responses indicated Never.

Data: by race, by position, by gender, by sexual identity.
During social situations like Tea Time, how frequently do you engage in conversations with women of different URM backgrounds?

69 responses

0 Never 1 2 3 4 Very Frequently

Data: by race, by position, by gender, by sexual identity, Previous slide this section, Next
During social situations like Tea Time, how frequently do you engage in conversations with individuals from racial or ethnic minority groups?

![Bar chart showing responses to the question.](chart)

- **0 Never**: 4 responses (5.8%)
- **1 Occasionally**: 18 responses (26.1%)
- **2 Frequently**: 18 responses (26.1%)
- **3 Very Frequently**: 18 responses (26.1%)
- **4 Extremely Frequently**: 11 responses (15.9%)

**Data:** by race, by position, by gender, by sexual identity
How aware were you that the funding rate for RO1 applications from Black/African American scientist was 10 percentage points lower for all other groups after controlling for other variables?

![Bar chart showing the awareness levels:]

- **Not at all Aware** (0): 21 (30%)
- **Aware** (1): 14 (20%)
- **Very Aware** (4): 9 (12.9%)

Potential data sources include:
- by race
- by position
- by gender
- by sexual identity

[Previous slide this section] [Next]
How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

![Bar chart showing responses to the awareness question.]

- 23 responses (32.9%) indicated they were not aware at all.
- 13 responses (18.6%) indicated they were aware.
- 12 responses (17.1%) indicated they were somewhat aware.
- 10 responses (14.3%) indicated they were very aware.
- 12 responses (17.1%) indicated they were highly aware.

Data:
- by race
- by position
- by gender
- by sexual identity

Previous slide this section
Section 2
The CFI should make a priority to recruit POSTDOCS from the following underrepresented groups in science? Please select ALL that may apply.

Data: by race, by position, by gender, by sexual identity

- Women
  - Not at all a priority: 3
  - 1: 19
  - 2: 23
  - 3: 21
- Racial and ethnic minorities
  - Not at all a priority: 1
  - 1: 9
  - 2: 26
  - 3: 33
- People with disabilities
  - Not at all a priority: 6
  - 1: 17
  - 2: 20
  - 3: 26
- LGTBQ+
  - Not at all a priority: 5
  - 1: 7
  - 2: 19
  - 3: 23
- People with intersecting identities
  - Not at all a priority: 5
  - 1: 5
  - 2: 18
  - 3: 19
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

<table>
<thead>
<tr>
<th>Group</th>
<th>Not at all a priority</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Very high priority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>1</td>
<td>3</td>
<td>8</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>Racial and ethnic minorities</td>
<td>1</td>
<td>8</td>
<td>19</td>
<td>41</td>
<td></td>
</tr>
<tr>
<td>People with disabilities</td>
<td>1</td>
<td>2</td>
<td>5</td>
<td>17</td>
<td>16</td>
</tr>
<tr>
<td>LGTBQ+</td>
<td>5</td>
<td>6</td>
<td>15</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>People with intersecting identities</td>
<td>5</td>
<td>6</td>
<td>15</td>
<td>16</td>
<td>27</td>
</tr>
</tbody>
</table>

Data: by race, by position, by gender, by sexual identity
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.
How much would you like the CFI to offer seminars on racial and gender inequity in the sciences? This includes the CFI (EWIS/ReJUS) discussion group and having invited speakers.

### Survey Results

- **Not at all (0)**: 1 (1.4%)
- **Very Much (4)**: 24 (34.3%)
- **Very Much (3)**: 17 (24.3%)
- **Very Much (2)**: 15 (21.4%)
- **Very Much (1)**: 13 (18.6%)

**Data:**
- by race
- by position
- by gender
- by sexual identity

---

**Next**
How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

- Not at all: 4 (5.7%)
- Very Much: 32 (45.7%)
- Very Much: 16 (22.9%)
- Very Much: 9 (12.9%)
- Very Much: 9 (12.9%)

Data: by race, by position, by gender, by sexual identity
At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply.

- Attending seminars
- Attending workshops
- Leading discussion on race/gender inequities
- Inclusion in faculty hiring committees
- No involvement is necessary, as I think this is primarily for trainees

Other:
- Other: 1
- Other: 2
- Other: 3

66 responses

Data: by race, by position, by gender, by sexual identity
Continuation of question “At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply.”

In the “Other Category” we received these results:

<table>
<thead>
<tr>
<th>How appears in the graph</th>
<th>Full description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other: 1</strong></td>
<td>Creating and sharing opportunities to engage on DEI work</td>
</tr>
<tr>
<td><strong>Other: 2</strong></td>
<td>These issues need to be at a higher level, Chairs, the Dean, the VP, President, Provost. The CFI Faculty do not have the power to promote/retain or higher, they can be on committees and rank URM faculty candidates, but the decisions and steps for change need to be implemented from the highest positions even though we want to see change.</td>
</tr>
<tr>
<td><strong>Other: 3</strong></td>
<td>If the event is focused on Women and URM within science then I encourage Faculty to participate but if it is just purely an academic exercise/function without an obvious work relevant focus then faculty involvement should not be expected</td>
</tr>
</tbody>
</table>

Previous slide this section  Next
Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.
How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

Data: by race, by position, by gender, by sexual identity

70 responses

- 2 (2.9%) Not satisfied
- 6 (8.6%) At all
- 17 (24.3%) Satisfied
- 30 (42.9%) Very Satisfied
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?

Data: 
- by race
- by position
- by gender
- by sexual identity

Previous slide this section  
Section 3
SECTION 3. BIAS.

In your time at the CFI, have you engaged in any implicit bias training? This could include taking any of the following training or others:

- Harvard Implicit Bias Assessment
- OED training (ECHO)
- Bias Cleanse by The Kirwan Institute
- EDI Course from NIH
- I have not taken any bias training
- Other: 1
- Other: 2
- Other: 3
- Other: 4
- Other: 5
- Other: 6

67 responses

Data: by race, by position, by gender, by sexual identity, Next
Continuation of question “In your time at the CFI, have you engaged in any implicit bias training? This could include taking any of the following training or others.”

