

# CFI Climate Survey Data

October 2020



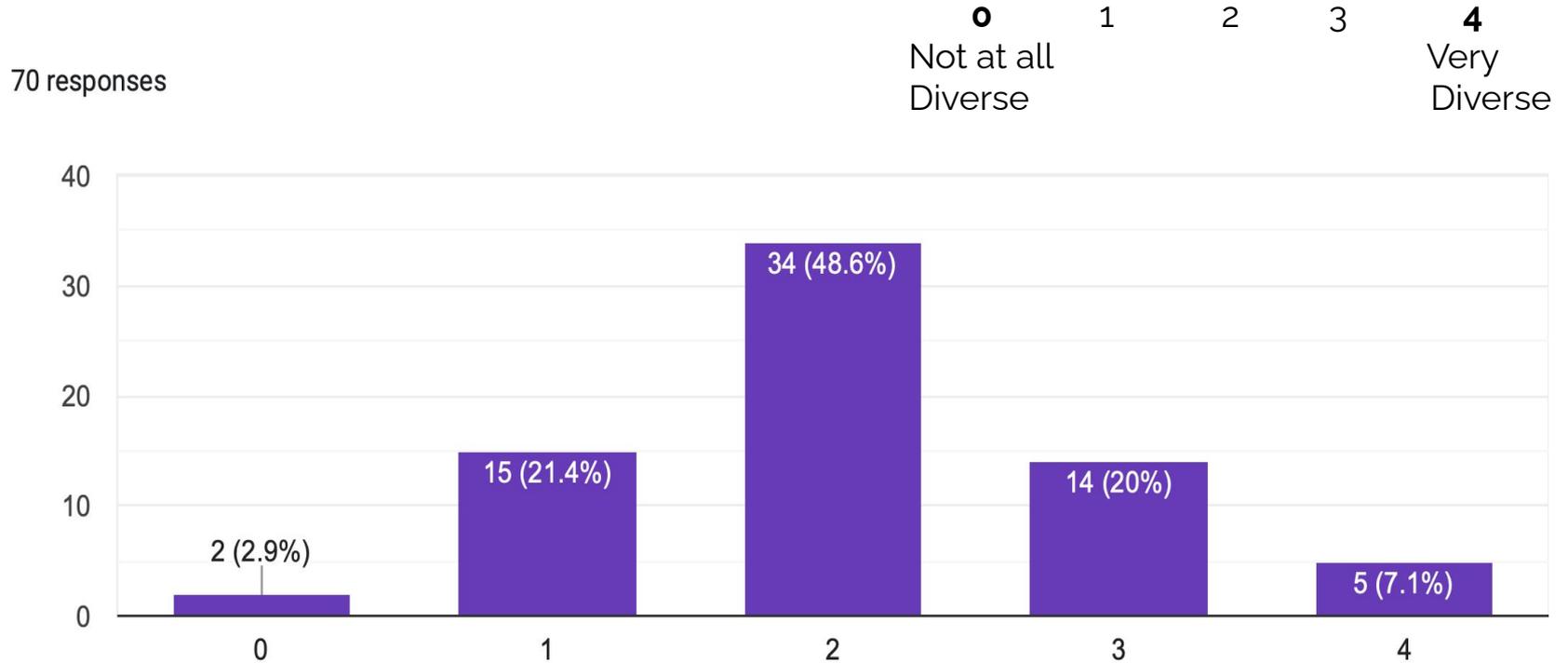
UNIVERSITY OF MINNESOTA  
Driven to Discover<sup>SM</sup>

# Index

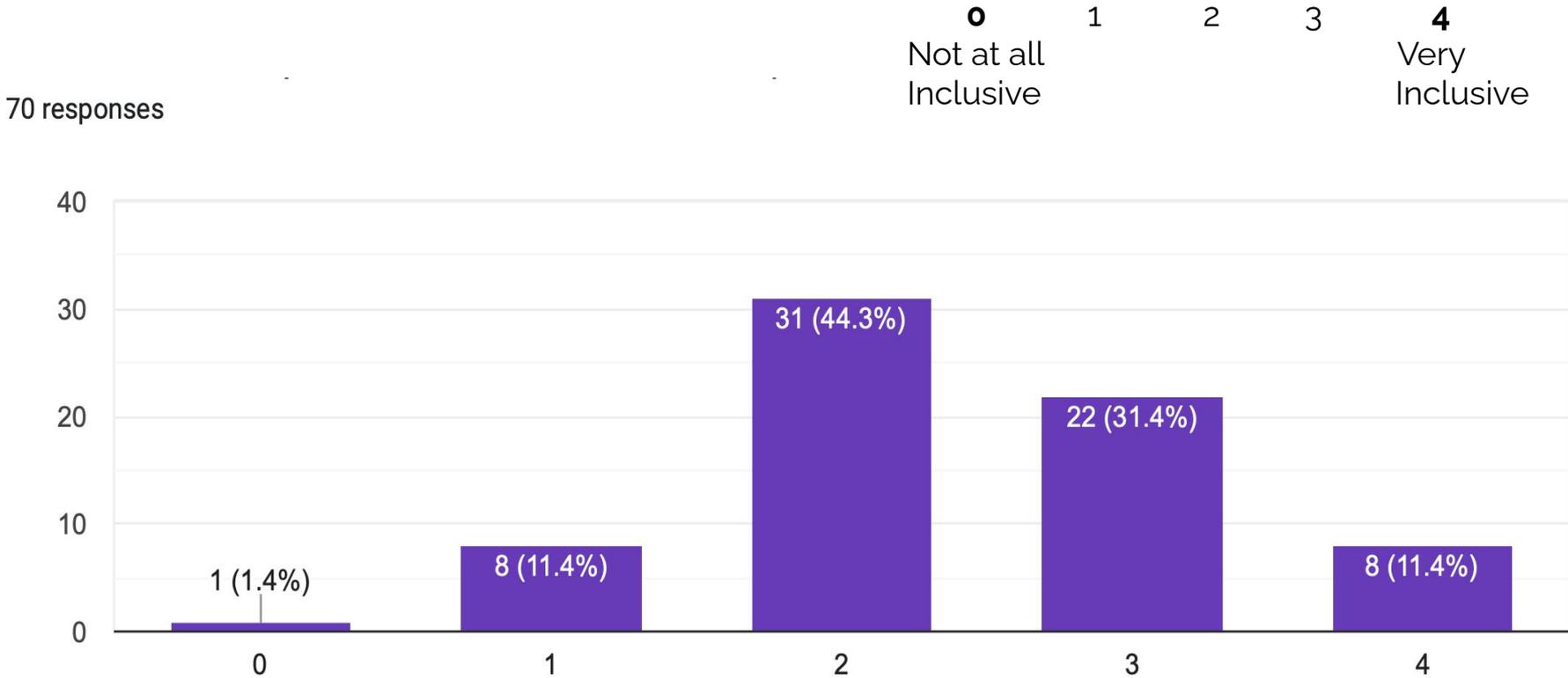
<b>SECTION 1.</b> Working and training at the CFI.	<u>3</u>
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## SECTION 1. WORKING AND TRAINING AT THE CFI.

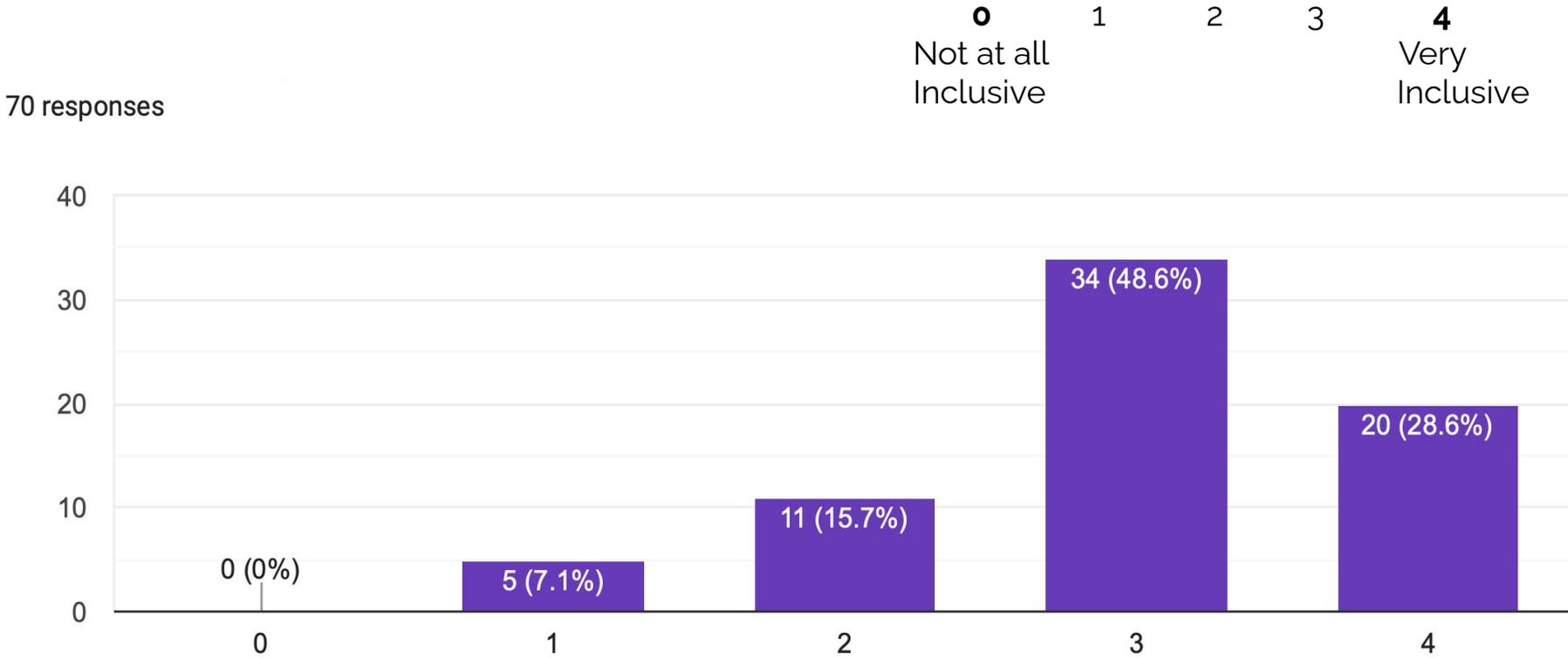
Do you consider the CFI to be a diverse work environment?



# How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?



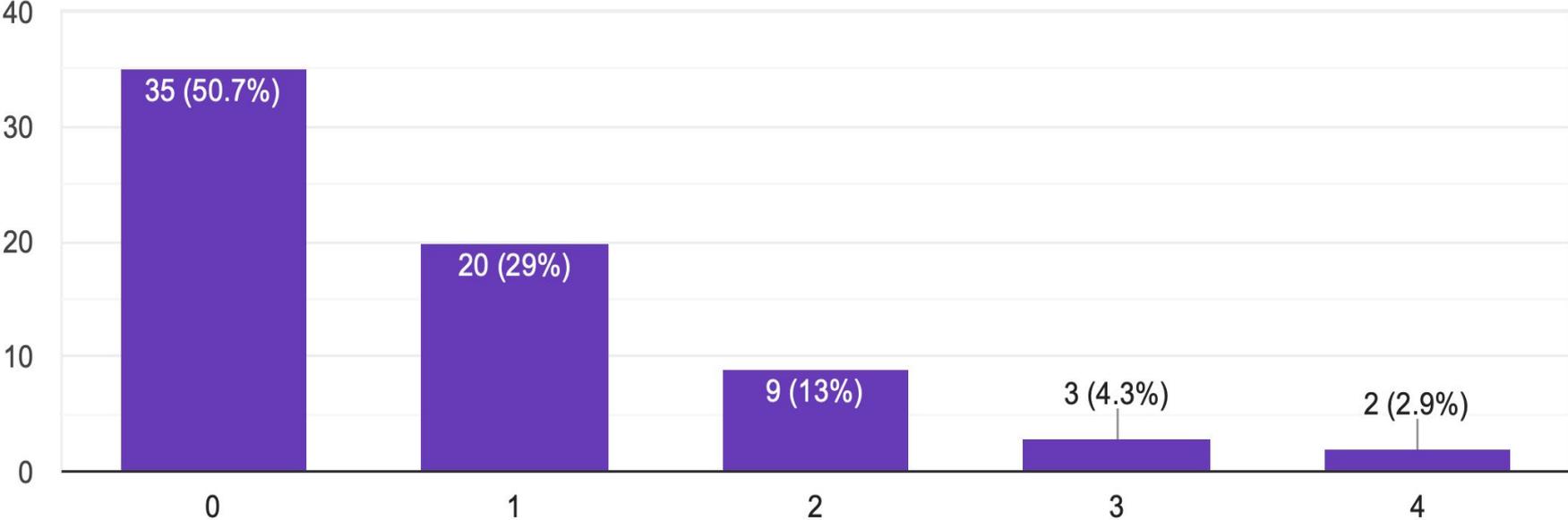
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# How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

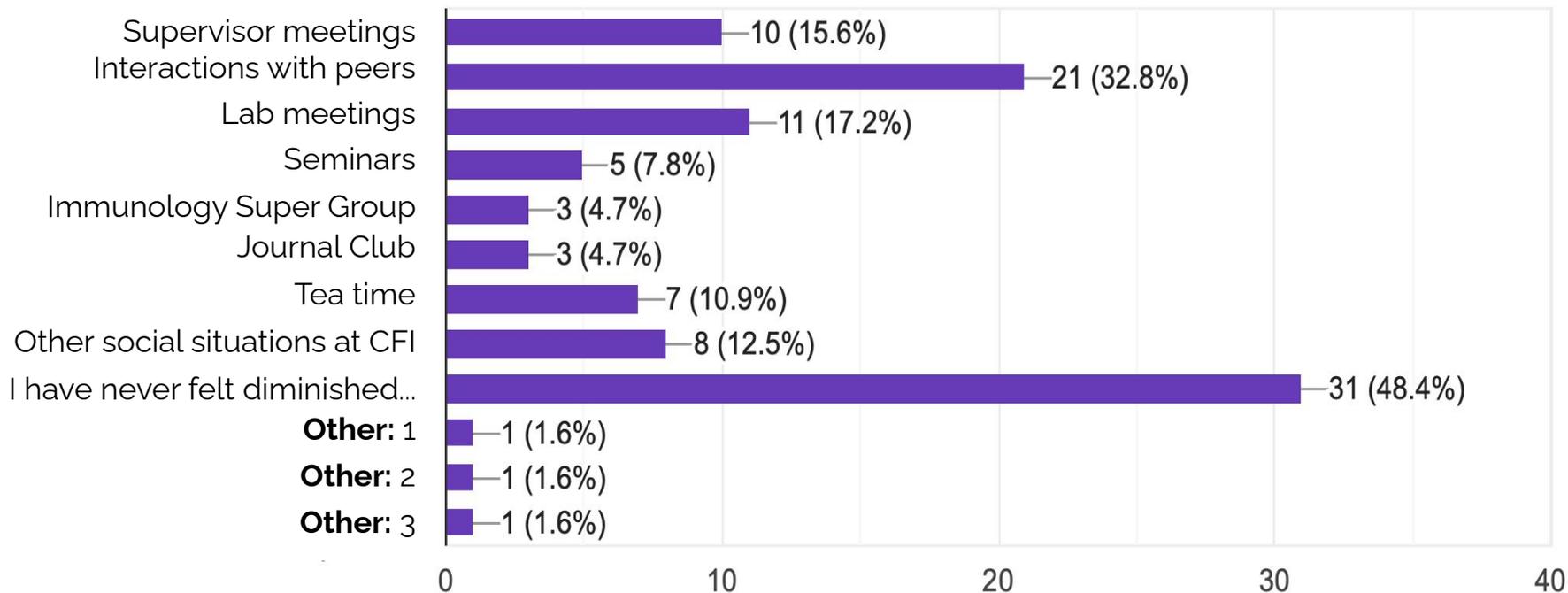
69 responses

0 None 1 2 3 4 Many



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

64 responses



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

In the “**Other Category**” we received these results:

How appears in the graph

Full description

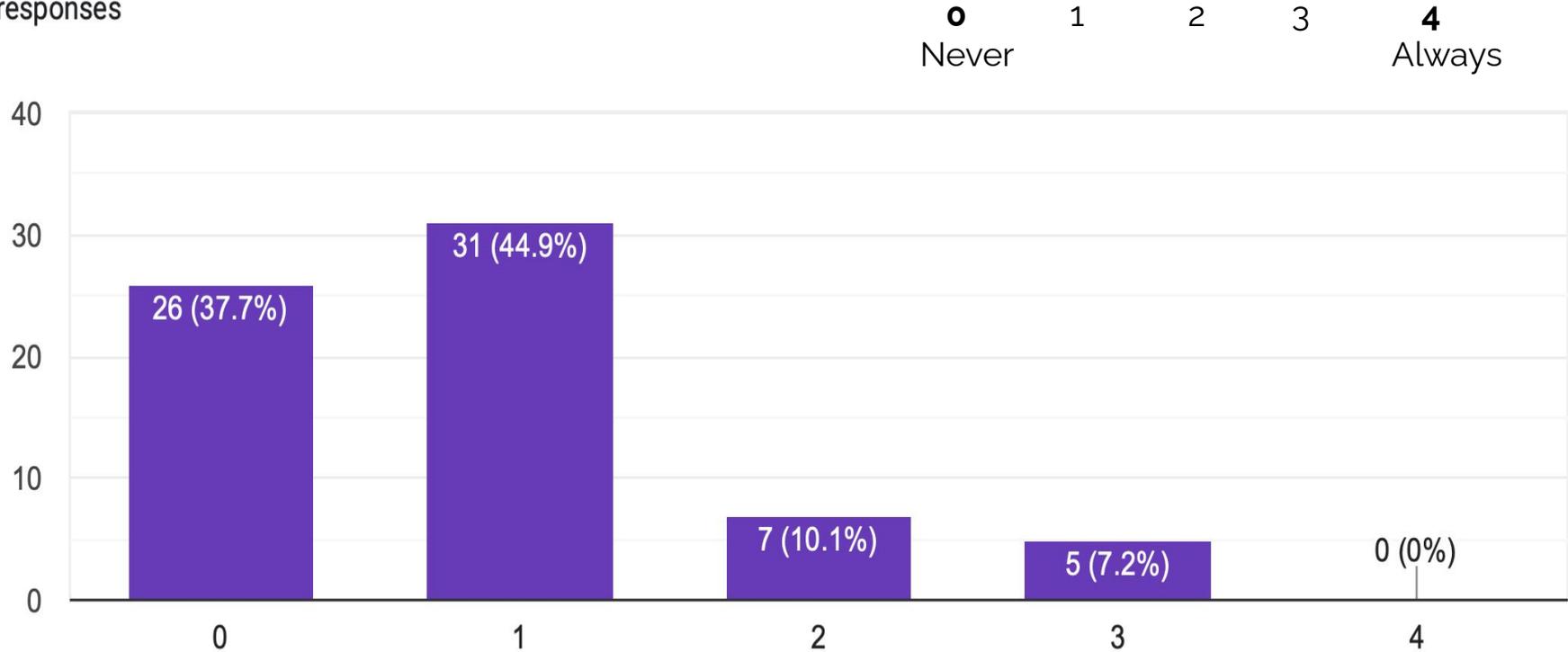
<b>Other: 1.</b>	Rare (and minor) interactions with other faculty
<b>Other: 2.</b>	I feel mildly (but not excessively) ignored and marginalized by faculty. I feel this is related to scientific status, not racial or gender status.
<b>Other: 3</b>	I feel the CFI goes above and beyond to offer opportunities for inclusion. And exclusion happens because I don't readily take advantage of it.

[Previous slide this section](#)

[Next](#)

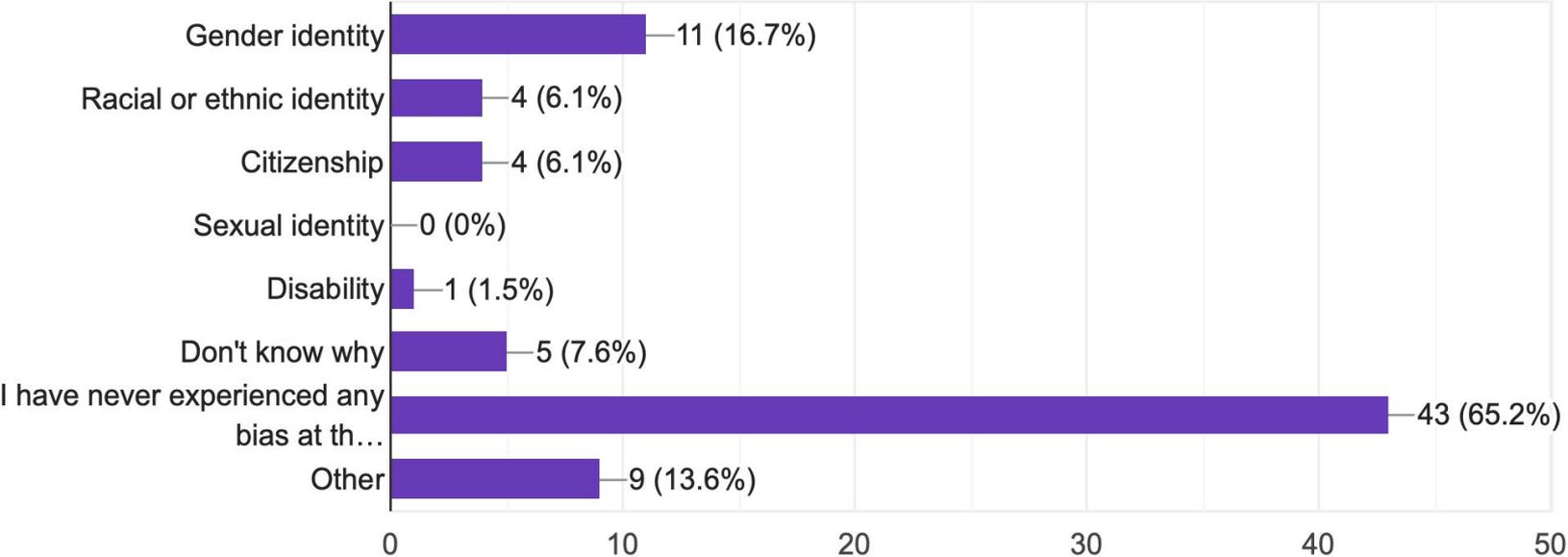
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69 responses



# I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

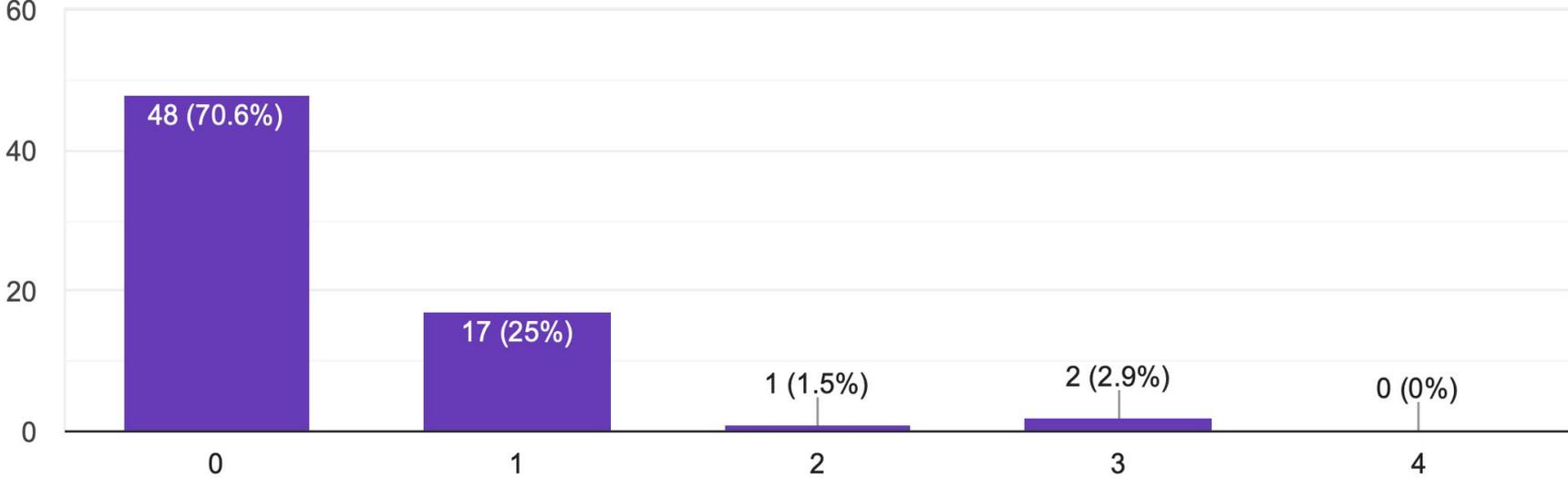
66 responses



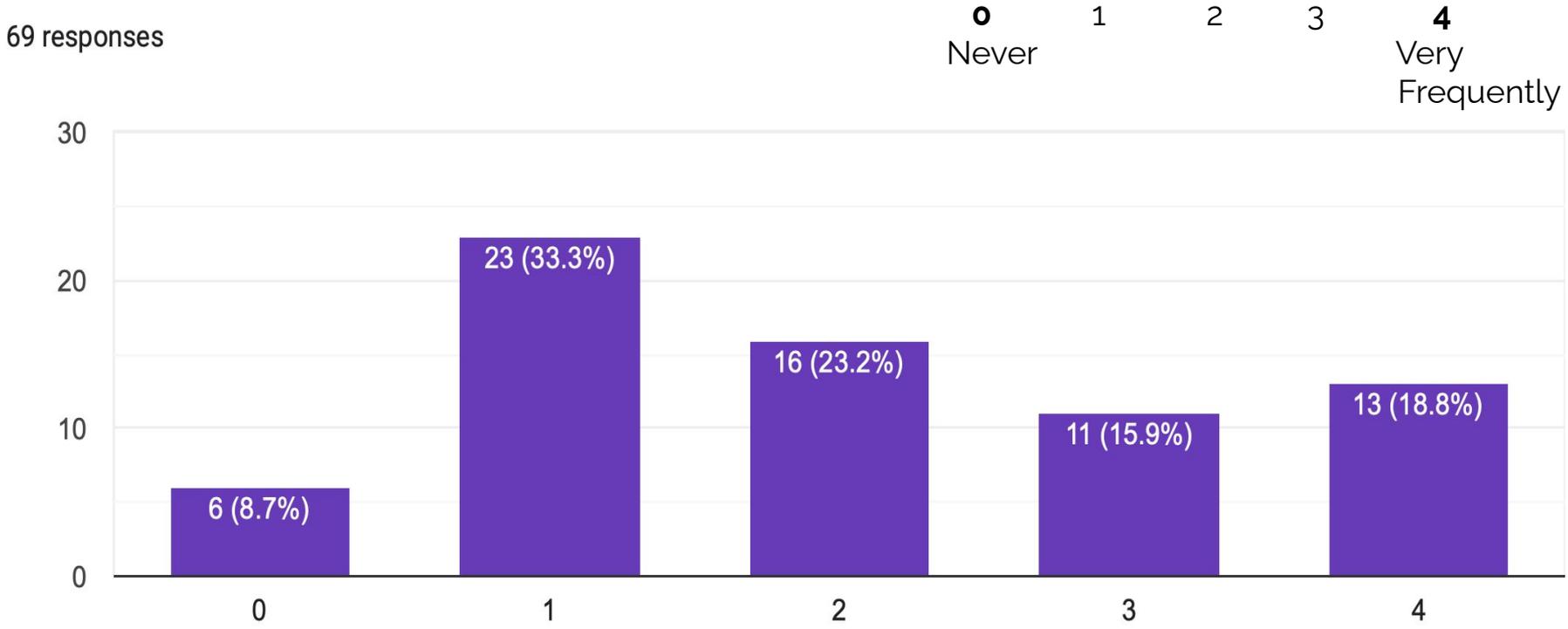
# How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

0 Never 1 2 3 4 Always

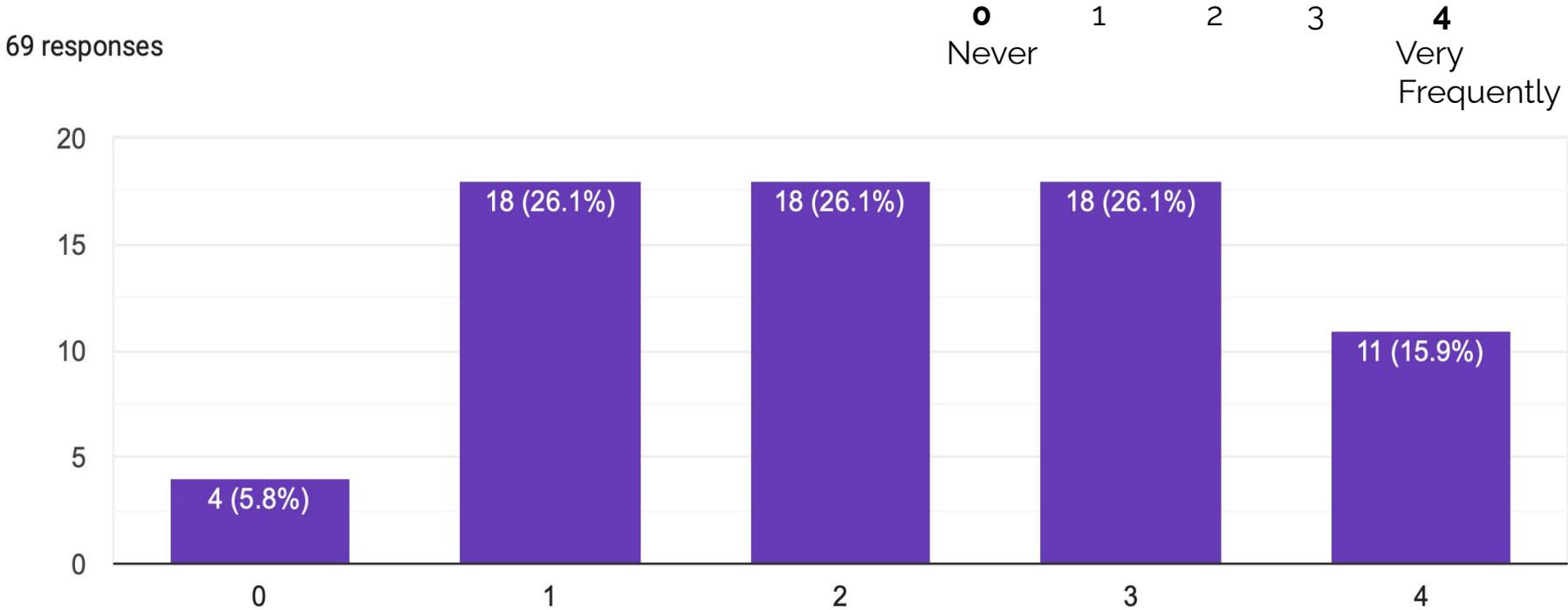
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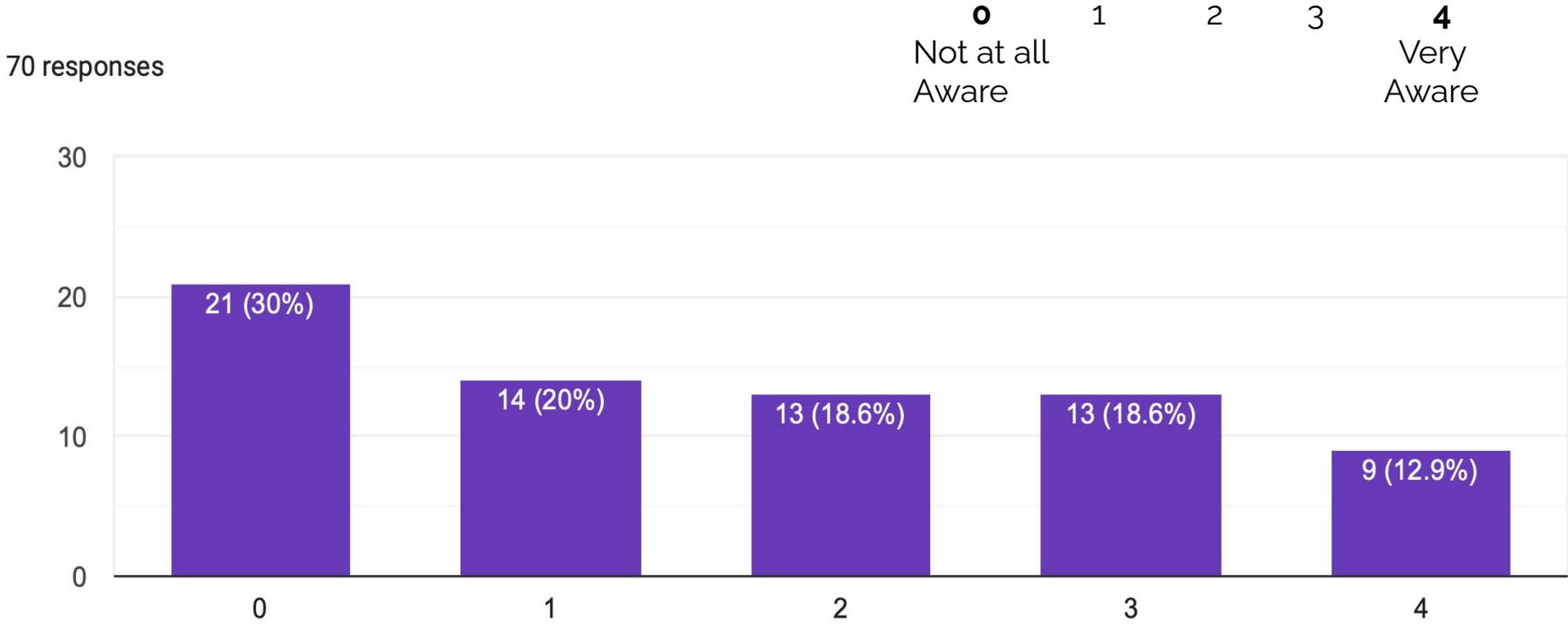
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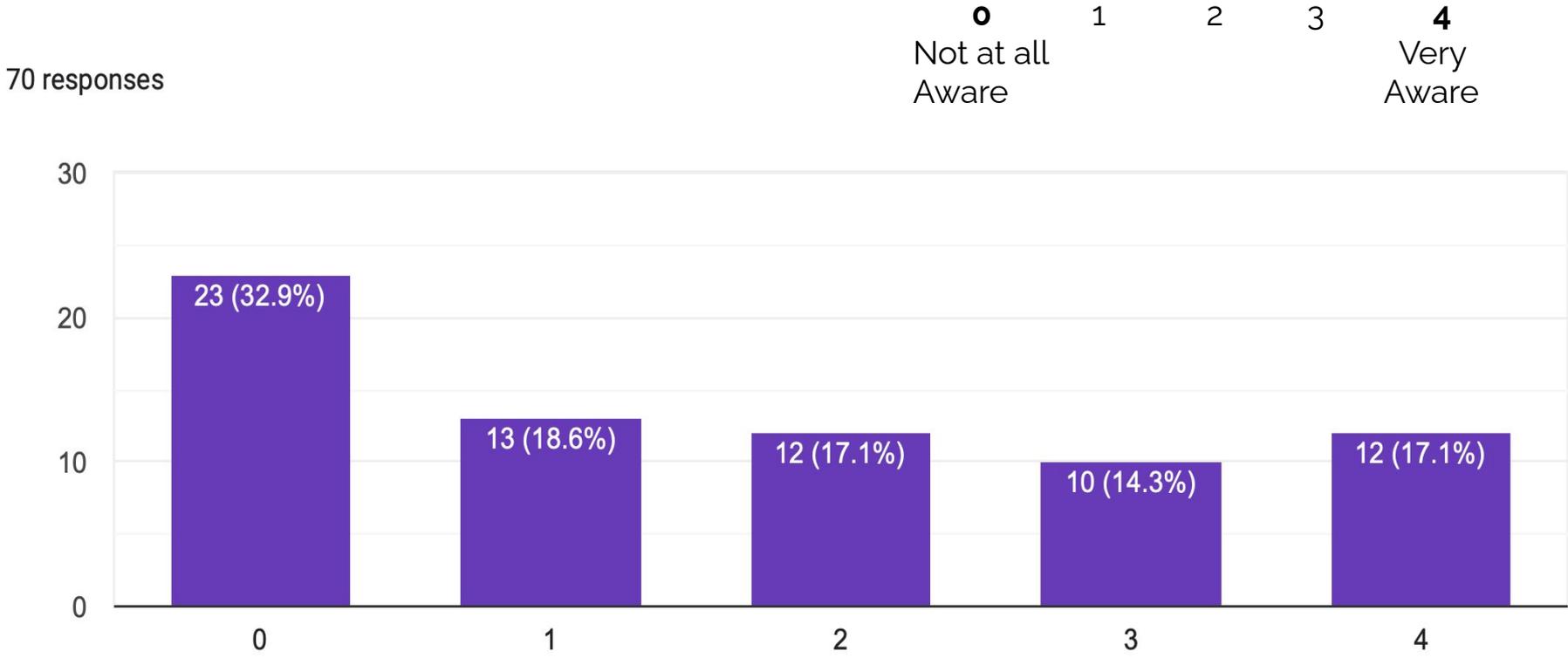
# During social situations like Tea Time, how frequently do you engage in conversations with individuals from racial or ethnic minority groups?



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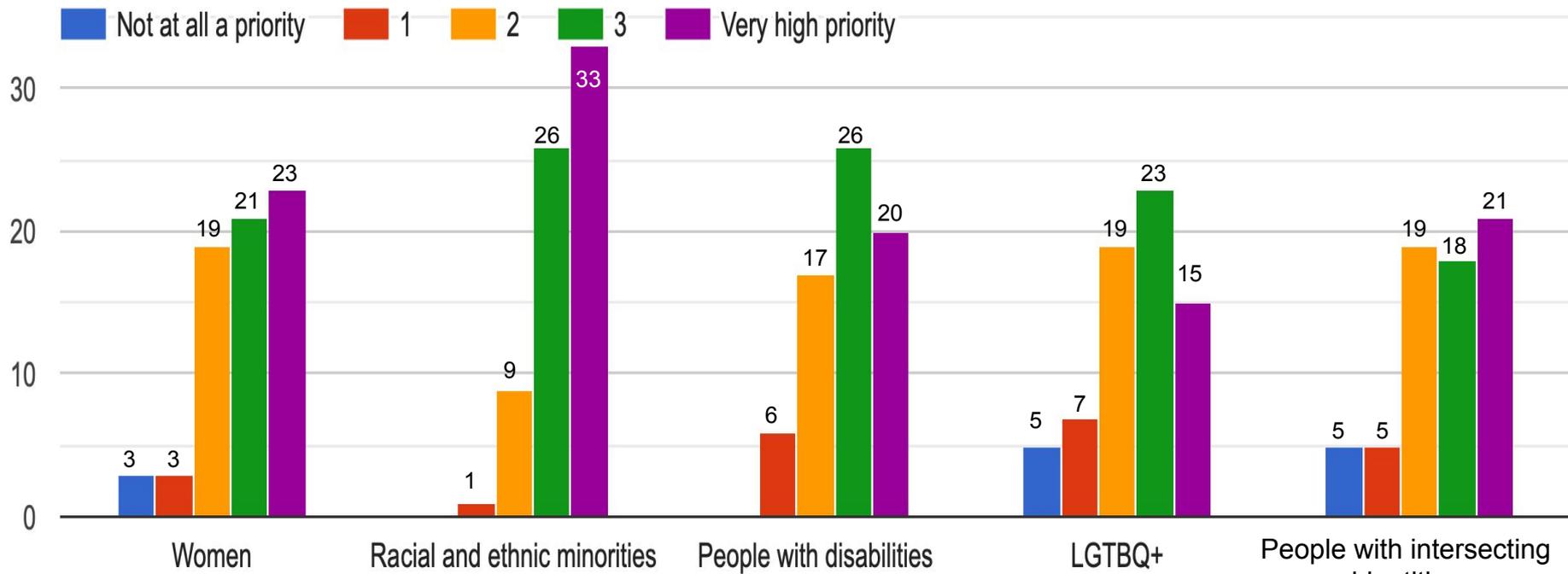