In the “Other Category” we received these results:

<table>
<thead>
<tr>
<th>How appears in the graph</th>
<th>Full description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other: 1</td>
<td>Unconscious Bias, Racism, Microaggressions, Upstander Training</td>
</tr>
<tr>
<td>Other: 2</td>
<td>UofM trainers</td>
</tr>
<tr>
<td>Other: 3</td>
<td>Some previously, but not while at the CFI</td>
</tr>
<tr>
<td>Other: 4</td>
<td>HHMI Teaching Assistant training, in which implicit bias training is a part of it</td>
</tr>
<tr>
<td>Other: 5</td>
<td>University training</td>
</tr>
<tr>
<td>Other: 6</td>
<td>I received bias training before starting at the CFI</td>
</tr>
</tbody>
</table>
If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

34 responses

- I was unaware where to find resources: 19 (55.9%)
- I don't have time: 7 (20.6%)
- It is not a requirement for my work at the CFI: 13 (38.2%)
- I think the training is not useful: 1 (2.9%)
- I am planning to do so in the near future: 12 (35.3%)
- Other: 5 (14.7%)

Data: by race, by position, by gender, by sexual identity
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

61 responses

52.5% Yes
27.9% No
19.7% Depends on the situation
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such as microaggressions, invalidation, or microassaults?

69 responses

- 53.6% Yes, I am prepared
- 23.2% No
- 23.2% Sometimes, depending on the situation
If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable

54 responses

- I don't know how to do it: 18 (33.3%)
- I don't feel confident enough to do it: 31 (57.4%)
- I don't trust that any meaningful will be done: 5 (9.3%)
- I don't want to get myself in trouble embarrass me or others in public: 17 (31.5%)
- Most 'microaggressions' are not a big deal: 0 (0%)
- Situation can be better handled by people involved: 4 (7.4%)
- I'm afraid it will have unintended consequences: 32 (59.3%)
- Other: 1: 1 (1.9%)
- Other: 2: 1 (1.9%)
- Other: 3: 1 (1.9%)
- Other: 4: 1 (1.9%)

Data: by race, by position, by gender, by sexual identity
Continuation of question “If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable”

In the “Other Category” we received these results:

<table>
<thead>
<tr>
<th>How appears in the graph</th>
<th>Full description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other: 1</td>
<td>I would make things worse unintentionally</td>
</tr>
<tr>
<td>Other: 2</td>
<td>No problem with obvious cases but more subtle instances of bias can be harder to assess</td>
</tr>
<tr>
<td>Other: 3</td>
<td>N/A</td>
</tr>
<tr>
<td>Other: 4</td>
<td>Sometimes it is better to intervene LATER, not in the moment</td>
</tr>
</tbody>
</table>
If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable

- I don't know how to do it: 12 (29.2%)
- I don't feel confident enough to do it: 18 (43.9%)
- I am uncomfortable with confrontation: 21 (51.2%)
- I don't think my actions will make a difference: 11 (26.8%)
- I don't want to get myself in trouble/embarrass me or others in public: 15 (36.6%)
- I'm afraid it will have unintended consequences: 19 (46.3%)
- Other: 1 (2.4%)
- Other: 2 (2.4%)
- Other: 3 (2.4%)

Data: by race, by position, by gender, by sexual identity
Continuation of question “If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable”

In the “Other Category” we received these results:

<table>
<thead>
<tr>
<th>How appears in the graph</th>
<th>Full description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other: 1</td>
<td>N/A</td>
</tr>
<tr>
<td>Other: 2</td>
<td>I wish there was an environment of more open communication at the CFI. I find the environment less than conducive to human to human interactions outside of one’s immediate peers. I may be genuinely curious about someone’s research but it doesn't seem like people are interested in engaging in even brief conversations. At times I have internalized these observations, and this has lead to a feeling of isolation/feeling disconnected.</td>
</tr>
<tr>
<td>Other: 3</td>
<td>It is sometimes difficult to determine whether a series of 'iffy' or borderline inappropriate comments constitutes a true pattern of bias (based on gender, race, disability, etc) or just that someone is deficient in certain interpersonal skills.</td>
</tr>
</tbody>
</table>
SECTION 1. WORKING AND TRAINING AT THE CFI.

Do you consider the CFI to be a diverse work environment?

70 Responses

[Bar chart showing the distribution of responses to the question.]

0 Not at all Diverse
1
2
3
4 Very Diverse
How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?

70 Responses

% Respondants

<table>
<thead>
<tr>
<th>Score</th>
<th>Not at all Inclusive</th>
<th>Very Inclusive</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>10%</td>
<td>70%</td>
</tr>
<tr>
<td>1</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>10%</td>
<td></td>
</tr>
</tbody>
</table>
How inclusive do you think the CFI is for women?

70 Responses

0 Not at all Inclusive
1 Very Inclusive

Bar chart showing the distribution of responses for non-white and white respondents.
How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

69 Responses

<table>
<thead>
<tr>
<th></th>
<th>None</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Many</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

% Respondants

- Non-White
- White

Previous slide Previous slide this section Next
In relation to the previous question, please select the situation in which you felt diminished, dismissed, or ignored (choose ALL that apply):

64 Responses

- Supervisor meetings
- Interactions with peers
- Lab meetings
- Seminars
- Immunology Super Group
- Journal Club
- Tea time
- Other social situations at the CFI
- Other

I have never felt diminished...

Non-White

White
How often do you feel excluded in group settings in CFI?

69 Responses

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Always</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

% Respondents

- Non-White
- White

Previous slide  Previous slide this section  Next
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

66 Responses

- Other
- I have never experienced any bias at the CFI
- Don't know why
- Disability
- Sexual identity
- Citizenship
- Racial or ethnic identity
- Gender identity

[Chart showing responses by race]
How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 Responses

0 Never    1 2 3 4 Always

% Respondants

0 1 2 3 4

Non-White White
During social situations like Tea Time, how frequently do you engage in conversations with women of different URM backgrounds?

69 Responses

![Bar chart showing the frequency of conversations with women of different URM backgrounds. The chart indicates that the majority of respondents have never engaged in such conversations.](chart.png)
During social situations like Tea Time, how frequently do you engage in conversations with individuals from racial or ethnic minority groups?

69 Responses

0
Never

1

2

3

4
Very Frequently

% Respondants

Non-White

White
How aware were you that the funding rate for RO1 applications from Black/African American scientist was 10 percentage points lower for all other groups after controlling for other variables?

70 Responses

<table>
<thead>
<tr>
<th>Awareness Level</th>
<th>% Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - Not at all</td>
<td>30</td>
</tr>
<tr>
<td>1 - Very Aware</td>
<td>25</td>
</tr>
<tr>
<td>2 - Aware</td>
<td>20</td>
</tr>
<tr>
<td>3 -</td>
<td>15</td>
</tr>
<tr>
<td>4 -</td>
<td>10</td>
</tr>
</tbody>
</table>

Non-White: Orange
White: Black
How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

70 Responses
SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

The CFI should make a priority to recruit POSTDOCS from the following underrepresented groups in science? Please select ALL that may apply.
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

68 Responses
How much would you like the CFI to offer seminars on racial and gender inequity in the sciences? This includes the CFI (EWIS/ReJUS) discussion group and having invited speakers.

70 Responses

[Bar chart showing the distribution of responses from 0 to 4, where 0 is Not at all and 4 is Very Much. The chart shows percentages for Non-White and White respondents.]
How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not at all</td>
<td>Very Much</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

% Respondants

- Orange: Non-White
- Black: White
At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply.

66 Responses

- No involvement is necessary, as I think this is primarily for trainees
- Inclusion in faculty hiring committees
- Leading discussion on race/gender inequities
- Attending workshops
- Attending seminars

Bar chart showing responses by race for each option.
Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.

70 Responses

<table>
<thead>
<tr>
<th>Score</th>
<th>Non-White</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>1</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>2</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>3</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>4</td>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

0 = Strongly Disagree  1  2  3  4 = Strongly Agree

53
How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

70 Responses

<table>
<thead>
<tr>
<th>Satisfied Level</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not satisfied</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very satisfied</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
</tbody>
</table>

Not satisfied At all

% Respondants

- Non-White
- White

Previous slide  Previous slide this section  Next
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>0 Strongly Disagree</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4 Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-White</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

% Respondants

0 1 2 3 4
In your time at the CFI, have you engaged in any implicit bias training? This could include taking any of the following training or others:

- I have not taken any bias training
- Equity Diversity and Inclusion Course from NIH
- Bias Cleanse by The Kirwab Institute
- Office of Equity and Diversity training (ECHO)
- Harvard Implicit Bias assessment

67 Responses
If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

34 Responses

Other

I am planning to do so in the near future

I think the training is not useful

It’s not a requirement for my work at the UMN

I do not have time

I was unaware of where to find resources

Previous slide Previous slide this section Next
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

61 Responses
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such as microaggressions, invalidation, or microassaults?

69 Responses

<table>
<thead>
<tr>
<th>Response</th>
<th>Non-White</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I am prepared</td>
<td>10%</td>
<td>25%</td>
</tr>
<tr>
<td>No</td>
<td>50%</td>
<td>35%</td>
</tr>
<tr>
<td>Sometimes, depending on the situation</td>
<td>40%</td>
<td>35%</td>
</tr>
</tbody>
</table>
If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable

54 Responses

- I don't know how to do it
- I don't feel confident enough to do it
- I don't trust that any meaningful will be done
- I don't want to get myself in trouble, embarrass me or others in public
- Most 'microaggressions' are not a big deal
- Situation can be better handled by people involved
- I'm afraid it will have unintended consequences
- Other
If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable

41 Responses

- I don't know how to do it
- I don't feel confident enough to do it
- I am uncomfortable with confrontation
- I don't think my actions will make a difference
- I don't want to get myself in trouble/embarrass me or others in public
- I'm afraid it will have unintended consequences

*Other*
SECTION 1. WORKING AND TRAINING AT THE CFI.
Do you consider the CFI to be a diverse work environment?

70 Responses

Not at all | Very Diverse
---|---
0 | 61%
1 | 31%
2 | 49%
3 | 31%
4 | 23%

0% | Faculty
15% | Staff
15% | Trainee (graduate student or postdoc)
How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at all Inclusive</td>
<td>0%</td>
<td>0%</td>
<td>3%</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Inclusive</td>
<td>39%</td>
<td>38%</td>
<td>49%</td>
<td>39%</td>
<td>31%</td>
</tr>
<tr>
<td>Very Inclusive</td>
<td>23%</td>
<td>28%</td>
<td>31%</td>
<td>11%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Faculty | Staff | Trainee (graduate student or postdoc)
How inclusive do you think the CFI is for women?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>0 Not at all Inclusive</th>
<th>1 Inclusive</th>
<th>2 Very Inclusive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>0%</td>
<td>8%</td>
<td>31%</td>
</tr>
<tr>
<td>Staff</td>
<td>15%</td>
<td>28%</td>
<td>39%</td>
</tr>
<tr>
<td>Trainee</td>
<td>1%</td>
<td>3%</td>
<td>59%</td>
</tr>
<tr>
<td></td>
<td>46%</td>
<td>21%</td>
<td></td>
</tr>
</tbody>
</table>

0% 15% 8% 8% 13% 8% 31% 39% 59% 46% 21%
How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

69 Responses

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>Trainee (graduate student or postdoc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>54%</td>
<td>51%</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>31%</td>
<td>23%</td>
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<tr>
<td>2</td>
<td>8%</td>
<td>18%</td>
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<tr>
<td>3</td>
<td>8%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>6%</td>
<td>0%</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>0 None</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4 Many</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>44%</td>
<td>39%</td>
<td>23%</td>
<td>18%</td>
<td>6%</td>
</tr>
<tr>
<td>1</td>
<td>31%</td>
<td>23%</td>
<td>18%</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>2</td>
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<td>8%</td>
<td>6%</td>
<td>3%</td>
<td>5%</td>
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<tr>
<td>3</td>
<td>6%</td>
<td>8%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
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<tr>
<td>4</td>
<td>5%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
<td>5%</td>
</tr>
</tbody>
</table>
In relation to the previous question, please select the situation in which you felt diminished, dismissed, or ignored (choose ALL that apply):
How often do you feel excluded in group settings in CFI?