How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

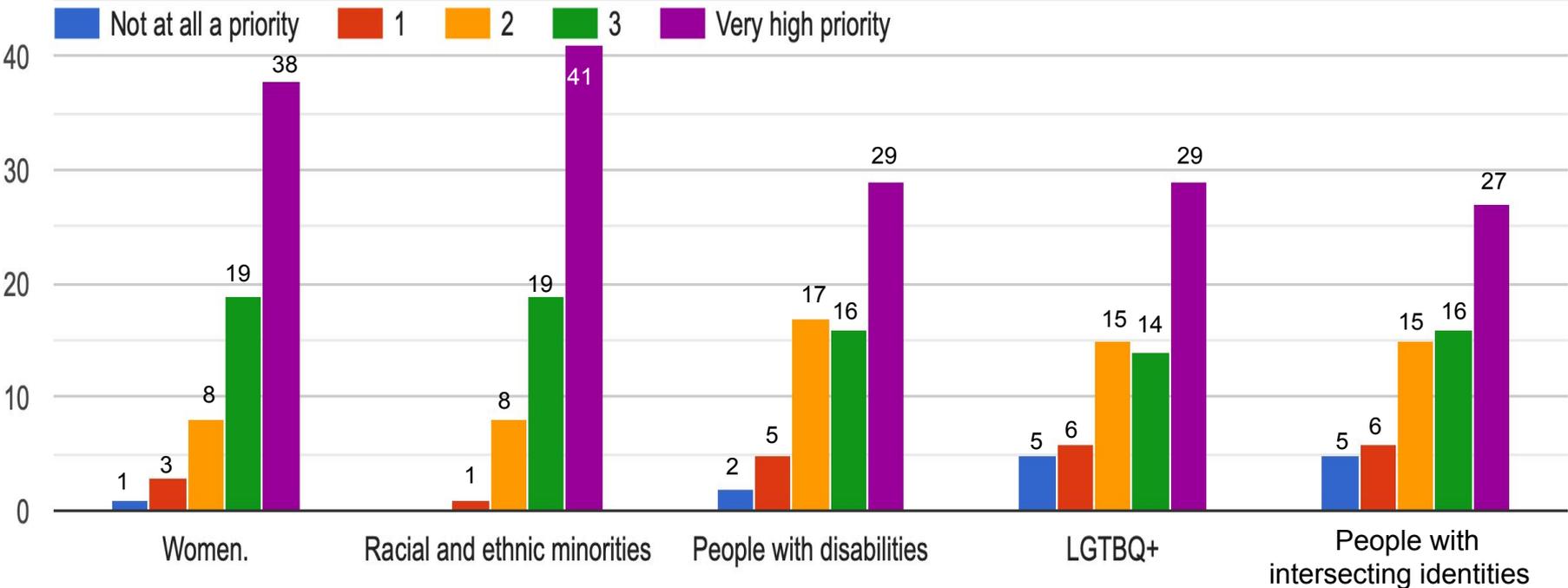


## SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

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

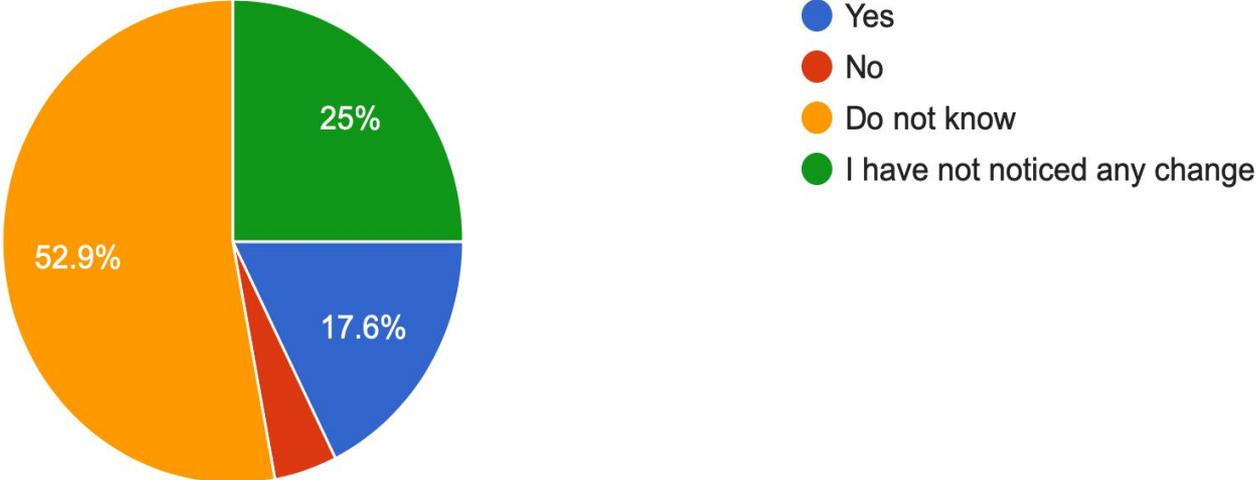


The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

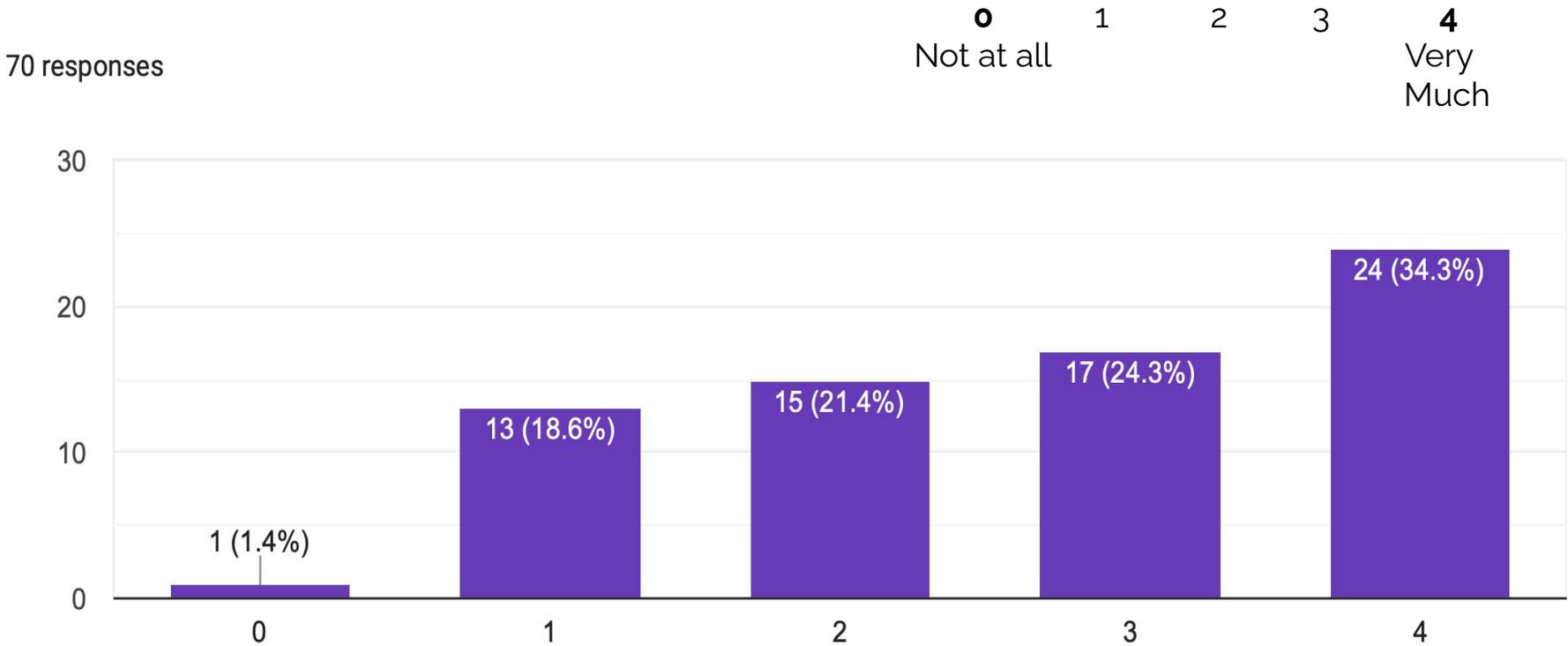


Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

68 responses



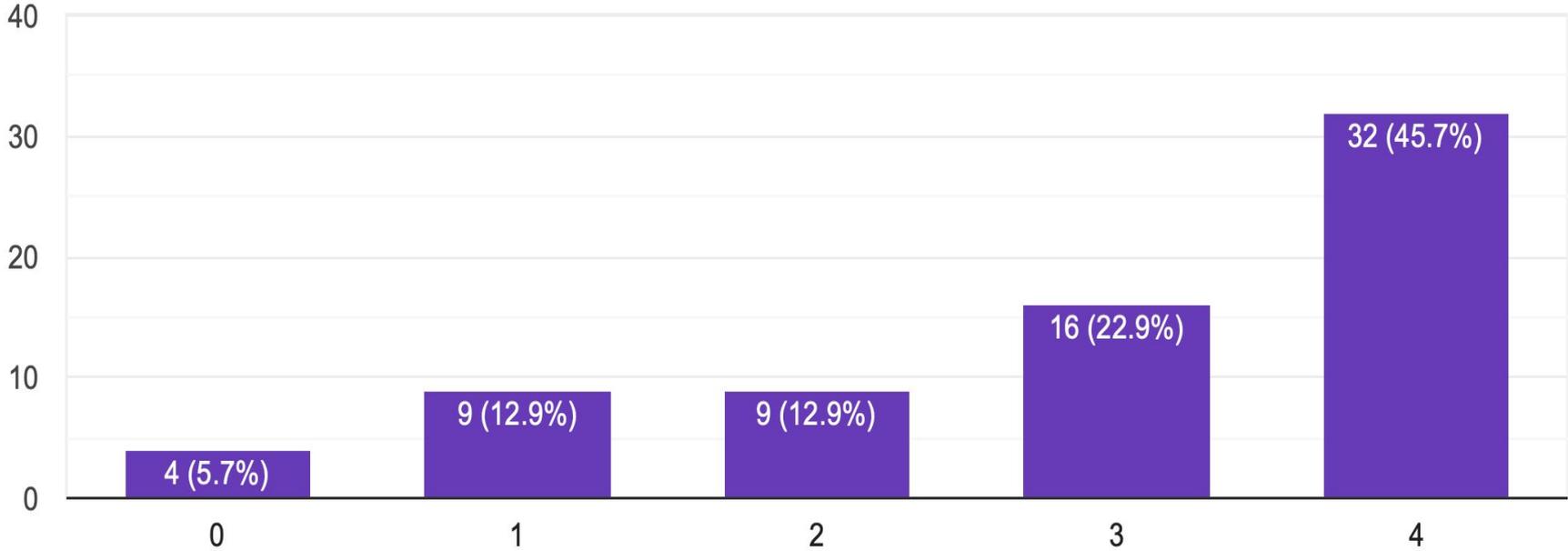
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# How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

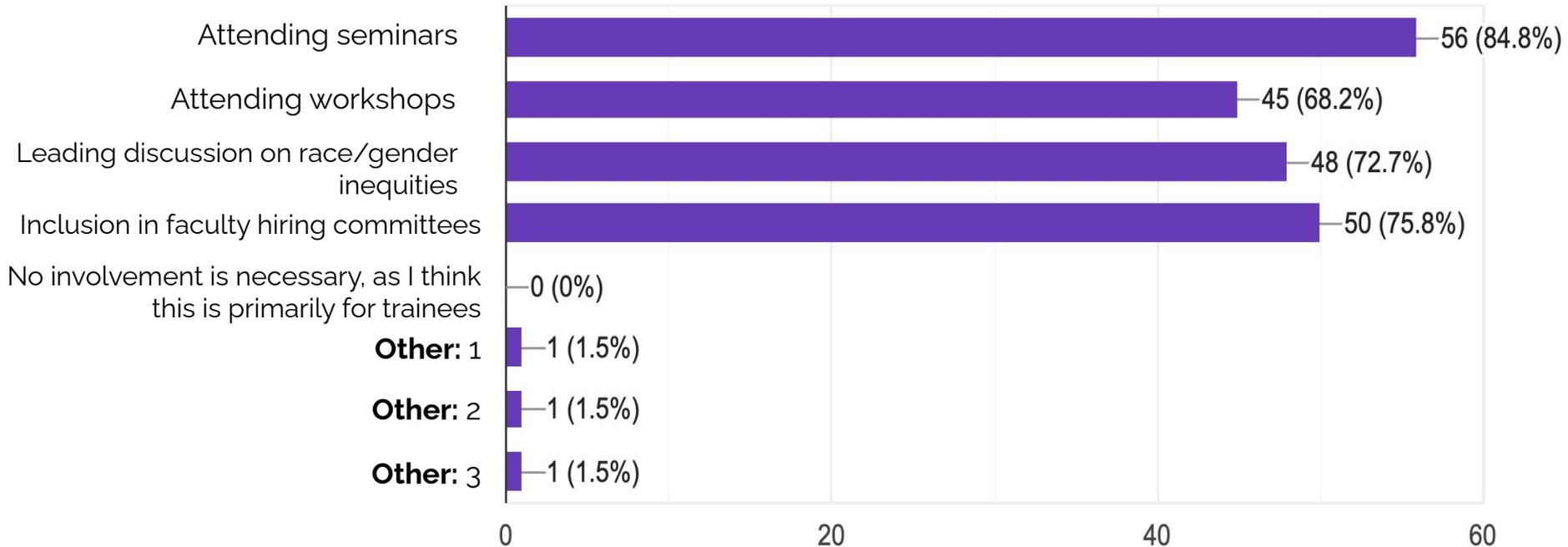
70 responses

0 Not at all 1 2 3 4 Very Much



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



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:

How appears in the graph

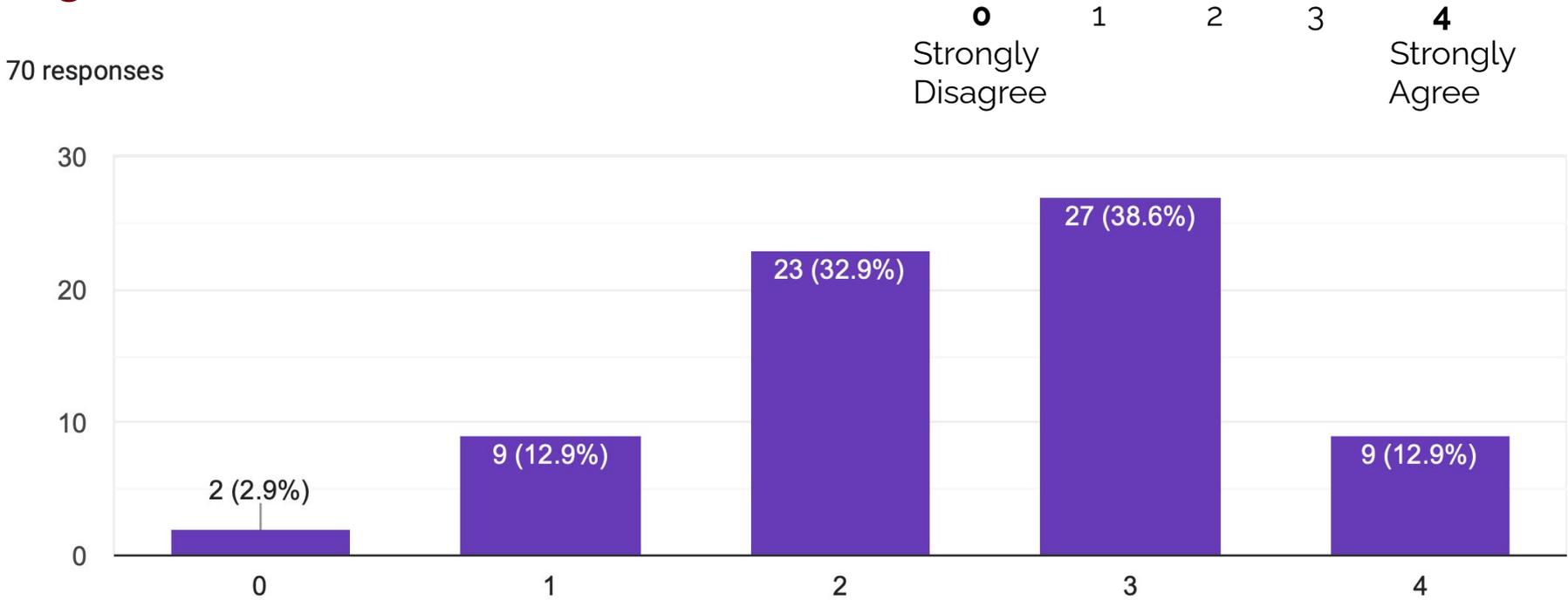
Full description

**Other: 1** Creating and sharing opportunities to engage on DEI work

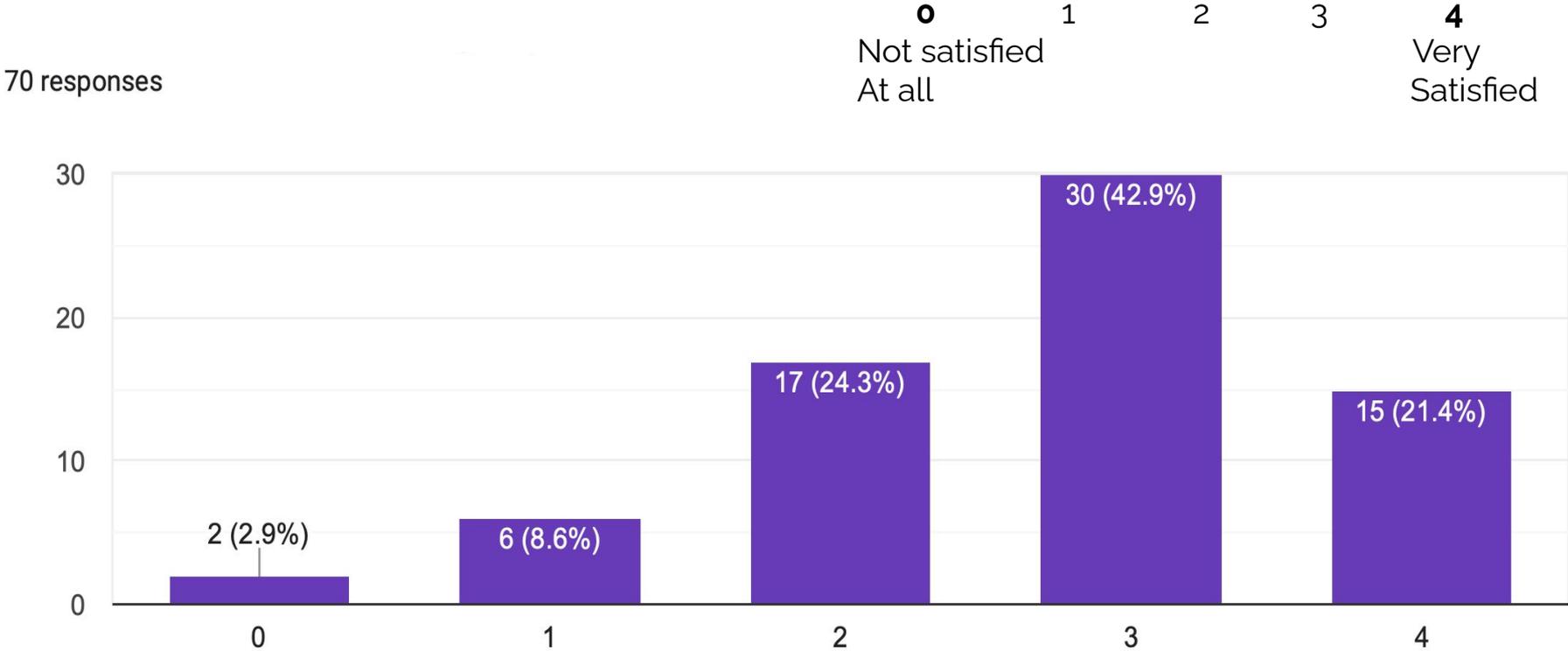
**Other: 2** These issues need to be at a higher level, Chairs, the Dean, the VP, President, Provost. The CFI Faculty do not have the power to promote/retain or higher, they can be on committees and rank URM faculty candidates, but the decisions and steps for change need to be implemented from the highest positions even though we want to see change.