69 Responses

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>56%</td>
<td>38%</td>
<td>33%</td>
<td>11%</td>
</tr>
<tr>
<td>1</td>
<td>38%</td>
<td>51%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>2</td>
<td>28%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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<tr>
<td>3</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Always</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Facility Staff Trainee (graduate student or postdoc)
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

### 66 Responses

- **Gender Identity**: 17% (Faculty: 12%, Staff: 17%, Trainee: 17%)
- **Racial or Ethnic**: 6% (Faculty: 0%, Staff: 6%, Trainee: 6%)
- **Citizenship**: 6% (Faculty: 0%, Staff: 6%, Trainee: 6%)
- **Sexual Identity**: 0% (Faculty: 0%, Staff: 0%, Trainee: 0%)
- **Disability**: 2% (Faculty: 0%, Staff: 2%, Trainee: 2%)
- **I don’t know why**: 17% (Faculty: 0%, Staff: 6%, Trainee: 17%)
- **I have not**: 76% (Faculty: 46%, Staff: 76%, Trainee: 58%)
- **Other**: 14% (Faculty: 6%, Staff: 8%, Trainee: 14%)
How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 responses

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Faculty</th>
<th>Staff</th>
<th>Trainee (graduate student or postdoc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 (Never)</td>
<td>62%</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>17%</td>
<td>23%</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>28%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>4 (Always)</td>
<td></td>
<td></td>
<td>0%</td>
</tr>
</tbody>
</table>
During social situations like Tea Time, how frequently do you engage in conversations with women of different URM backgrounds?

69 responses

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>Trainee (graduate student or postdoc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 (Never)</td>
<td>15%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>1</td>
<td>39%</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>2</td>
<td>36%</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>3</td>
<td>23%</td>
<td>17%</td>
<td>13%</td>
</tr>
<tr>
<td>4 (Very Frequently)</td>
<td>23%</td>
<td>17%</td>
<td>18%</td>
</tr>
</tbody>
</table>
During social situations like Tea Time, how frequently do you engage in conversations with individuals from racial or ethnic minority groups?

68 responses

<table>
<thead>
<tr>
<th>Frequency</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>8%</td>
<td>8%</td>
<td>8%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>Very Frequently</td>
<td>39%</td>
<td>26%</td>
<td>22%</td>
<td>23%</td>
<td>23%</td>
</tr>
</tbody>
</table>

0
Never
1
2
3
4
Very
Frequently

**Faculty**

**Staff**

**Trainee (graduate student or postdoc)**
How aware were you that the funding rate for RO1 applications from Black/African American scientist was 10 percentage points lower for all other groups after controlling for other variables?

70 responses

<table>
<thead>
<tr>
<th>Level</th>
<th>faculty</th>
<th>staff</th>
<th>trainee</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>28%</td>
<td>28%</td>
<td>22%</td>
</tr>
<tr>
<td>1</td>
<td>11%</td>
<td>8%</td>
<td>21%</td>
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<tr>
<td>2</td>
<td>6%</td>
<td>23%</td>
<td>23%</td>
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<tr>
<td>3</td>
<td>23%</td>
<td>23%</td>
<td>33%</td>
</tr>
<tr>
<td>4</td>
<td>8%</td>
<td>5%</td>
<td>8%</td>
</tr>
</tbody>
</table>

0 = Not at all Aware
1 = Very Aware
2 = Aware
3 = Not at all Aware
How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

70 responses

<table>
<thead>
<tr>
<th>Awareness Level</th>
<th>Faculty</th>
<th>Staff</th>
<th>Trainee (graduate student or postdoc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 (Not at all Aware)</td>
<td>39%</td>
<td>28%</td>
<td>11%</td>
</tr>
<tr>
<td>1 (Very Aware)</td>
<td>23%</td>
<td>21%</td>
<td>15%</td>
</tr>
<tr>
<td>2</td>
<td>22%</td>
<td>15%</td>
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<td>3</td>
<td>15%</td>
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</tr>
<tr>
<td>4</td>
<td>8%</td>
<td>18%</td>
<td>22%</td>
</tr>
</tbody>
</table>
SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

The CFI should make a priority to recruit POSTDOCS from the following underrepresented groups in science?

- Women
- Racial and Ethnic Minorities
- People with Disabilities
- LGBTQ+
- People with intersecting identities

![Graph showing priority levels for different groups among faculty, staff, and trainees.](image-url)
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

- Women
- Racial and Ethnic Minorities
- People with Disabilities
- LGBTQ+
- People with intersecting identities

Select the level of priority (0-4):
- 0: Not at all a priority
- 1: Very low priority
- 2: Low priority
- 3: High priority
- 4: Very high priority
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.
How much would you like the CFI to offer seminars on racial and gender inequity in the sciences? This includes the CFI (EWIS/ReJUS) discussion group and having invited speakers.

**70 responses**

<table>
<thead>
<tr>
<th></th>
<th>0 Not at all</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4 Very Much</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>0%</td>
<td>17%</td>
<td>23%</td>
<td>15%</td>
<td>23%</td>
</tr>
<tr>
<td>Staff</td>
<td>0%</td>
<td>18%</td>
<td>23%</td>
<td>17%</td>
<td>23%</td>
</tr>
<tr>
<td>Trainee (graduate student or postdoc)</td>
<td>0%</td>
<td>8%</td>
<td>23%</td>
<td>28%</td>
<td>33%</td>
</tr>
</tbody>
</table>

38% Very Much
How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 responses

0 Not at all
1 Very Much

Faculty
Staff
Trainee (graduate student or postdoc)
At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply.

- Attending seminars: 72% Trainee, 75% Staff, 76% Faculty
- Attending workshops: 56% Trainee, 58% Staff, 61% Faculty
- Leading discussion on race/gender inequities: 62% Trainee, 67% Staff, 67% Faculty
- Inclusion in Faculty Hiring committee: 53% Trainee, 66% Staff, 65% Faculty
- No involvement necessary: 0% Trainee, 0% Staff, 0% Faculty
- Other: 2% Trainee, 0% Staff, 18% Faculty
Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.