**Other: 3** 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

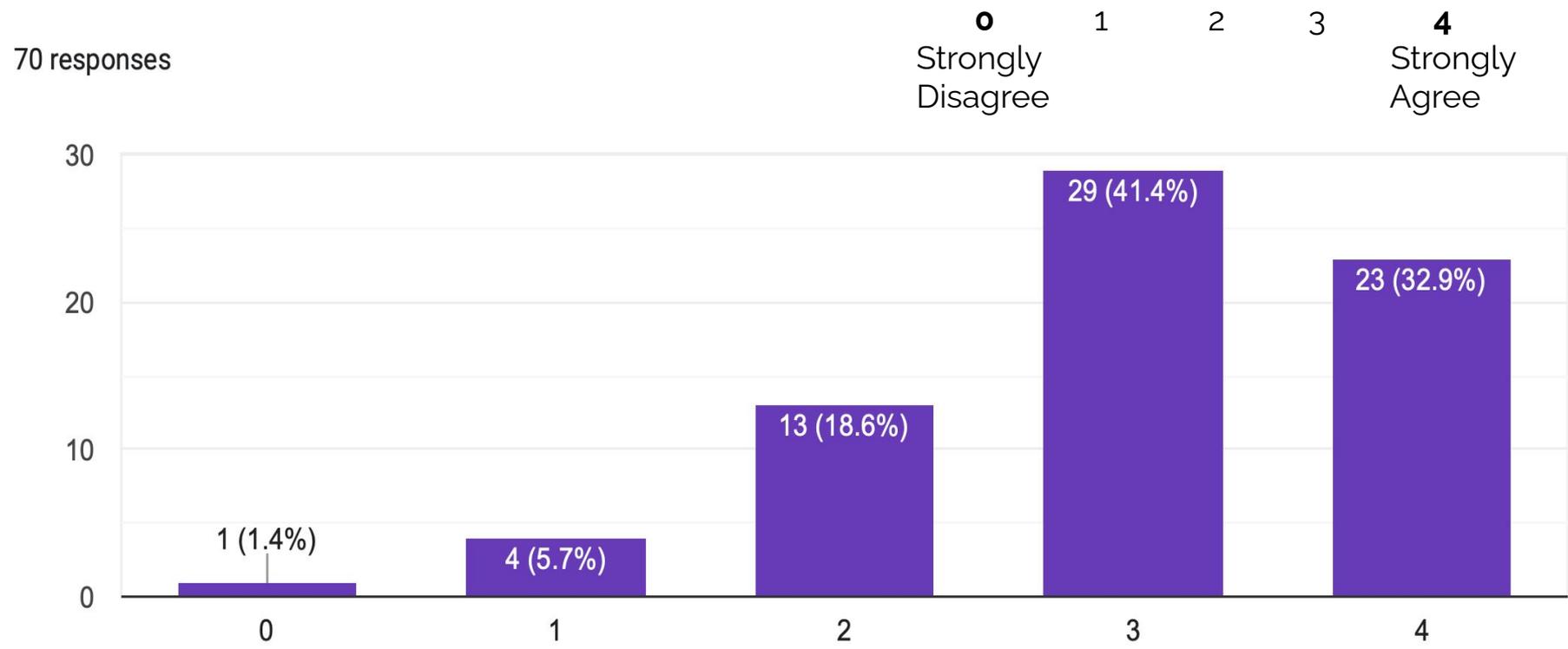
Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.



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



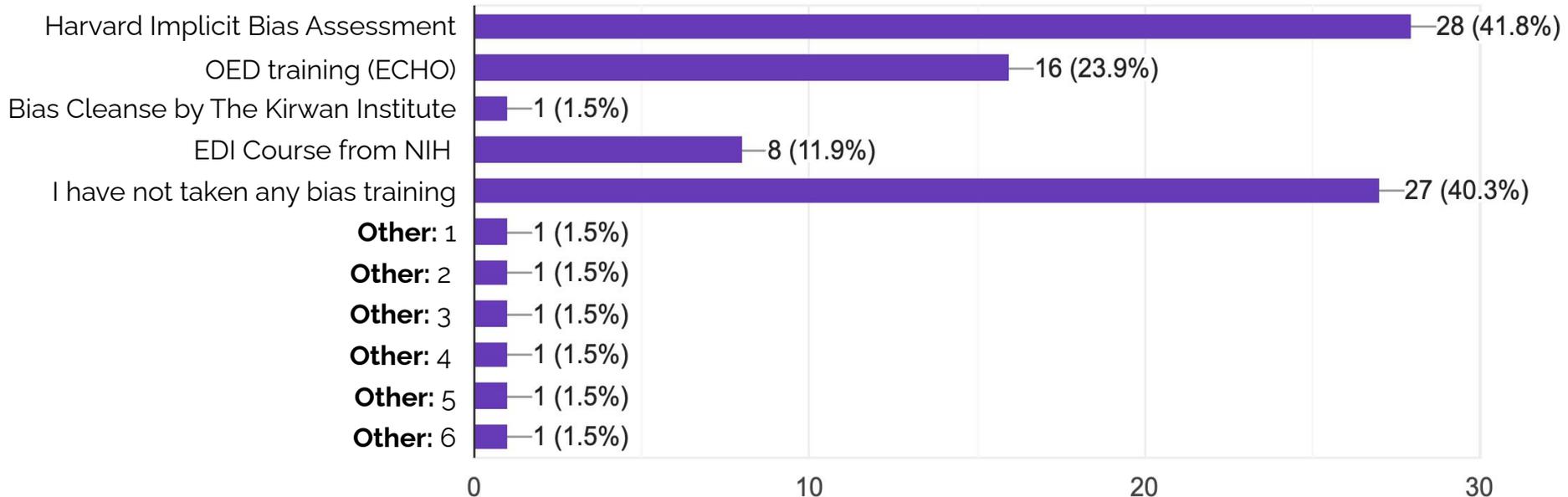
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?



## 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



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:

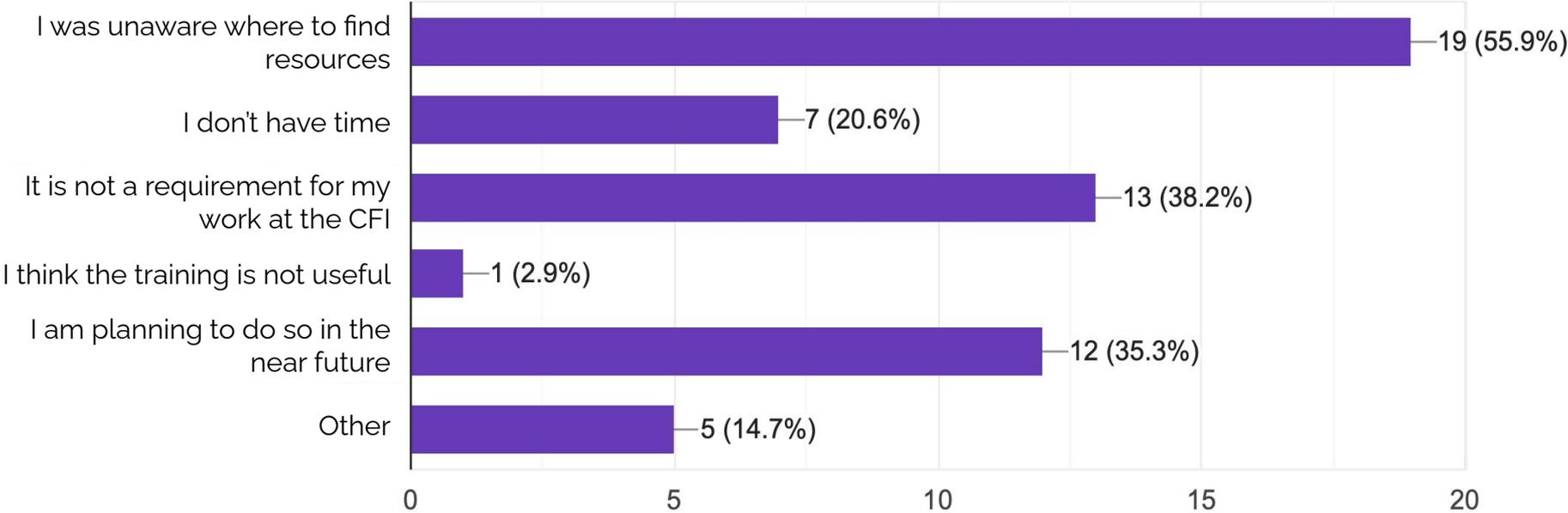
How appears in the graph

Full description

<b>Other: 1</b>	Unconscious Bias, Racism, Microaggressions, Upstander Training
<b>Other: 2</b>	UofM trainers
<b>Other: 3</b>	Some previously, but not while at the CFI
<b>Other: 4</b>	HHMI Teaching Assistant training, in which implicit bias training is a part of it
<b>Other: 5</b>	University training
<b>Other: 6</b>	I received bias training before starting at the CFI

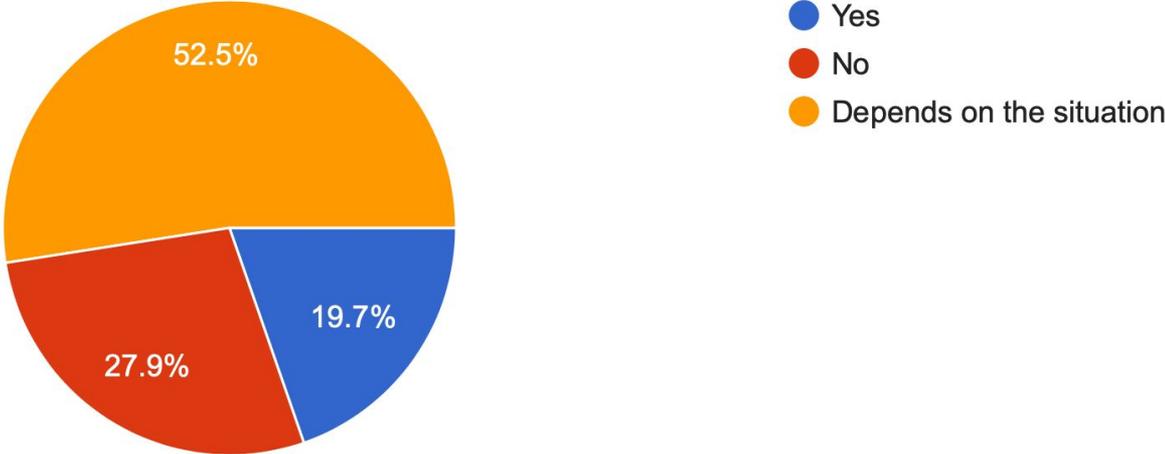
# If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

34 responses



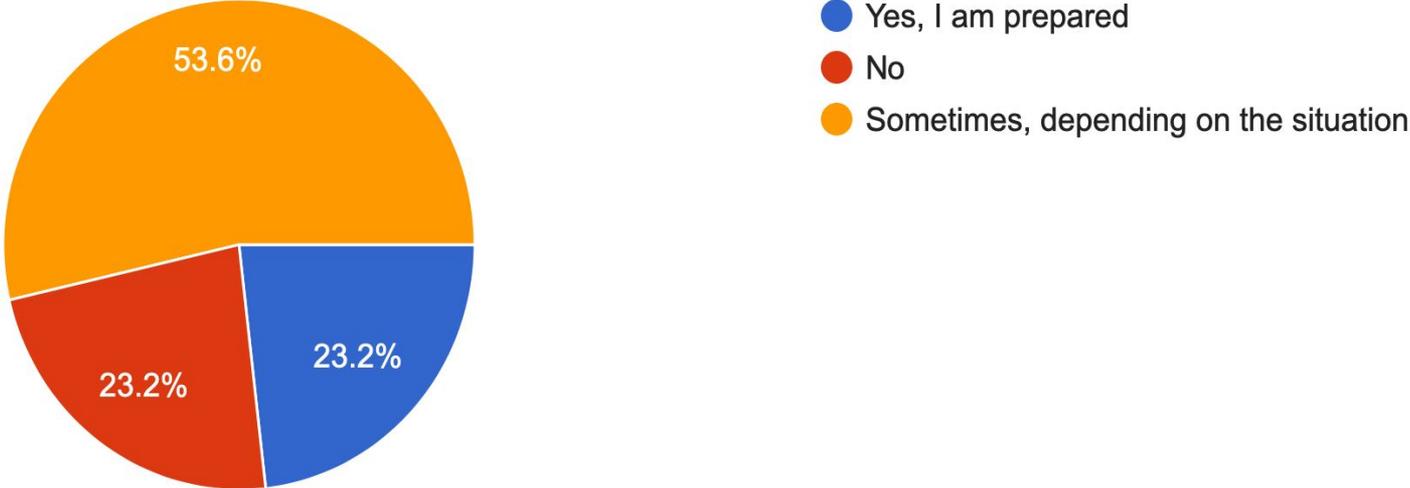
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

61 responses



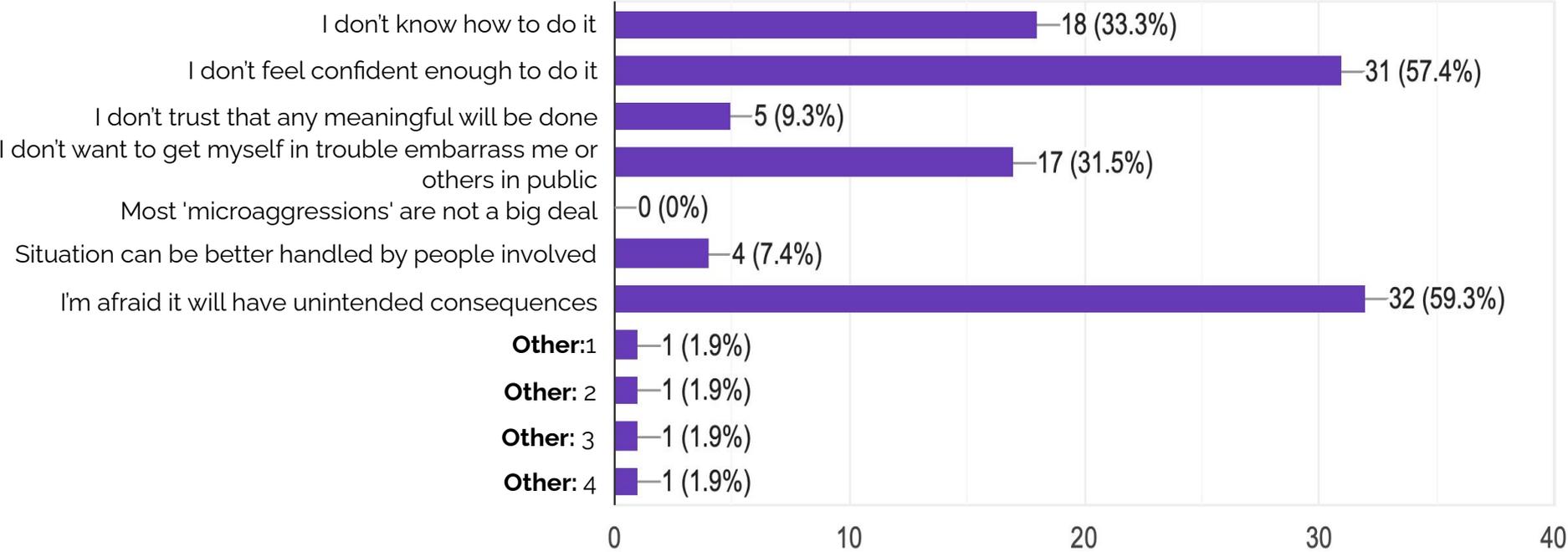
# If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such microaggressions, invalidation, or microassaults?

69 responses



# 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



## 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:

How appears in the graph

Full description

**Other: 1**

I would make things worse unintentionally

**Other: 2**

No problem with obvious cases but more subtle instances of bias can be harder to assess

**Other: 3**

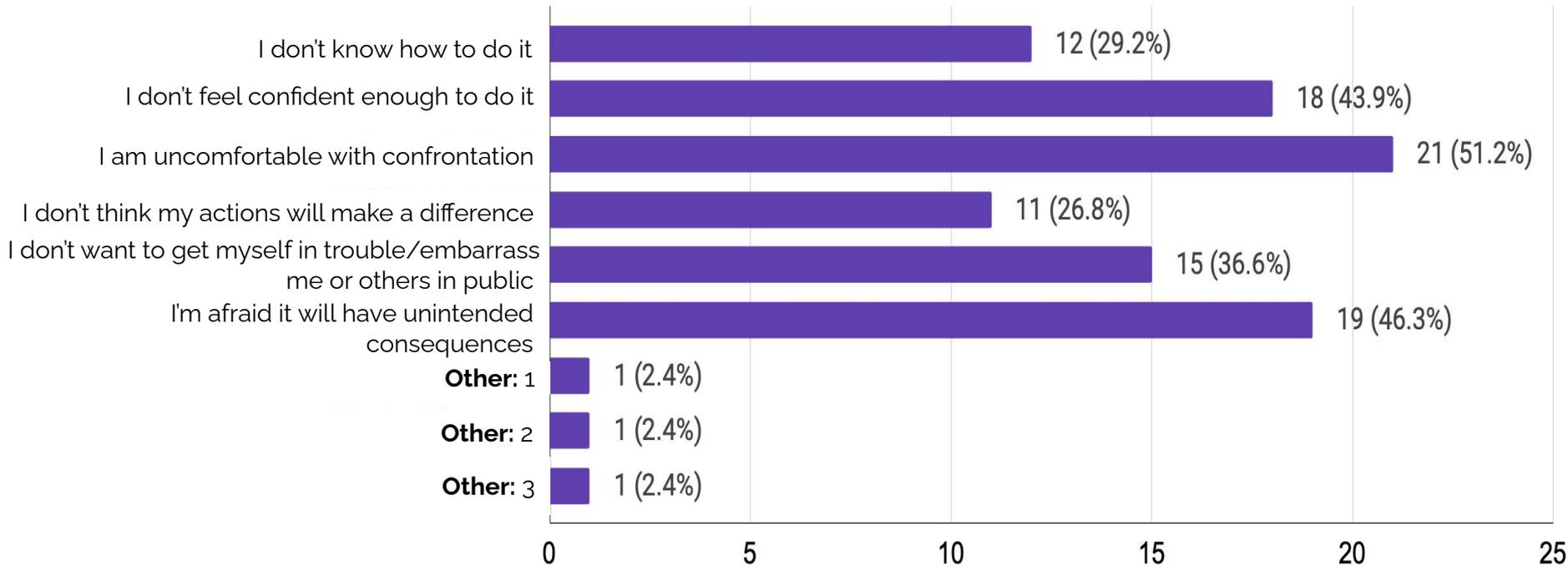
N/A

**Other: 4**

Sometimes it is better to intervene LATER, not in the moment

# 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



## 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:

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**Other: 1**

N/A

**Other: 2**

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.

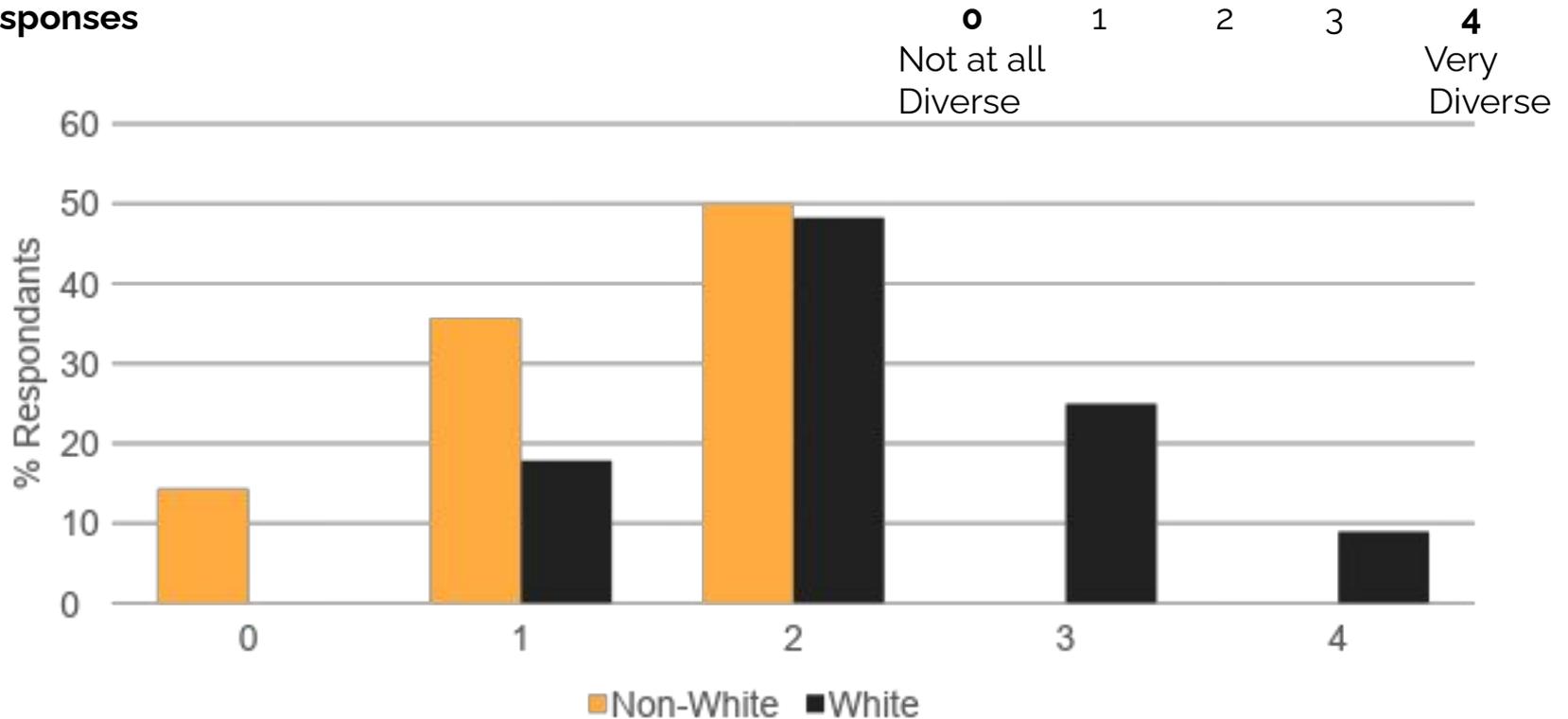
**Other: 3**

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.