70 responses

- 50% strongly disagree
- 31% disagree
- 28% agree
- 44% strongly agree

0% strongly disagree, 1% disagree, 2% agree, 3% strongly agree, 4% strongly disagree.
How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

70 responses

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>Trainee (graduate student or postdoc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>8%</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>1</td>
<td>13%</td>
<td>15%</td>
<td>22%</td>
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<tr>
<td>2</td>
<td>28%</td>
<td>28%</td>
<td>56%</td>
</tr>
<tr>
<td>3</td>
<td>38%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>4</td>
<td>38%</td>
<td>17%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Not satisfied
At all
Very satisfied
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?

70 responses

<table>
<thead>
<tr>
<th>Response</th>
<th>Faculty</th>
<th>Staff</th>
<th>Trainee (graduate student or postdoc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1</td>
<td>8%</td>
<td>10%</td>
<td>15%</td>
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<tr>
<td>2</td>
<td>28%</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>3</td>
<td>46%</td>
<td>46%</td>
<td>28%</td>
</tr>
<tr>
<td>4</td>
<td>44%</td>
<td>31%</td>
<td>28%</td>
</tr>
</tbody>
</table>

Strongly Disagree | Agree | Strongly Agree

0 | 1 | 2 | 3 | 4
SECTION 3. BIAS.

In your time at the CFI, have you engaged in any implicit bias training? This could include taking any of the following training or others.

- Harvard Implicit Bias: 71% (26% Trainee, 25% Staff, 12% Faculty)
- OED Training (ECHO): 53% (8% Trainee, 12% Staff, 8% Faculty)
- Bias Cleanse Kirwin Institute: 0% (0% Trainee, 0% Staff, 0% Faculty)
- EDI Course from NIH: 18% (8% Trainee, 8% Staff, 8% Faculty)
- I have not: 58% (12% Trainee, 12% Staff, 12% Faculty)
- Other: 12% (6% Trainee, 8% Staff, 8% Faculty)
If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable.
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

- **Depends on the situation**: 57% (Trainee: 46%, Staff: 46%, Faculty: 46%)
- **No**: 31% (Trainee: 31%, Staff: 31%, Faculty: 31%)
- **Yes**: 23% (Trainee: 23%, Staff: 23%, Faculty: 23%)
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such as microaggressions, invalidation, or microassaults?
If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable.
If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable.

- I’m afraid it will have unintended consequences: 23%
- Situation can be better handled by people involved: 25%
- Most ‘microaggressions’ are not a big deal: 25%
- I don’t want to get myself in trouble embarrass me or others in public: 17%
- I don’t trust that any meaningful will be done: 29%
- I don’t feel confident enough to do it: 29%
- I don’t know how to do it: 15%

---

Previous slide   Previous slide this section   Index
SECTION 1. WORKING AND TRAINING AT THE CFI.
Do you consider the CFI to be a diverse work environment?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>1</td>
<td>20</td>
<td>24</td>
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<td>2</td>
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<td>36</td>
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<td>18</td>
<td>24</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
<td>12</td>
</tr>
</tbody>
</table>

0 Not at all Diverse
1 Very Diverse
2
3
4

Not at all Diverse
Very Diverse
How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>1</td>
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<td>48</td>
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<tr>
<td>3</td>
<td>33</td>
<td>28</td>
</tr>
<tr>
<td>4</td>
<td>11</td>
<td>12</td>
</tr>
</tbody>
</table>

0 = Not at all Inclusive
1 = Very Inclusive

90 Responses
How inclusive do you think the CFI is for women?

70 Responses

0 Not at all Inclusive
1 Very Inclusive

Man | Woman
--- | ---
0 | 0
2 | 16
13 | 20
53 | 40
31 | 24
How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

69 Responses

0
None

1
Many

None
Many

Responders

56
40
36
24
13
12
8
2
2
4

Man
Woman
In relation to the previous question, please select the situation in which you felt diminished, dismissed, or ignored (choose ALL that apply):

64 Responses

- Supervisor meetings (for trainees this is typically...)
- Interactions with peers
- Lab meetings
- Seminars
- Immunology Super Group
- Journal club
- Tea time
- Other social situations at the CFI
- I have never felt diminished, dismissed,...
- Other: 1
- Other: 2
- Other: 3
How often do you feel excluded in group settings in CFI?

69 Responses

<table>
<thead>
<tr>
<th>Q</th>
<th>Never</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
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<td>44</td>
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<td>9</td>
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<td>7</td>
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<td>3</td>
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<td>8</td>
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<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

- 38 respondents never feel excluded.
- 44 respondents feel excluded 1-2 times.
- 12 respondents feel excluded 3 times.
- 8 respondents feel excluded always.
- 0 respondents feel excluded never.

[Man, Woman]
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

66 Responses

- Gender identity
- Racial or ethnic identity
- Citizenship
- Sexual identity
- Disability
- Don't know why
- I have never experienced any bias at the CFI
- Other

% RESPONDERS

- Man
- Woman
How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 Responses

<table>
<thead>
<tr>
<th></th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>80</td>
<td>48</td>
<td>16</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Always</td>
<td>0</td>
<td>4</td>
<td>2</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

- **0** Never
- **3** Always

**Responders:**
- **Man:**
  - 0 Never
  - 1 Never
  - 2 Never
  - 3 Never
  - 4 Never
- **Woman:**
  - 0 Never
  - 1 Never
  - 2 Never
  - 3 Never
  - 4 Never
During social situations like Tea Time, how frequently do you engage in conversations with women of different URM backgrounds?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Never</th>
<th>Very Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2</td>
<td>44</td>
</tr>
<tr>
<td>1</td>
<td>20</td>
<td>29</td>
</tr>
<tr>
<td>2</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>3</td>
<td>9</td>
<td>28</td>
</tr>
<tr>
<td>4</td>
<td>16</td>
<td>24</td>
</tr>
</tbody>
</table>

69 Responses
During social situations like Tea Time, how frequently do you engage in conversations with individuals from racial or ethnic minority groups?

69 Responses

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Never</th>
<th>Very Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responses</td>
<td>33</td>
<td>24</td>
</tr>
</tbody>
</table>

0 1 2 3 4
- Never
- Very Frequently

Responders by Gender:
- Man
- Woman
How aware were you that the funding rate for RO1 applications from Black/African American scientist was 10 percentage points lower for all other groups after controlling for other variables?