## SECTION 1. WORKING AND TRAINING AT THE CFI.

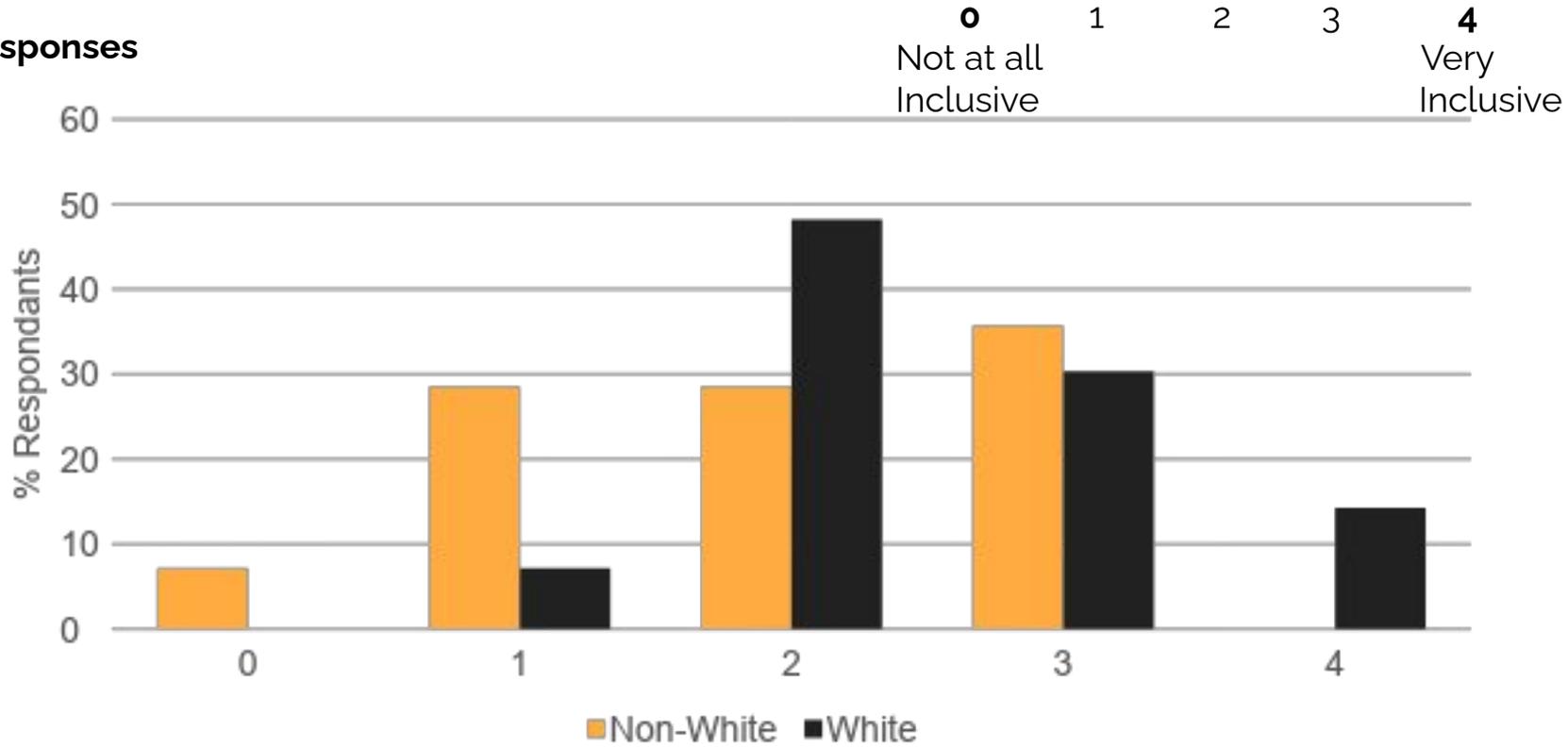
Do you consider the CFI to be a diverse work environment?

70 Responses



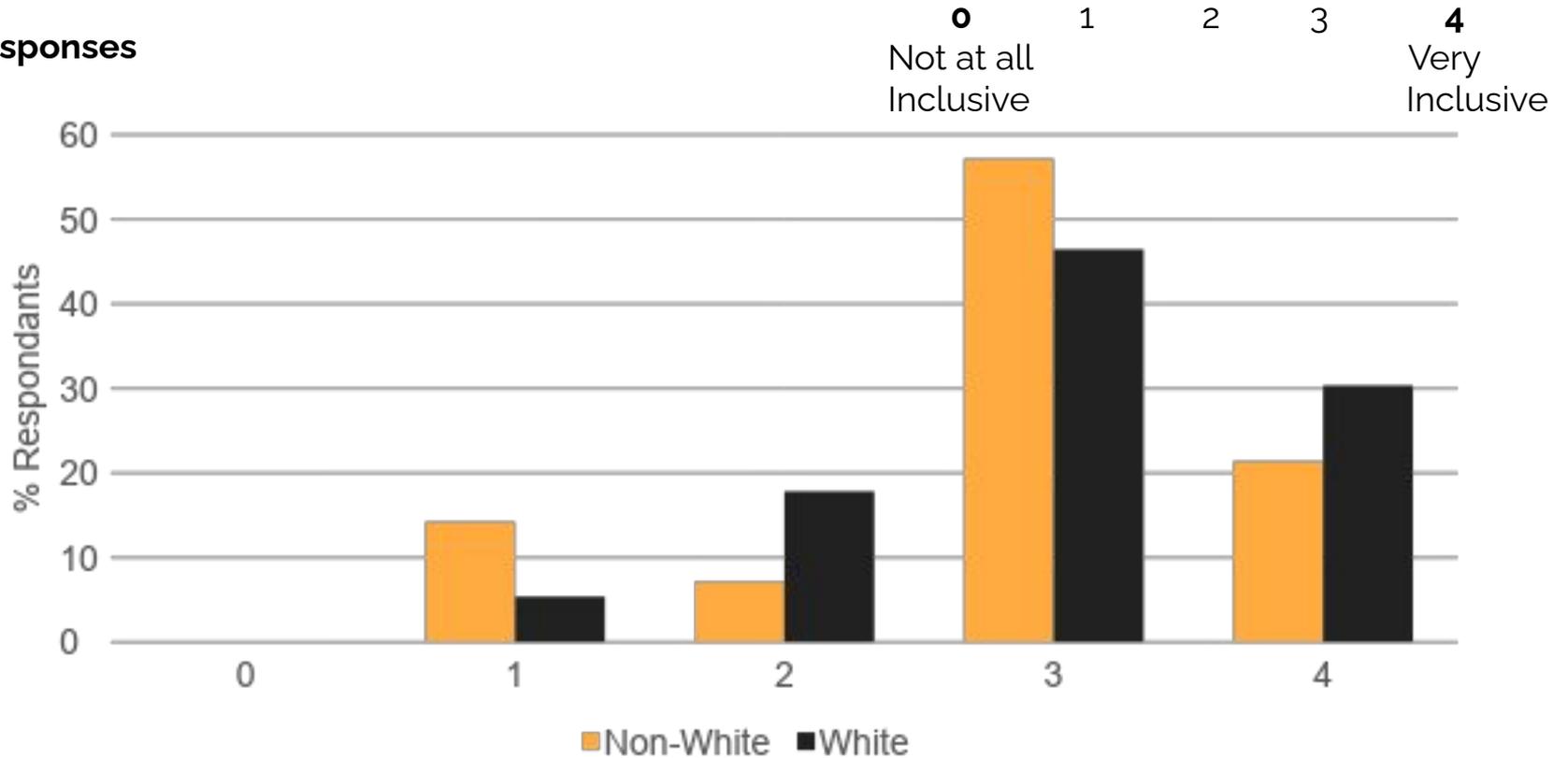
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70 Responses



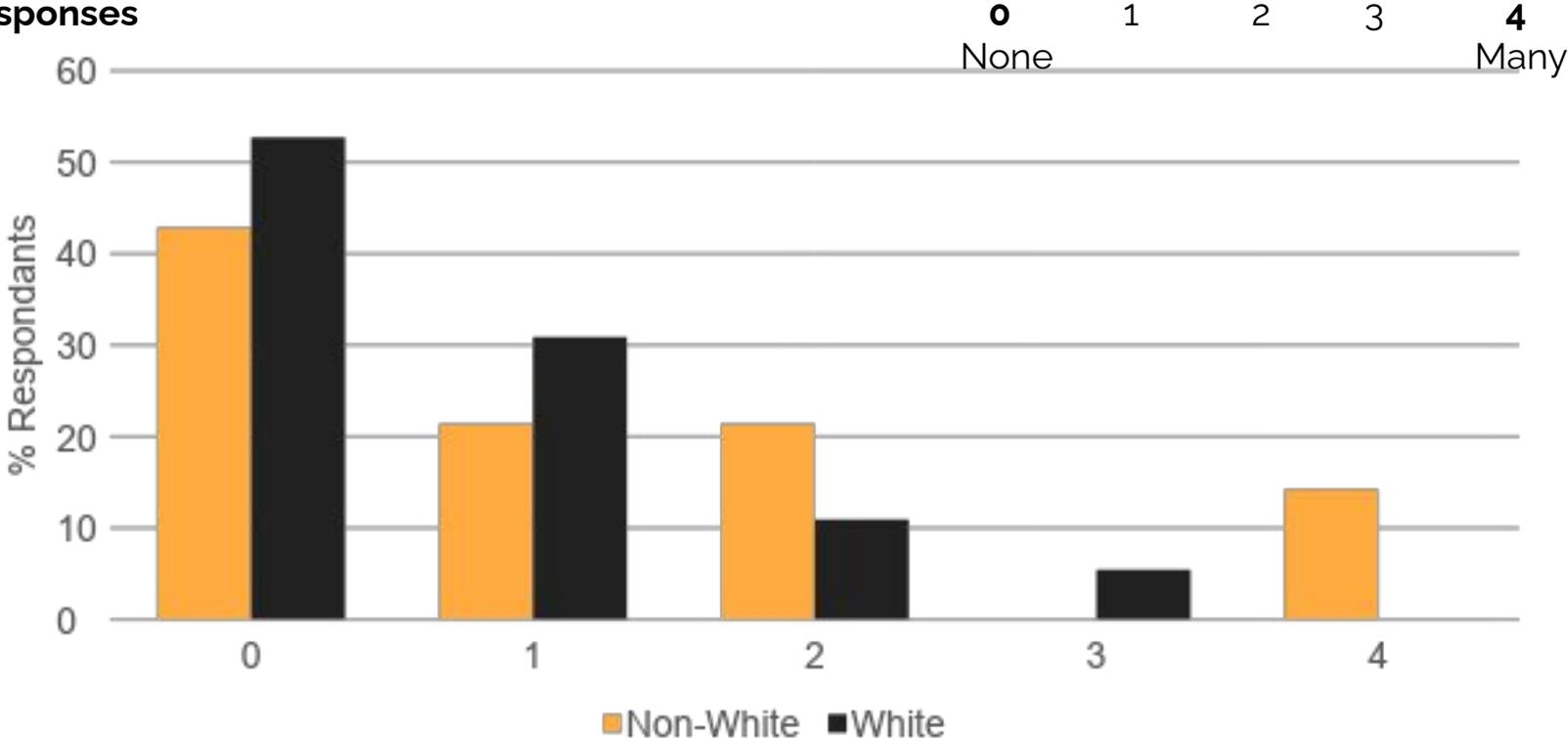
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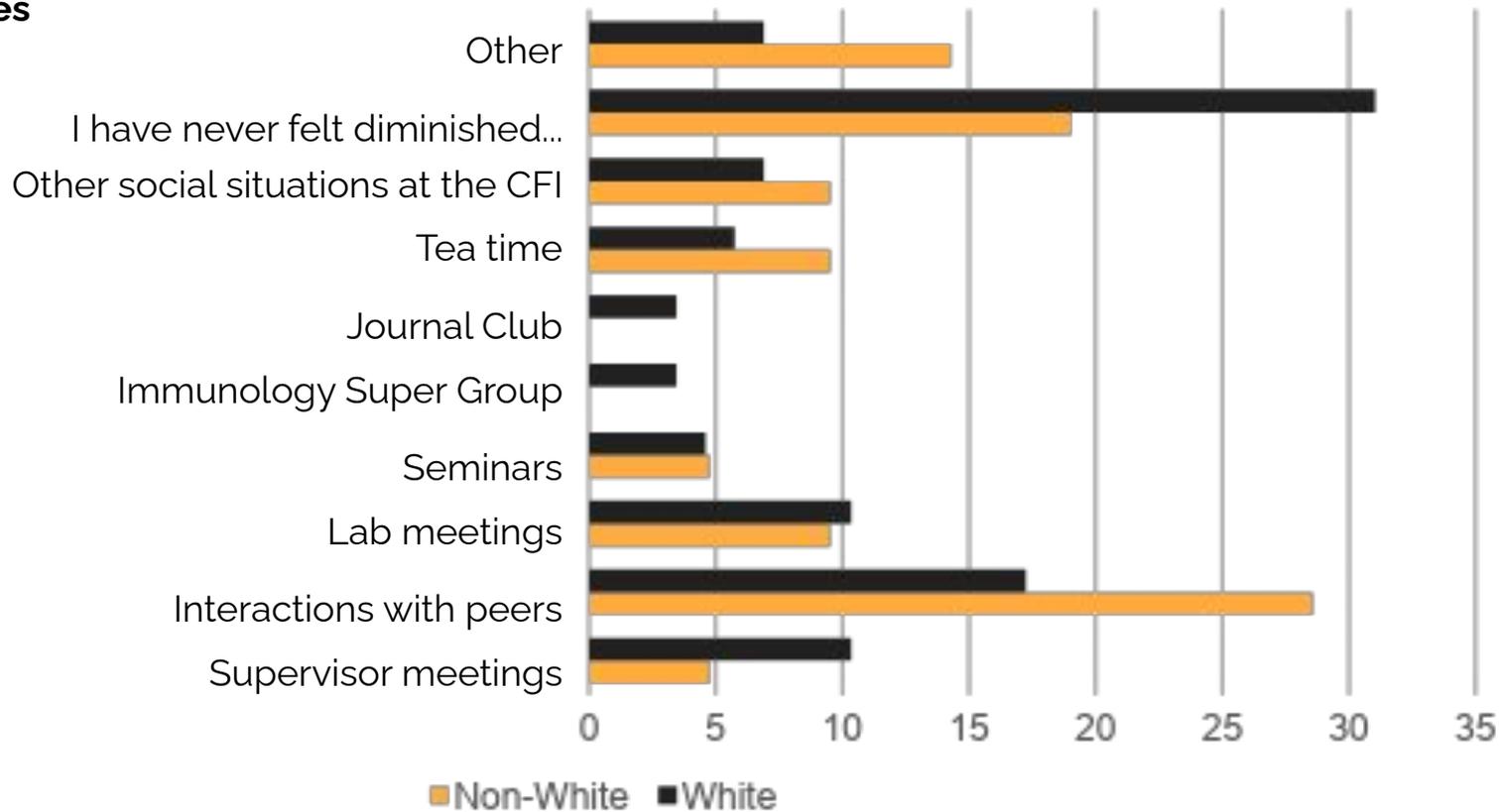
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69 Responses



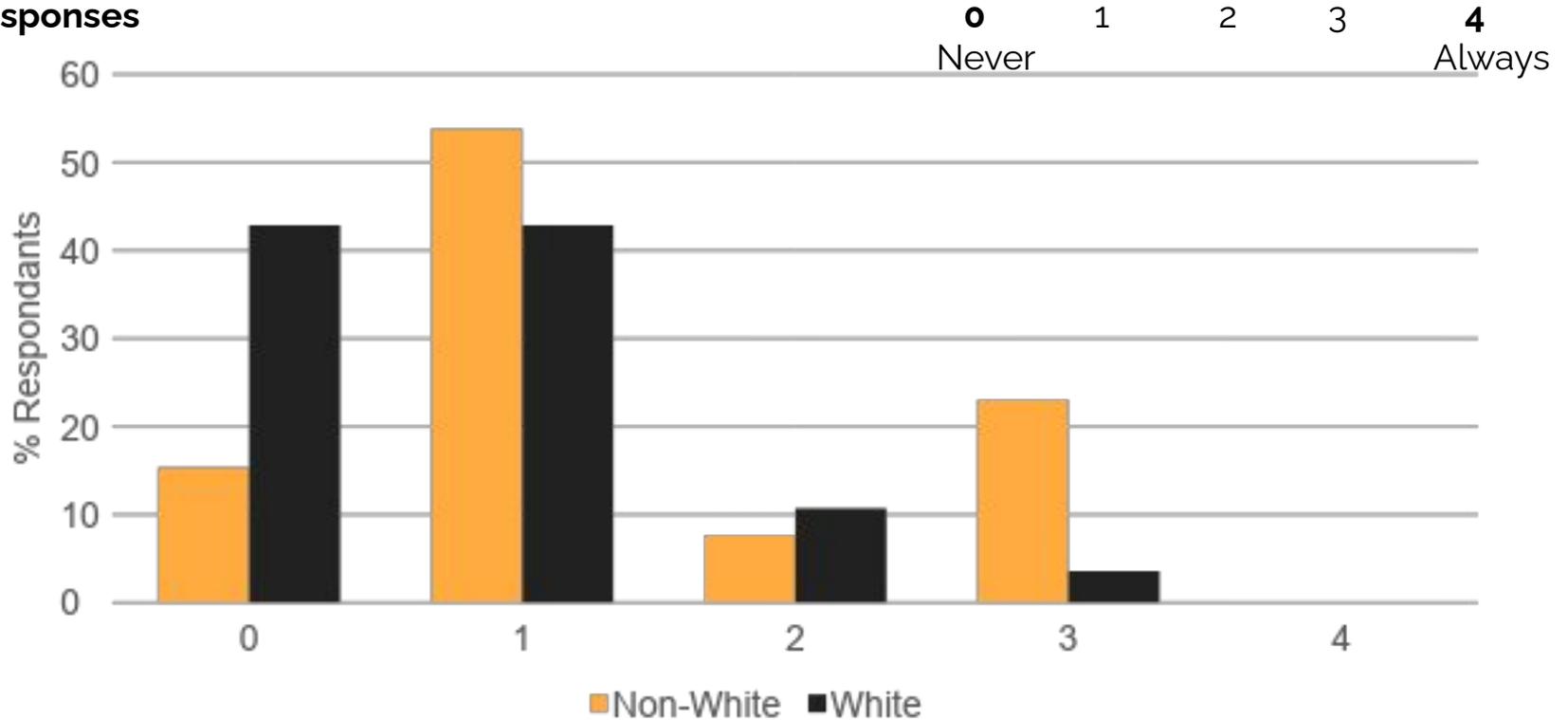
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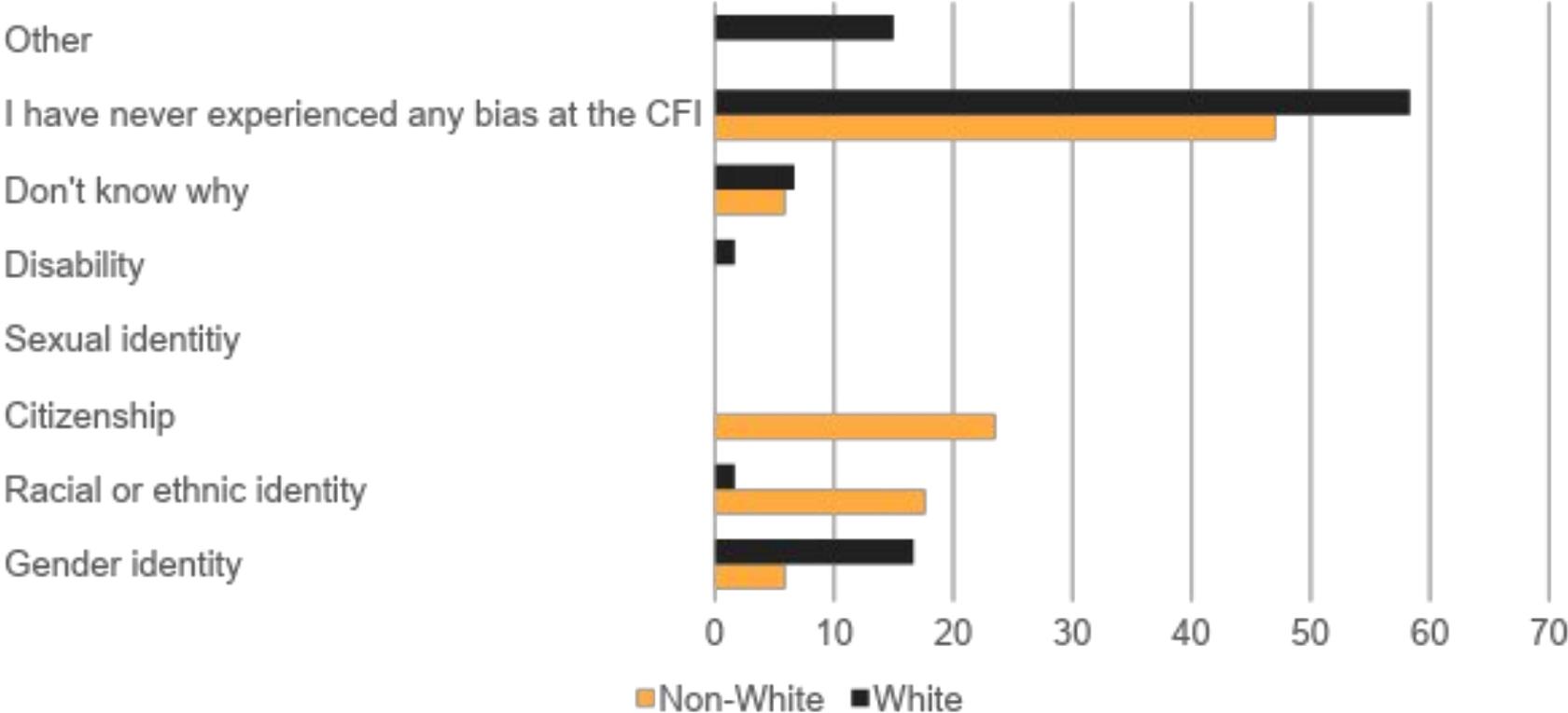
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69 Responses



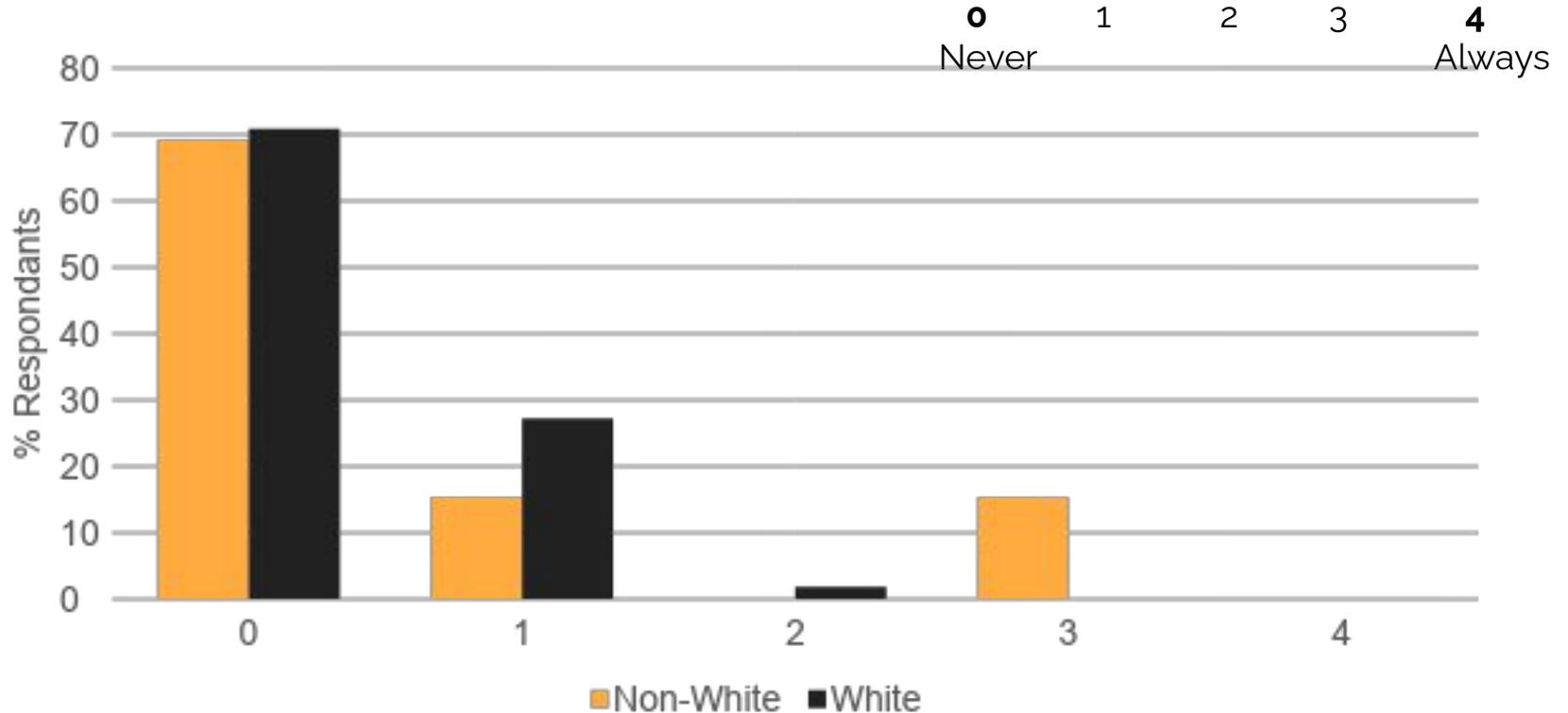
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**66 Responses**



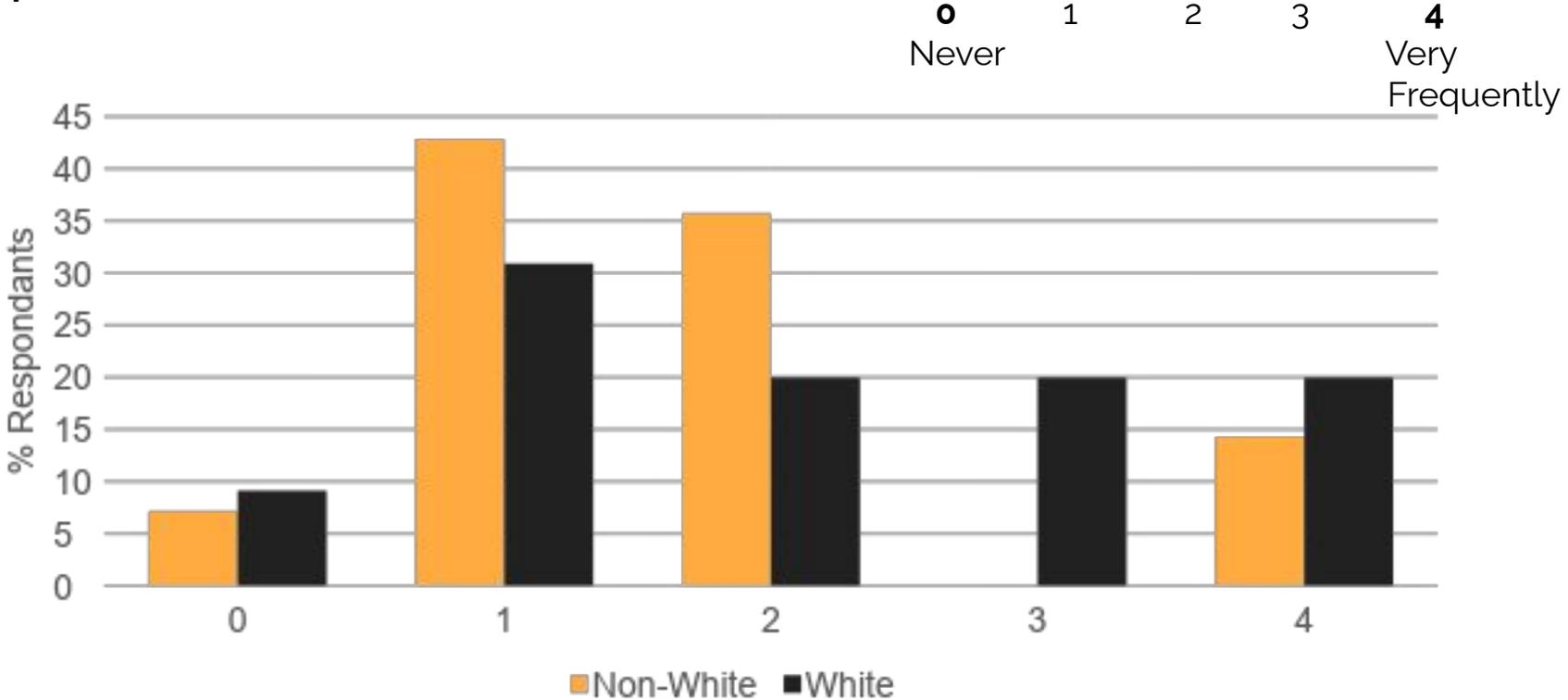
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68 Responses



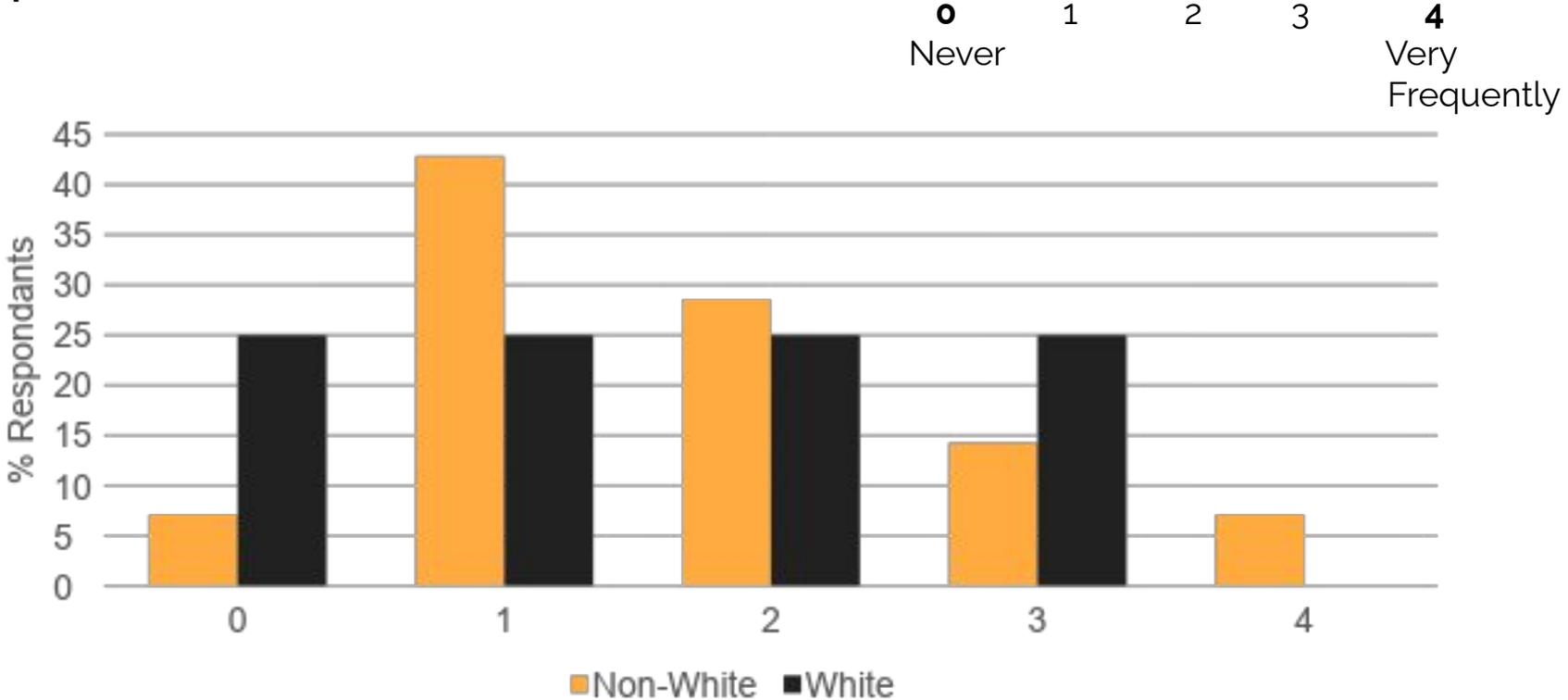
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69 Responses