70 Responses

Not at all
Aware

Very
Aware

0
1
2
3
4

0
1
2
3
4

Not at all
Aware

Very
Aware

RESPONDERS

0
1
2
3
4

Man
Woman

Previous slide  Previous slide this section  Next
How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>16</td>
<td>12</td>
</tr>
<tr>
<td>Very Aware</td>
<td>16</td>
<td>20</td>
</tr>
</tbody>
</table>

70 Responses were collected, with 40 responses indicating not at all aware, and 30 responses indicating very aware. The bar chart shows a split between male and female responders, with a notable difference in awareness levels.
SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

The CFI should make a priority to recruit POSTDOCS from the following underrepresented groups in science? Please select ALL that may apply.

- Men
- Women
- Racial and Ethnic minorities
- People with disabilities
- LGTBQ+
- People with intersecting identities

The chart shows the percentage of respondents who selected each priority level for each group. The levels range from 0 (Not at all a priority) to 4 (Very high priority). The data is presented in bar charts for each group, with women in red and men in blue.
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

- People with intersecting identities
- LGBTQ+
- Racial and Ethnic minorities
- Women
- People with disabilities

Not at all priority: 0
Very high priority: 4

Men | Women
---|---
0 | 0
1 | 0
2 | 0
3 | 0
4 | 0

0 | 7
1 | 4
2 | 16
3 | 27
4 | 28

0 | 0
1 | 0
2 | 16
3 | 0
4 | 16

0 | 4
1 | 4
2 | 16
3 | 24
4 | 49

0 | 4
1 | 0
2 | 4
3 | 16
4 | 64

0 | 9
1 | 9
2 | 0
3 | 0
4 | 0

0 | 9
1 | 9
2 | 8
3 | 9
4 | 9

0 | 8
1 | 9
2 | 8
3 | 8
4 | 8

102
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

68 Responses

- Yes: 24 (Man: 24, Woman: 4)
- No: 8 (Man: 2, Woman: 6)
- Do not know: 56 (Man: 49, Woman: 56)
- I have not noticed any change: 28 (Man: 22, Woman: 28)
How much would you like the CFI to offer seminars on racial and gender inequity in the sciences? This includes the CFI (EWIS/ReJUS) discussion group and having invited speakers.

70 Responses

<table>
<thead>
<tr>
<th>Score</th>
<th>Response</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Not at all</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>1</td>
<td>Very much</td>
<td>20</td>
<td>16</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>27</td>
<td>12</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>29</td>
<td>16</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>24</td>
<td>52</td>
</tr>
</tbody>
</table>
How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 Responses

Not at all  Very Much

0 1 2 3 4

RESPONDERS

0.00% 20.00% 40.00% 60.00% 80.00%

Man Woman
At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply.

66 Responses

- Attending seminars: 80% Man, 80% Woman
- Attending workshops: 60% Man, 72% Woman
- Leading discussions on race and gender inequity: 69% Man, 68% Woman
- Inclusion in faculty hiring committees: 64% Man, 76% Woman
- No involvement is necessary, as I think this is primarily for t...: 0% Man, 0% Woman
- Other: 1
- Other: 2
- Other: 3

% RESPONDERS
Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.

70 Responses

<table>
<thead>
<tr>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>7</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>36</td>
</tr>
<tr>
<td>24</td>
<td></td>
</tr>
<tr>
<td>47</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>12</td>
</tr>
</tbody>
</table>

Strongly Disagree: 0
Agree: 1
Strongly Agree: 4
How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

70 Responses

0 Not satisfied
1 At all
2 Very
3 Satisfied

Not satisfied: 0 respondents
At all: 1 respondent
Very Satisfied: 44 respondents
Satisfied: 27 respondents

Man and Woman responses:
Man: 22 respondents
Woman: 20 respondents
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?

70 Responses

<table>
<thead>
<tr>
<th>Score</th>
<th>Strongly Disagree</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>1</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>2</td>
<td>20</td>
<td>18</td>
</tr>
<tr>
<td>3</td>
<td>40</td>
<td>44</td>
</tr>
<tr>
<td>4</td>
<td>38</td>
<td>24</td>
</tr>
</tbody>
</table>

0 = Strongly Disagree, 1 = Agree
In your time at the CFI, have you engaged in any implicit bias training? This could include taking any of the following training or others.

67 Responses

<table>
<thead>
<tr>
<th>Training</th>
<th>% Responders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harvard Implicit Bias assessment</td>
<td>44</td>
</tr>
<tr>
<td>Office of Equity and Diversity training (ECHO)</td>
<td>20</td>
</tr>
<tr>
<td>Bias Cleanse by The Kirwan Institute</td>
<td>11</td>
</tr>
<tr>
<td>Equity Diversity and Inclusion Course from NIH</td>
<td>12</td>
</tr>
<tr>
<td>I have not taken any bias training</td>
<td>48</td>
</tr>
<tr>
<td>Other: 1</td>
<td>2</td>
</tr>
<tr>
<td>Other: 2</td>
<td>2</td>
</tr>
<tr>
<td>Other: 3</td>
<td>2</td>
</tr>
<tr>
<td>Other: 4</td>
<td>2</td>
</tr>
<tr>
<td>Other: 5</td>
<td>4</td>
</tr>
<tr>
<td>Other: 6</td>
<td>4</td>
</tr>
</tbody>
</table>

% RESPONDERS

Man | Woman
If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

34 Responses

- I was unaware of where to find resources
- I do not have time
- It’s not a requirement for my work at the UMN
- I think the training is not useful
- I am planning to do so in the near future
- Other

% RESPONDERS

Man
Woman

Previous slide Previous slide this section Next
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

61 Responses

<table>
<thead>
<tr>
<th>Response</th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>22</td>
<td>8</td>
</tr>
<tr>
<td>No</td>
<td>22</td>
<td>28</td>
</tr>
<tr>
<td>Depends on the situation</td>
<td>36</td>
<td>64</td>
</tr>
</tbody>
</table>
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such as microaggressions, invalidation, or microassaults?

### 69 Responses

- **Yes, I am prepared**
  - 20 Responders
  - 28 Responders

- **No**
  - 18 Responders

- **Sometimes, depending on the situation**
  - 60 Responders
  - 40 Responders

**Legend:**
- **Man**
- **Woman**
If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable.

54 Responses

- I don't know how to do it: 22 (32% Women, 47% Men)
- I don't feel confident enough to do it: 38 (22% Women, 56% Men)
- I don't trust that anything meaningful will be done about it: 16 (14% Women, 24% Men)
- I don't want to get myself in trouble/embarrass me or others: 24 (27% Women, 24% Men)
- Most situations of 'microaggressions' are not a bias: 0 (0% Women, 0% Men)
- The situation can be better handled by the people involved: 7 (4% Women, 16% Men)
- I'm afraid it will have unintended consequences: 44 (32% Women, 47% Men)

Other: 1
- 2 (0% Women, 2% Men)

Other: 2
- 2 (0% Women, 2% Men)

Other: 3
- 4 (0% Women, 4% Men)

% RESPONDERS

Man - Woman
If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable

**41 Responses**

- I don't know how to do it: 9 out of 32 (30%)
- I don't feel confident enough to do it: 13 out of 48 (27%)
- I'm uncomfortable with confrontation: 24 out of 40 (60%)
- I don't think my actions will make a difference: 32 out of 40 (80%)
- I don't want to get myself in trouble/embarrass myself...: 11 out of 40 (28%)
- I'm afraid it will have unintended consequences: 22 out of 36 (61%)

*Other:* 4 responses

- Other: 1: 0 responses
- Other: 2: 4 responses
- Other: 3: 4 responses
Do you consider the CFI to be a diverse work environment?

70 Responses

![Bar chart showing responses to the question about diversity at the CFI. The chart includes two categories: Heterosexual and LGTBQ+. The responses are distributed across a scale from 0 to 4, with 0 being "Not at all Diverse" and 4 being "Very Diverse." The data shows a majority of responses in the 1 and 2 ranges for both categories, with a significant number in the 1 category for the LGTBQ+ group.]
How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?

70 Responses

Not at all
Inclusive
Very Inclusive

0
1
2
3
4

Heterosexual  LGTBQ+

1 0 12 0 42 33 12 0

0.00% 25.00% 50.00% 75.00% 100.00%
How inclusive do you think the CFI is for women?

70 Responses

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>Inclusive</th>
<th>Very Inclusive</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>7</td>
<td>67</td>
</tr>
<tr>
<td>1</td>
<td>0</td>
<td>15</td>
<td>48</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>0</td>
<td>0</td>
<td>30</td>
</tr>
<tr>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Heterosexual  LGTBQ+
How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

69 Responses

<table>
<thead>
<tr>
<th>None</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Many</th>
</tr>
</thead>
<tbody>
<tr>
<td>52</td>
<td>27</td>
<td>12</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>

- **Heterosexual**
- **LGBTQ+**
In relation to the previous question, please select the situation in which you felt diminished, dismissed, or ignored (choose ALL that apply):

64 Responses

- Supervisor meetings (for training) - 13 Heterosexual, 33 LGBTQ+
- Interactions with peers - 27 Heterosexual, 100 LGBTQ+
- Lab meetings - 12 Heterosexual, 100 LGBTQ+
- Seminars - 6 Heterosexual, 33 LGBTQ+
- Immunology Super Group - 3 Heterosexual, 33 LGBTQ+
- Journal club - 4 Heterosexual, 100 LGBTQ+
- Tea time - 10 Heterosexual, 100 LGBTQ+
- Other social situations at the CFI - 10 Heterosexual, 33 LGBTQ+
- I have never felt diminished, dismissed, ignored - 46 Heterosexual, 100 LGBTQ+

Other: 1
- 1 Heterosexual, 0 LGBTQ+

Other: 2
- 1 Heterosexual, 0 LGBTQ+

Other: 3
- 1 Heterosexual, 0 LGBTQ+
How often do you feel excluded in group settings in CFI?

69 Responses

0 1 2 3 4
Never Always

0 1 2 3 4

Heterosexual LGTBQ+

0 43 9 7 0 0 0

0 39 67 33 0 0 0
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

66 Responses

- Gender identity: 12 responses (100% for LGTBQ+)
- Racial or ethnic identity: 6 responses
- Citizenship: 6 responses
- Sexual identity: 6 responses
- Disability: 33 responses
- Don't know why: 6 responses
- I have never experienced any bias at the CFI: 64 responses
- Other: 10 responses

% RESPONDERS

- Heterosexual
- LGTBQ+
How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 Responses

100.00%

75.00%

50.00%

25.00%

0.00%

0 1 2 3 4

Never Always

RESPONDERS

Heterosexual LGBTQ+
During social situations like Tea Time, how frequently do you engage in conversations with women of different URM backgrounds?

69 Responses

<table>
<thead>
<tr>
<th></th>
<th>0 Never</th>
<th>1 Very Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>responses</td>
<td>9</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>18</td>
<td>33</td>
</tr>
</tbody>
</table>

Heterosexual | LGTBJQ+ |
During social situations like Tea Time, how frequently do you engage in conversations with individuals from racial or ethnic minority groups?

69 Responses

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Heterosexual</th>
<th>LGTBQ+</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 (Never)</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>1</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>25</td>
<td>33</td>
</tr>
<tr>
<td>3</td>
<td>24</td>
<td>67</td>
</tr>
<tr>
<td>4</td>
<td>16</td>
<td>0</td>
</tr>
</tbody>
</table>

0 1 2 3 4
Never Very Frequently
How aware were you that the funding rate for RO1 applications from Black/African American scientist was 10 percentage points lower for all other groups after controlling for other variables?

70 Responses

<table>
<thead>
<tr>
<th>Awareness Level</th>
<th>Heterosexual</th>
<th>LGTBQ+</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 Not at all Aware</td>
<td>30</td>
<td>33</td>
</tr>
<tr>
<td>1 Aware</td>
<td>21</td>
<td>0</td>
</tr>
<tr>
<td>2 Very Aware</td>
<td>18</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>18</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>13</td>
<td>0</td>
</tr>
</tbody>
</table>

0 1 2 3 4

Not at all Aware

Very Aware
How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

70 Responses

0 Not at all Aware
1 Aware
2 Very Aware

Responders

0.00% 10.00% 20.00% 30.00% 40.00%

Heterosexual LGTBQ+
The CFI should make a priority to recruit POSTDOCS from the following underrepresented groups in science? Please select ALL that may apply.