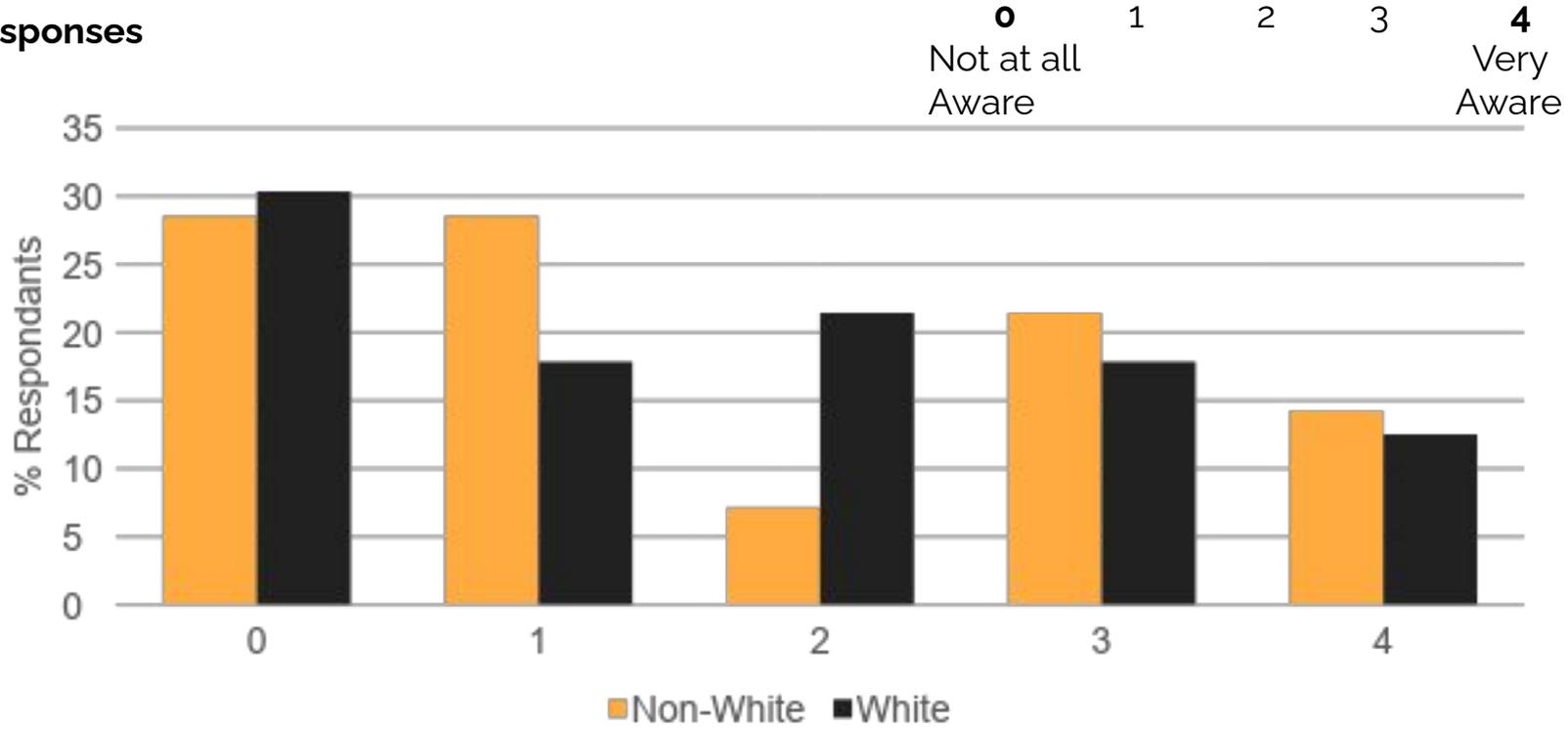
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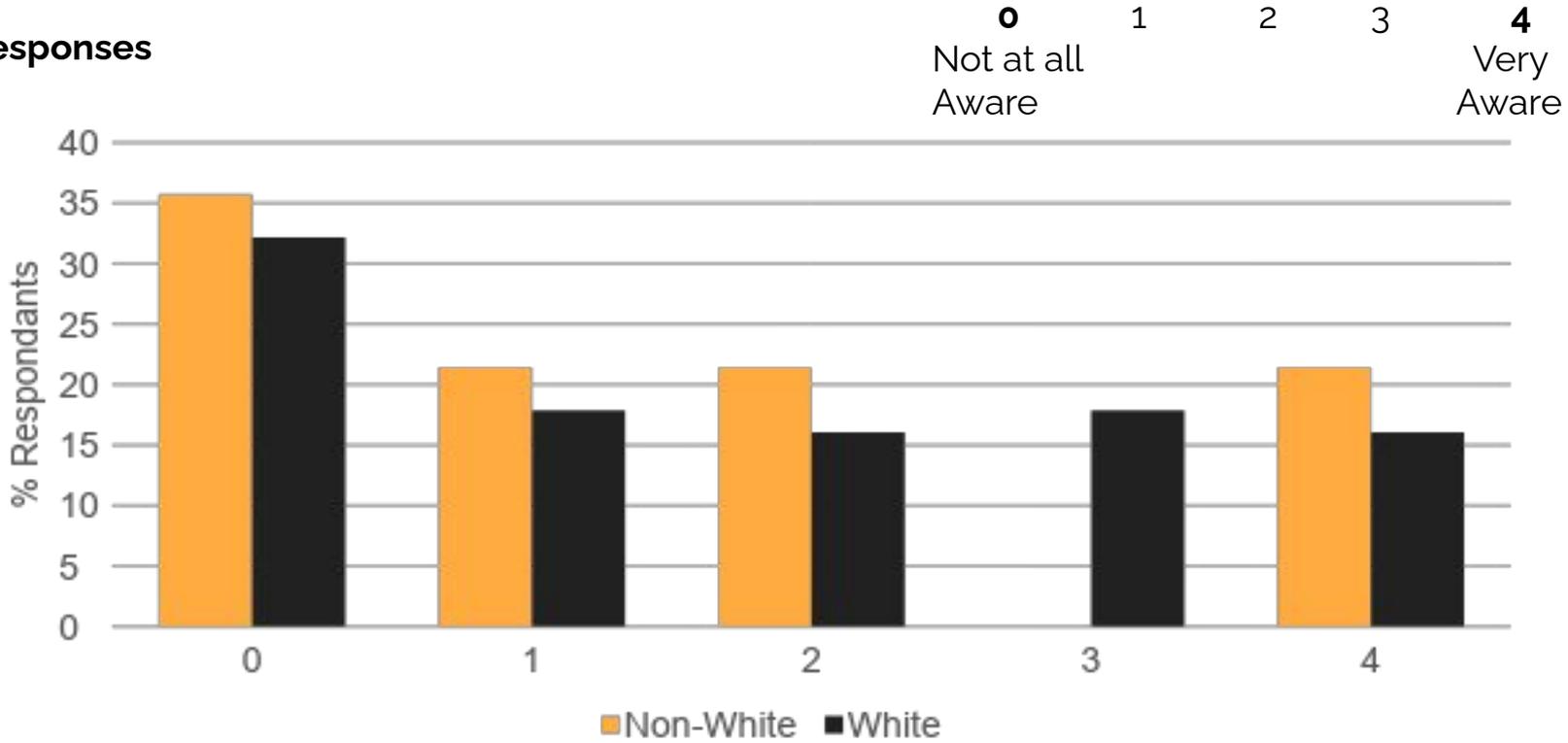
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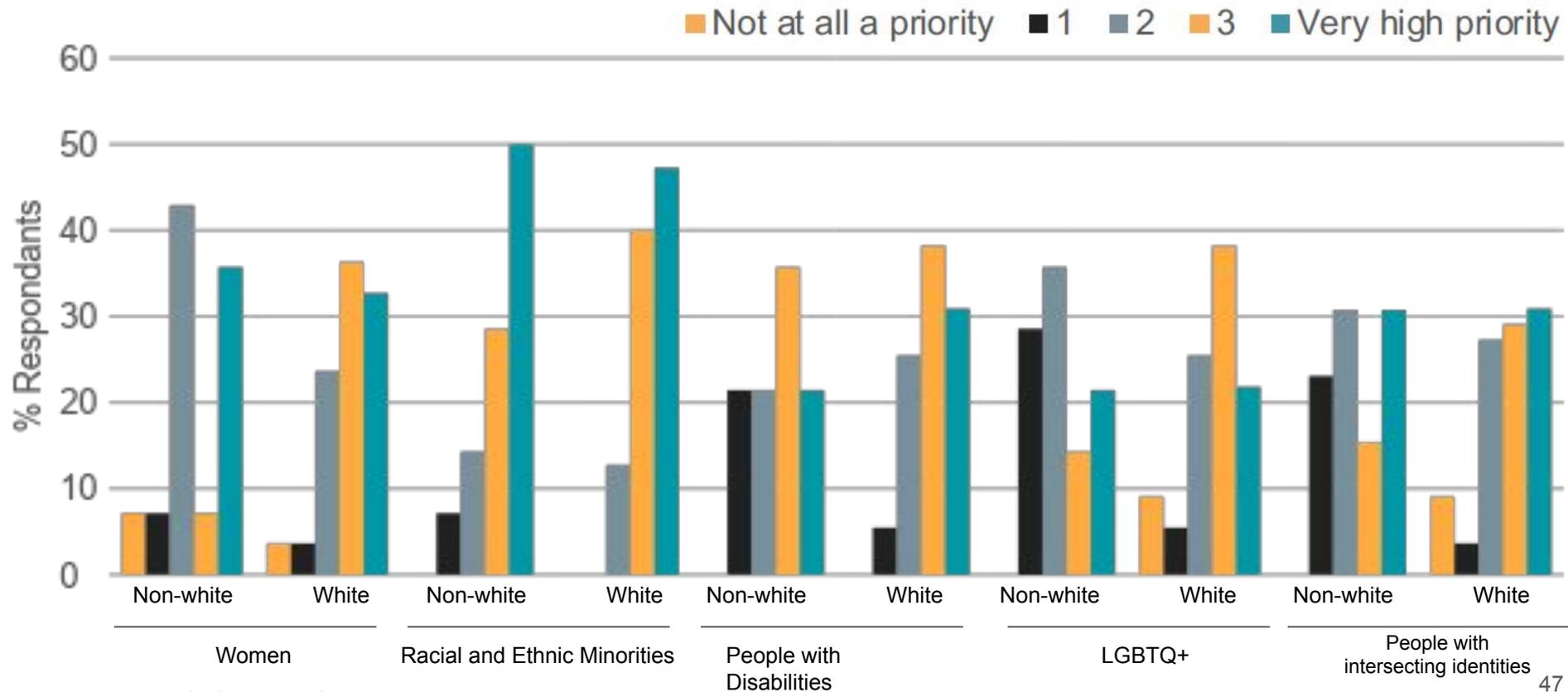
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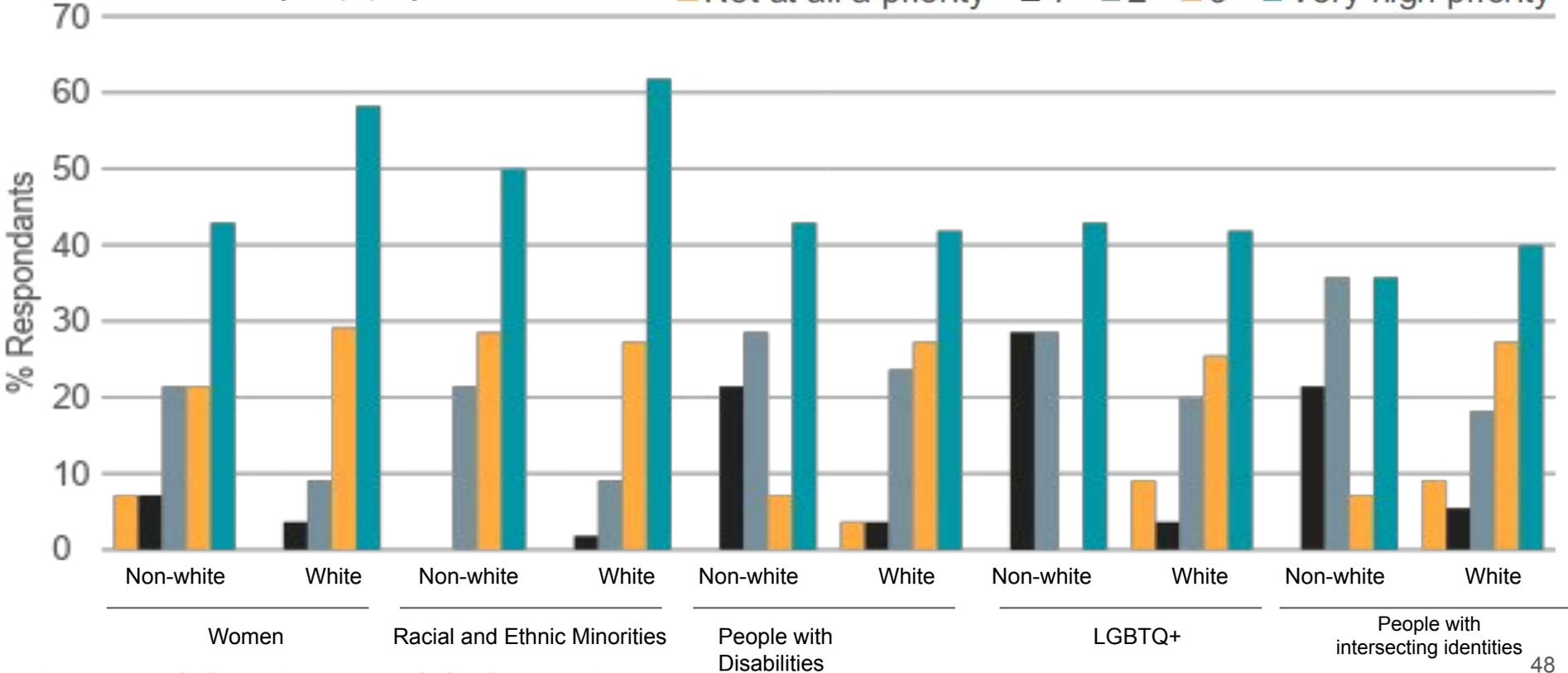
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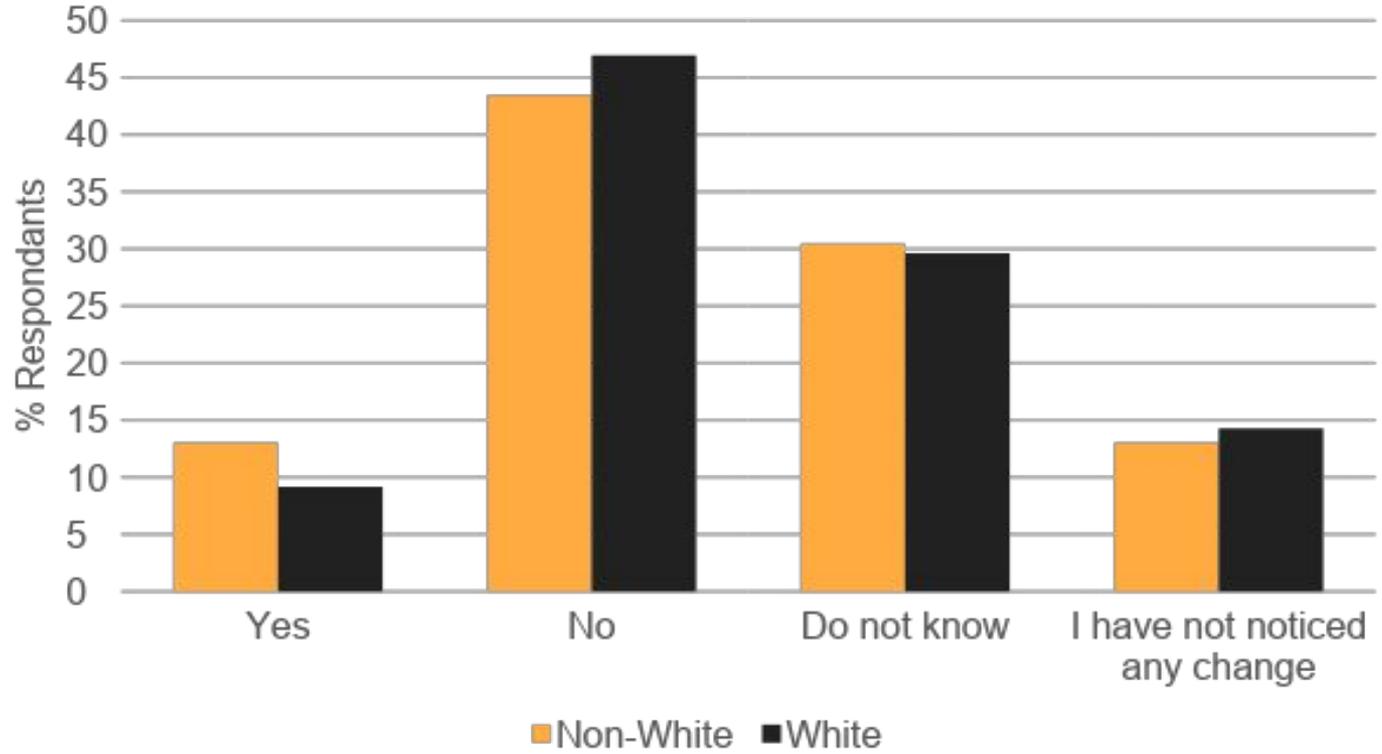
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

■ Not at all a priority 
 ■ 1 
 ■ 2 
 ■ 3 
 ■ Very high priority



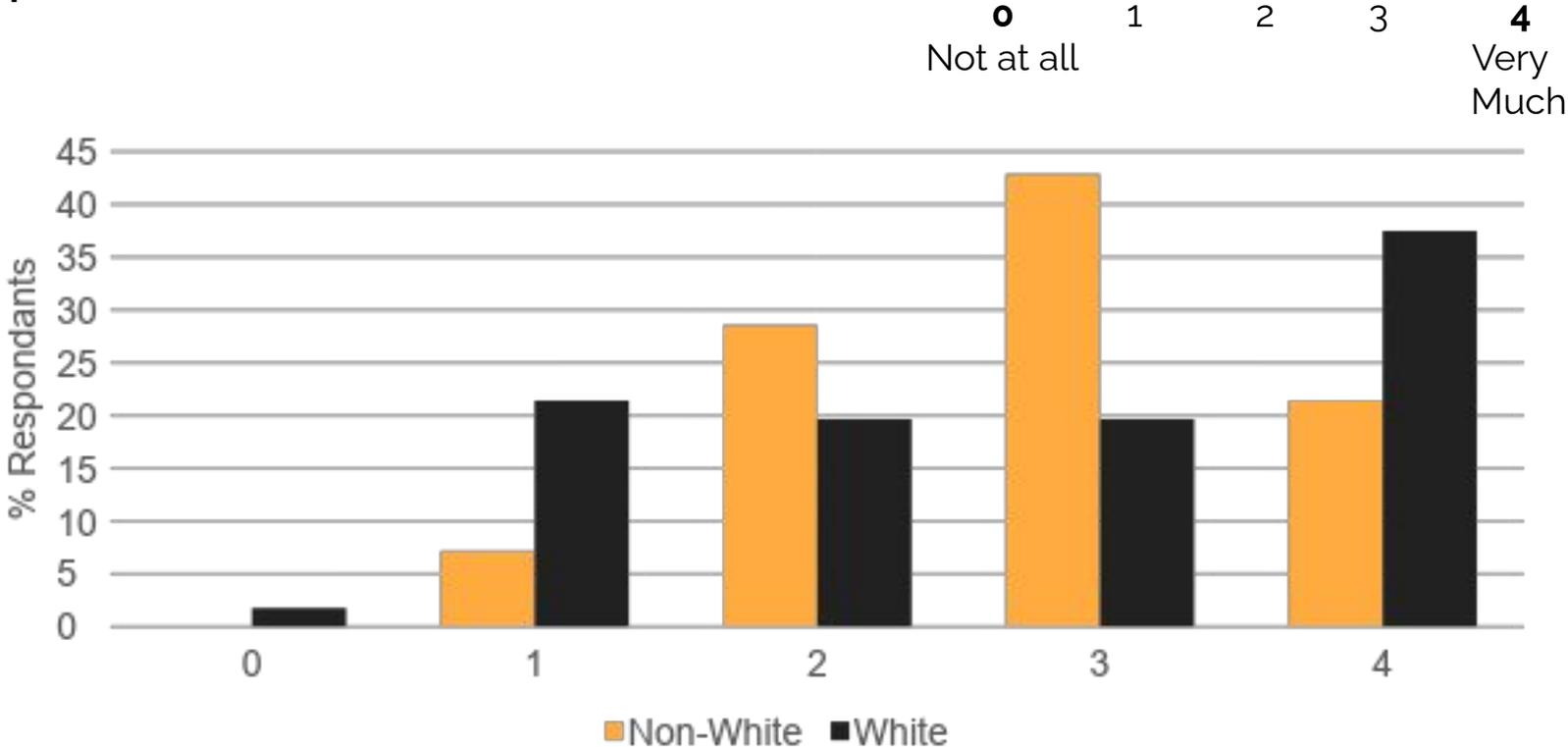
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

**68 Responses**



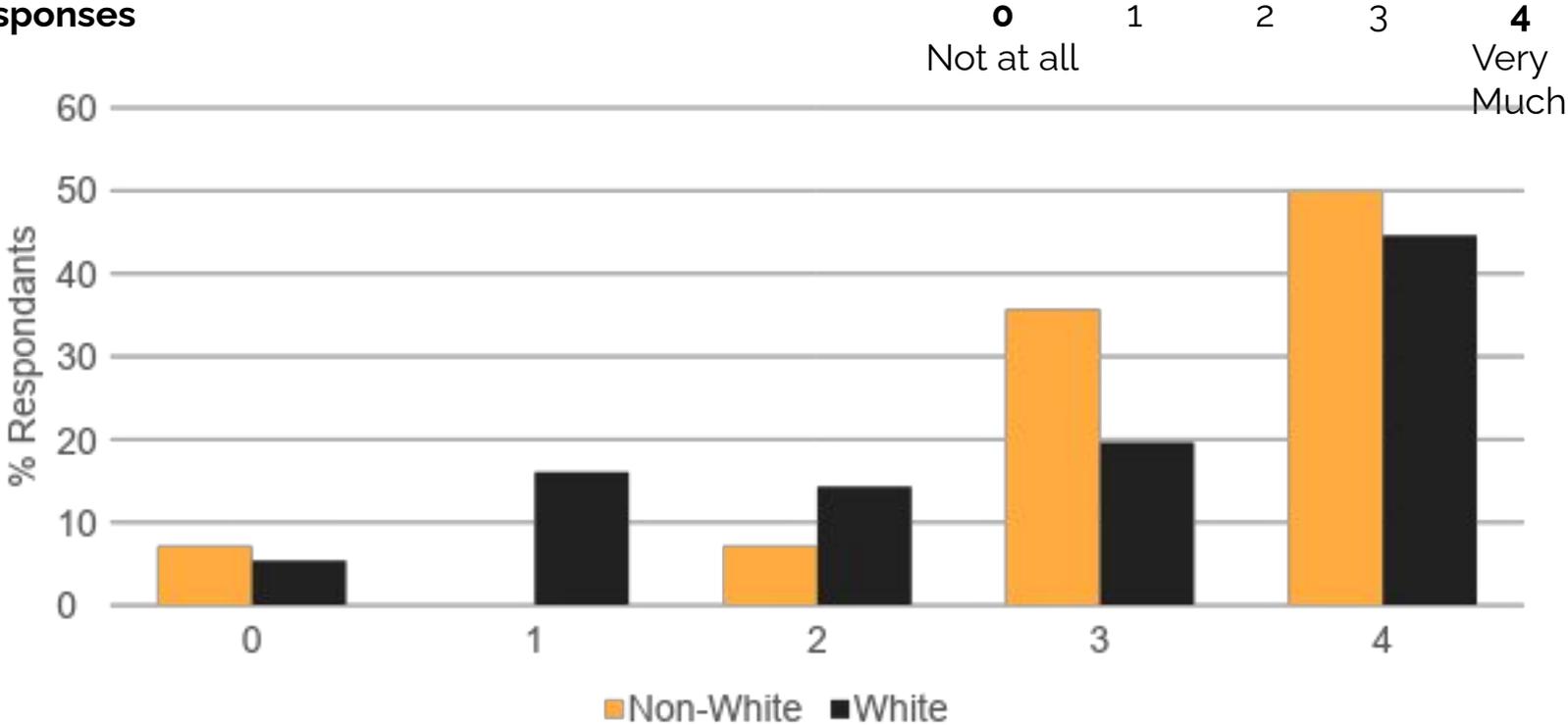
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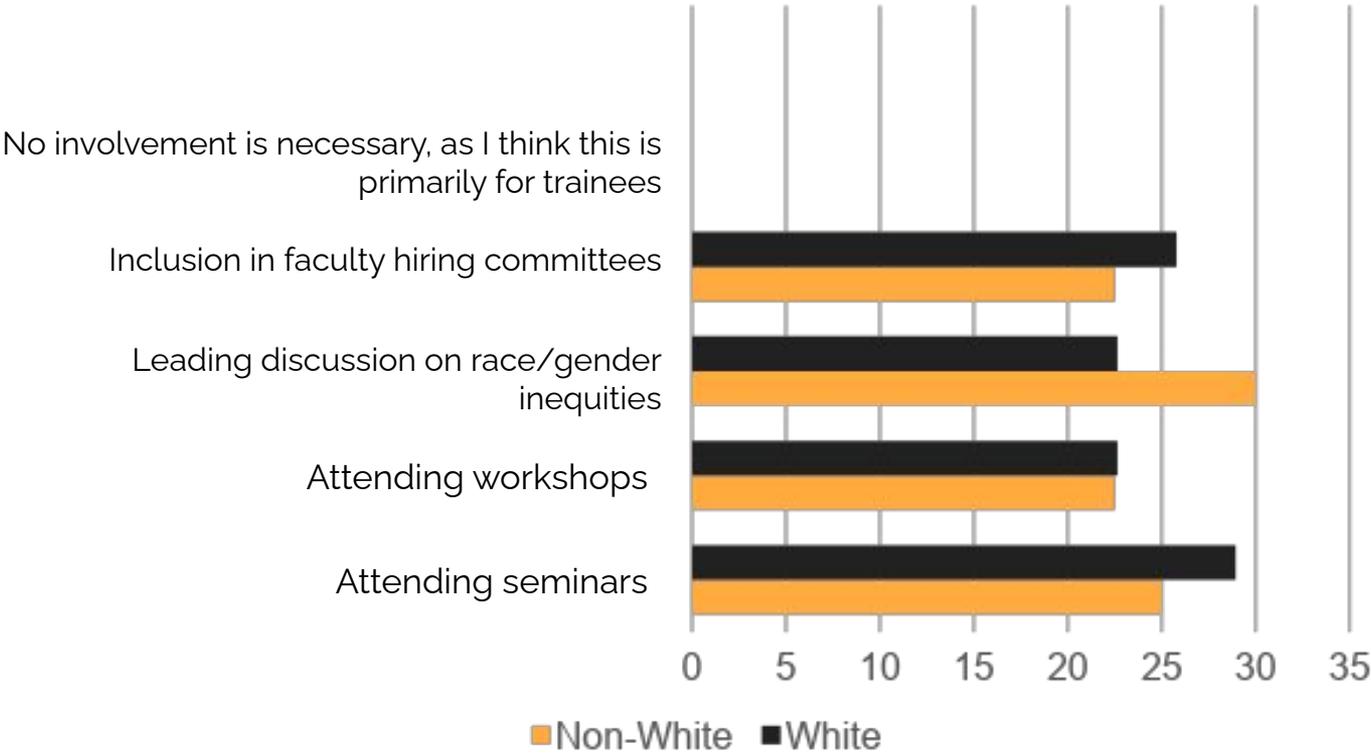
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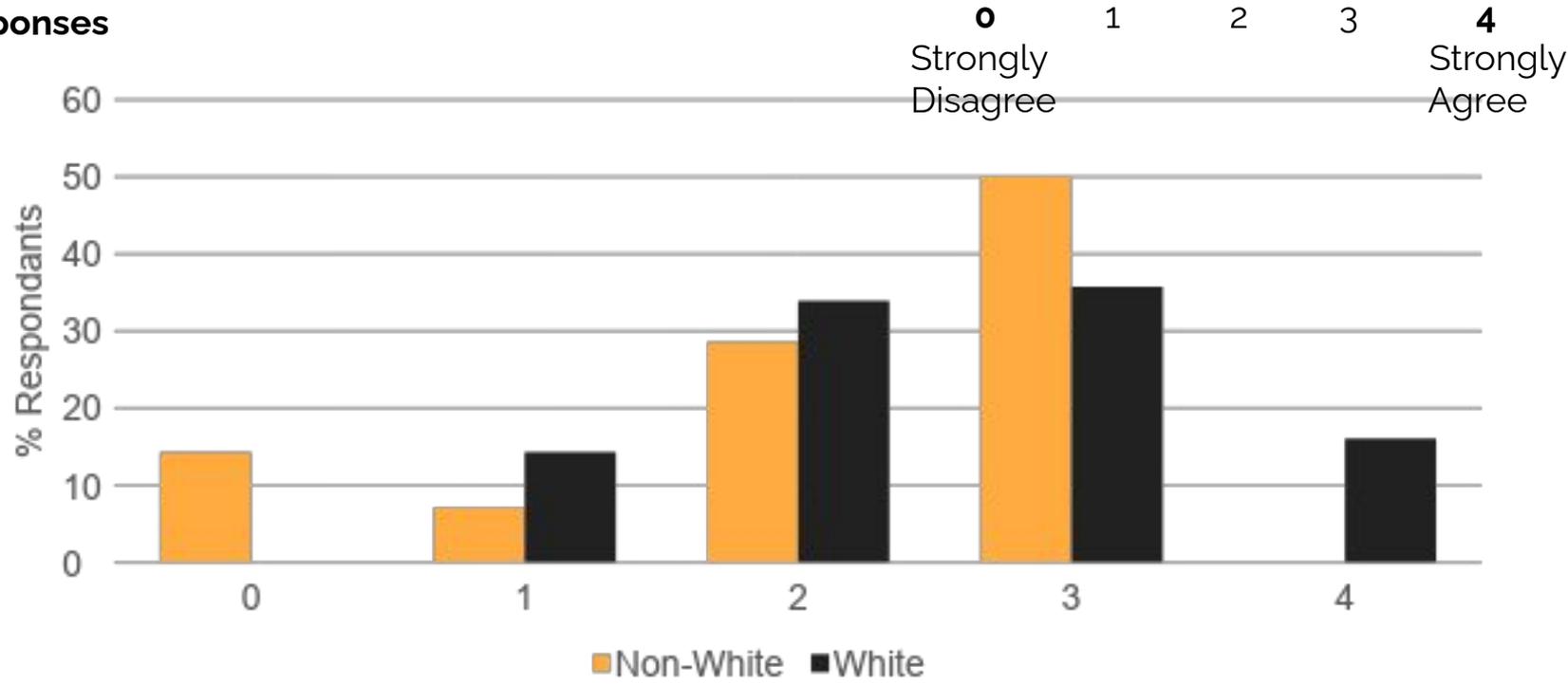
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**66 Responses**