- Hetorosexual
- LGTBQ+
- Racial and Ethnic minorities
- Women
- People with disabilities
- People with intersecting identities

**SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.**
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

- People with intersecting identities
- LGBTQ+
- Racial and Ethnic minorities
- Women
- People with disabilities

Select the level of priority:

- 0 Not at all a priority
- 1 Low priority
- 2 Medium priority
- 3 High priority
- 4 Very high priority
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

68 Responses

- Yes: 18
- No: 4
- Do not know: 51
- I have not noticed any change: 24

Red represents LGTBQ+ and blue represents heterosexual.
How much would you like the CFI to offer seminars on racial and gender inequity in the sciences? This includes the CFI (EWIS/ReJUS) discussion group and having invited speakers.

**70 Responses**

- **0** Not at all
- **1** Very Much

**Responses by Heterosexual and LGTBQ+**

- Heterosexual: 1, 19, 22, 25, 0
- LGTBQ+: 100

**Total Responses:** 70
How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 Responses

Not at all 1 2 3 4 Very Much

0 1 2 3 4

0 1 2 3 4

Heterosexual LGTBQ+

RESPONDERS

0.00% 25.00% 50.00% 75.00% 100.00%
At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply.

66 Responses

- Attending seminars: 79%
- Attending workshops: 100%
- Leading discussions on race and gender inequity: 69%
- Inclusion in faculty hiring committees: 67%
- No involvement is necessary, as I think this is primarily for t...: 0%

Other responses:
- Other: 1
- Other: 2
- Other: 3
Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.
How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

<table>
<thead>
<tr>
<th></th>
<th>Not satisfied</th>
<th>At all</th>
<th>Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>1</td>
<td>45</td>
</tr>
<tr>
<td>1</td>
<td>9</td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td>2</td>
<td>24</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>33</td>
<td></td>
</tr>
</tbody>
</table>

70 Responses

- **Heterosexual**
- **LGBTQ+**
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?

70 Responses

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

0 Strongly Disagree
1 Agree
2 Very Agree
3 Strongly Agree
4 Strongly Strongly Agree

70 Responses

- Heterosexual: 1, 6, 18, 33, 40, 34
- LGTBQ+: 0, 0, 0, 67, 0

Respondents by Sexual Orientation
SECTION 3. BIAS.

In your time at the CFI, have you engaged in any implicit bias training? This could include taking any of the following training or others.

67 Responses

- Harvard Implicit Bias assessment: 33 respondents
- Office of Equity and Diversity training (ECHO): 33 respondents
- Bias Cleanse by The Kirwan Institute: 12 respondents
- Equity Diversity and Inclusion Course from NIH: 0 respondents
- I have not taken any bias training: 39 respondents
- Other: 1: 1 respondent
- Other: 2: 1 respondent
- Other: 3: 1 respondent
- Other: 4: 1 respondent
- Other: 5: 1 respondent
- Other: 6: 1 respondent

% RESPONDERS

- Heterosexual
- LGTBQ+
If applicable to you, why have you not engaged in any implicit bias training at the CFI? Select as many as are applicable.

34 Responses

- I was unaware of where to find resources: 27 respondents (33% Heterosexual, 33% LGBTQ+)
- I do not have time: 10 respondents (0% Heterosexual, 0% LGBTQ+)
- It's not a requirement for my work at the UMN: 18 respondents (33% Heterosexual, 33% LGBTQ+)
- I think the training is not useful: 1 respondent (1% Heterosexual, 0% LGBTQ+)
- I am planning to do so in the near future: 18 respondents (33% Heterosexual, 33% LGBTQ+)
- Other: 7 respondents (0% Heterosexual, 0% LGBTQ+)
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

![Bar chart showing responses]

- **Yes**: 18 (Heterosexual: 18, LGTBQ+: 0)
- **No**: 24 (Heterosexual: 24, LGTBQ+: 33)
- **Depends on the situation**: 67 (Heterosexual: 45, LGTBQ+: 67)
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such as microaggressions, invalidation, or microassaults?

69 Responses

Yes, I am prepared: 24 responses
No: 22 responses
Sometimes, depending on the situation: 67 responses (52 heterosexual, 15 LGTBQ+)
If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable

54 Responses

- I don't know how to do it: 25 (Heterosexual) 33 (LGBTQ+)
- I don't feel confident enough to do it: 24 (Heterosexual) 33 (LGBTQ+)
- I don't trust that anything meaningful will be done about it: 4 (Heterosexual) 67 (LGBTQ+)
- I don't want to get myself in trouble/embarrass me or oth...: 0 (Heterosexual) 0 (LGBTQ+)
- Most situations of 'microaggressions' are not a bi...: 0 (Heterosexual) 6 (LGBTQ+)
- The situation can be better handled by the people involved: 0 (Heterosexual) 0 (LGBTQ+)
- I'm afraid it will have unintended consequences: 43 (Heterosexual) 43 (LGBTQ+)

Other: 1
Other: 2
Other: 3
Other: 4
If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable.

41 Responses

- I don't know how to do it: 16
- I don't feel confident enough to do it: 24
- I'm uncomfortable with confrontation: 30
- I don't think my actions will make a difference: 13
- I don't want to get myself in trouble/embarrass myself...: 19
- I'm afraid it will have unintended consequences: 24
- Other: 1
- Other: 2
- Other: 3

Other:

Other 1: 1
Other 2: 1
Other 3: 1

% Responders

- Heterosexual
- LGTBQ+

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Main takeaways

1. **Responders:** 82.4%.

2. People in all CFI groups believe that CFI should make it a priority to hire, retain, and promote racial minorities.

3. People in all CFI groups are interested in CFI offering seminars and discussions on racial and gender inequity. Women, trainees, and LGBTQ+ people were the most interested.

4. Many people in CFI reported not having bias training and few reported being comfortable responding to situations of bias.

5. More than half of CFI members reported feeling diminished, dismissed, or ignored, or experienced discrimination at times.