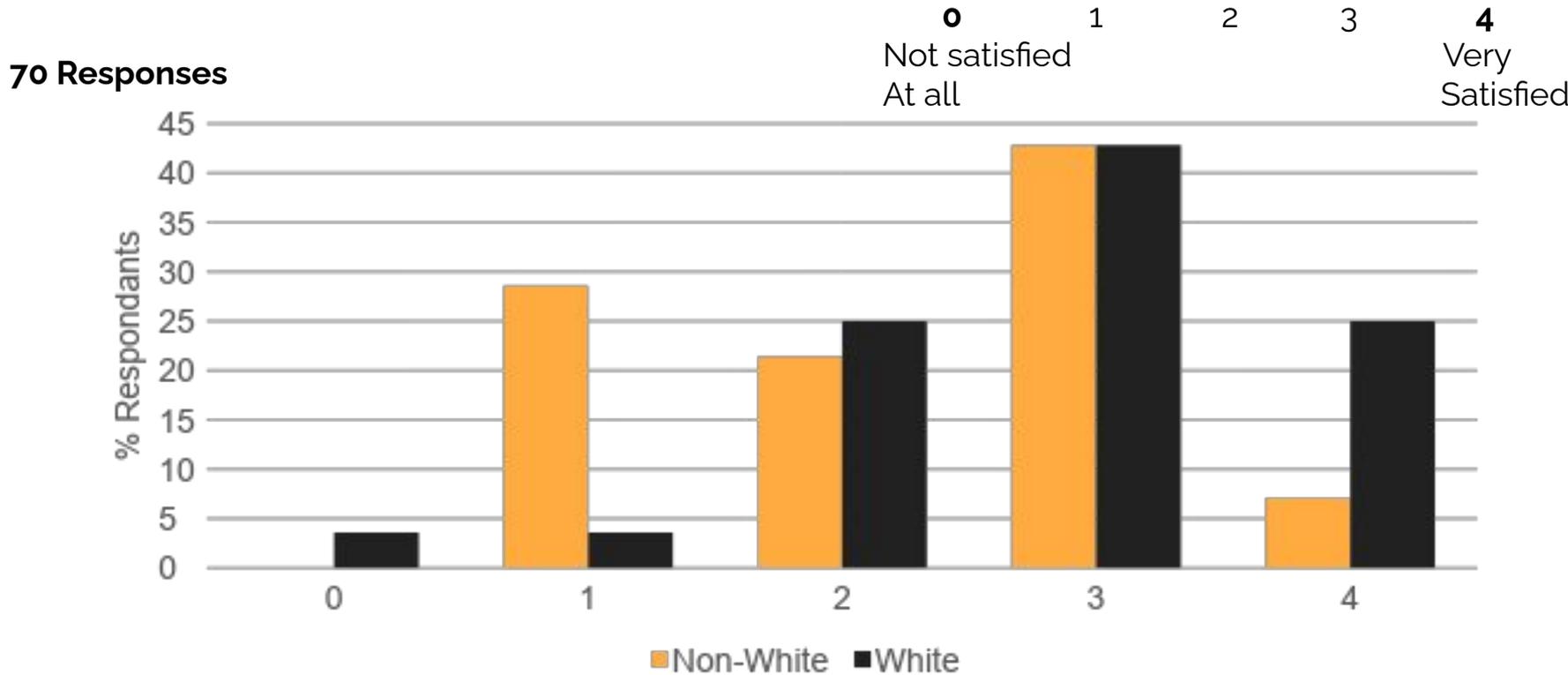


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70 Responses

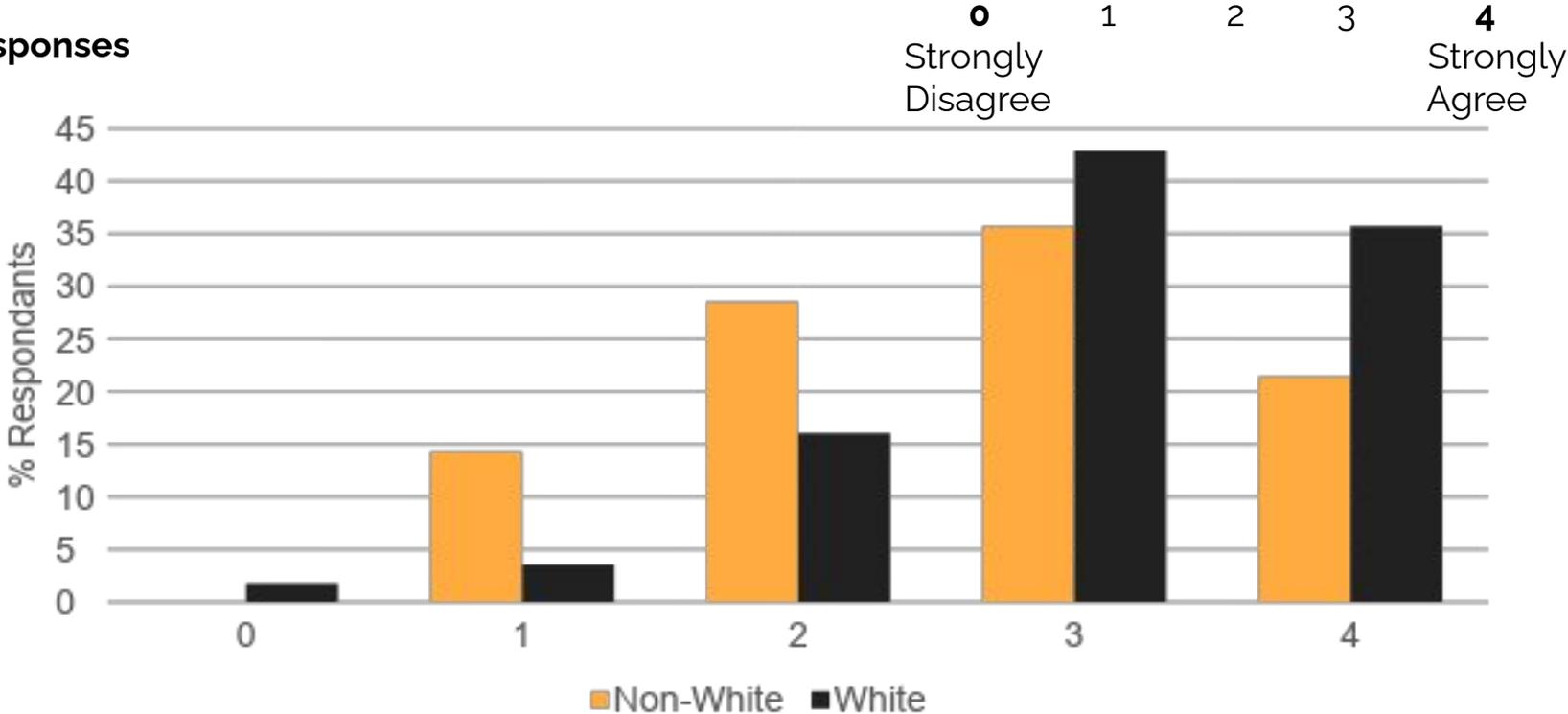


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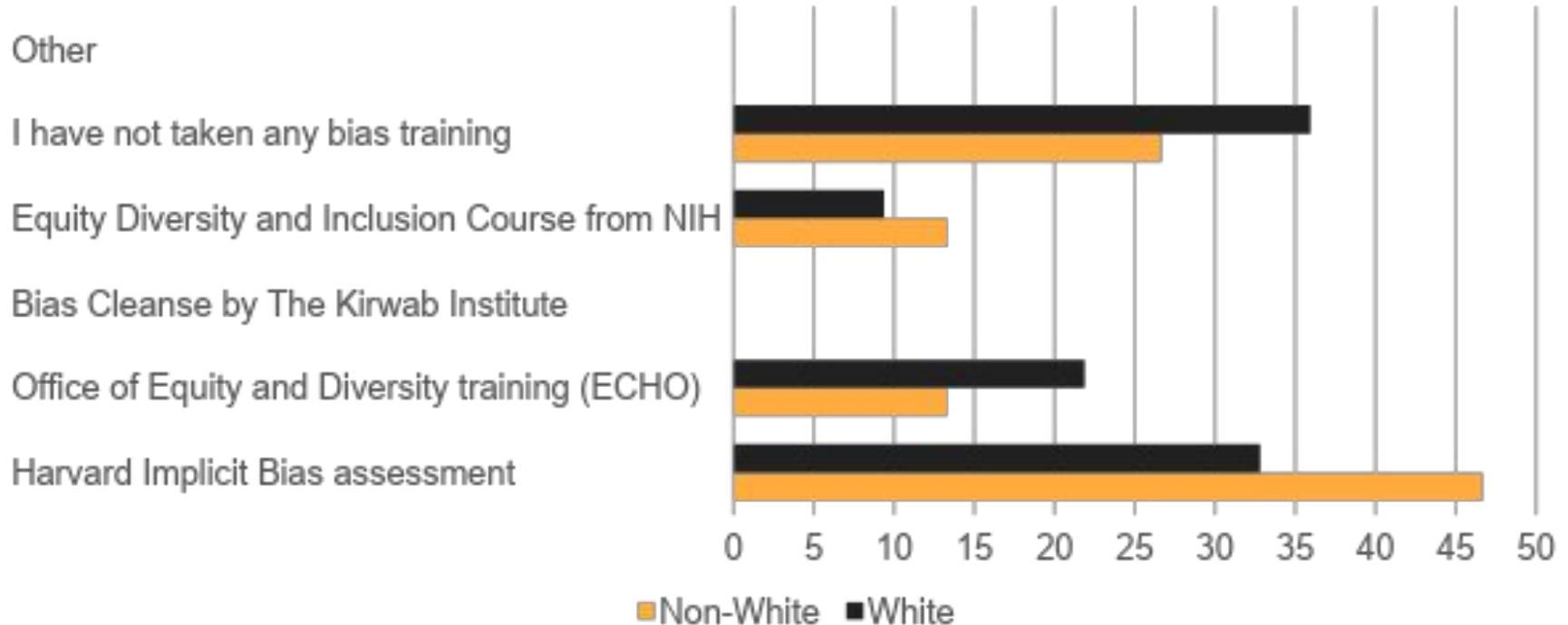
70 Responses



## SECTION 3. BIAS.

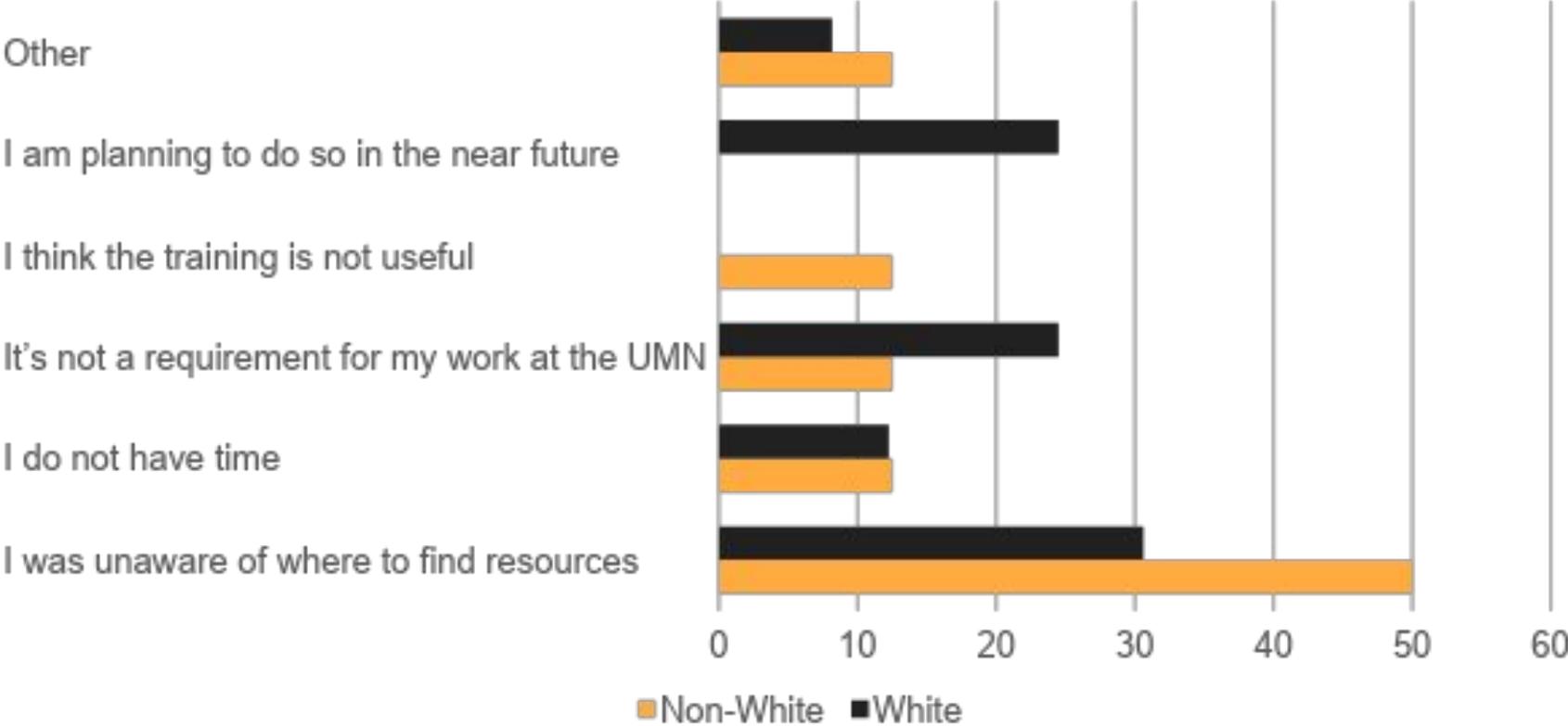
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67 Responses



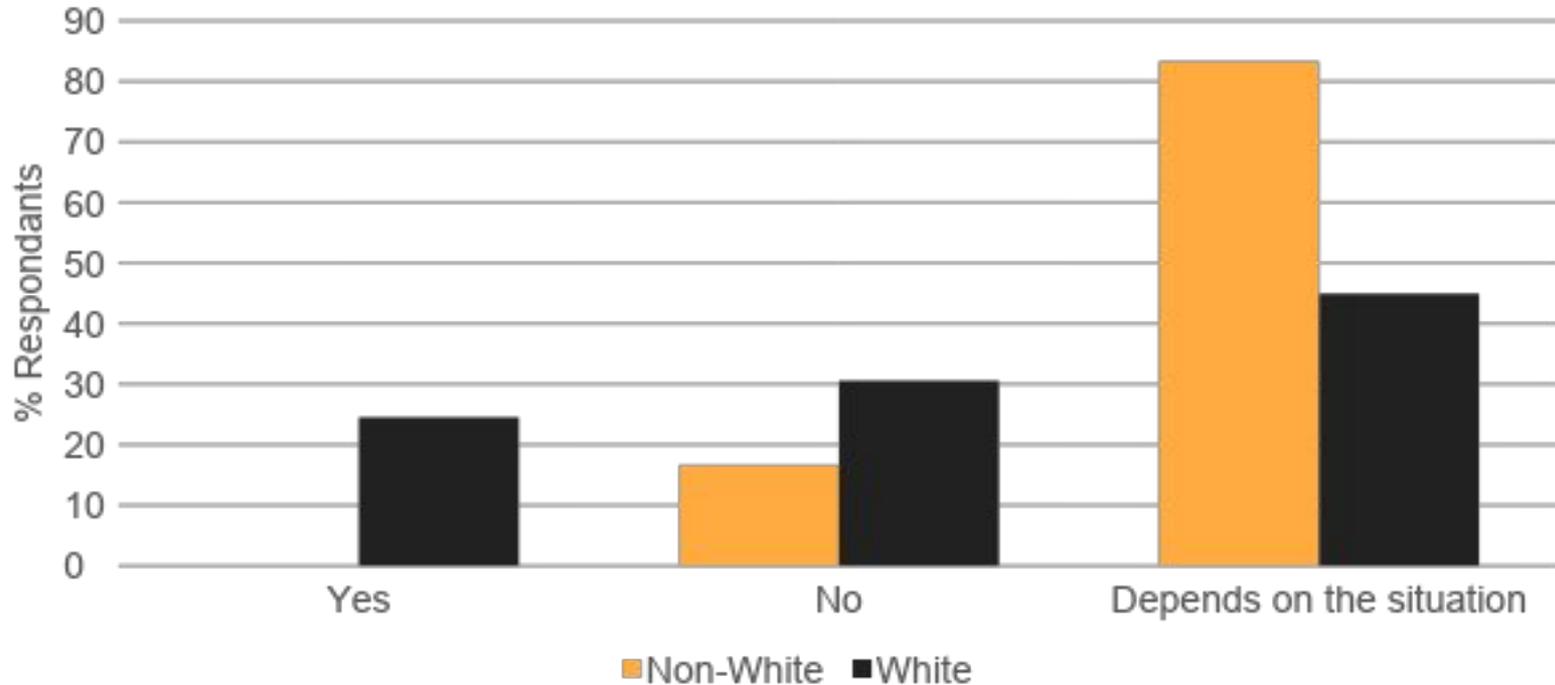
# If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

## 34 Responses



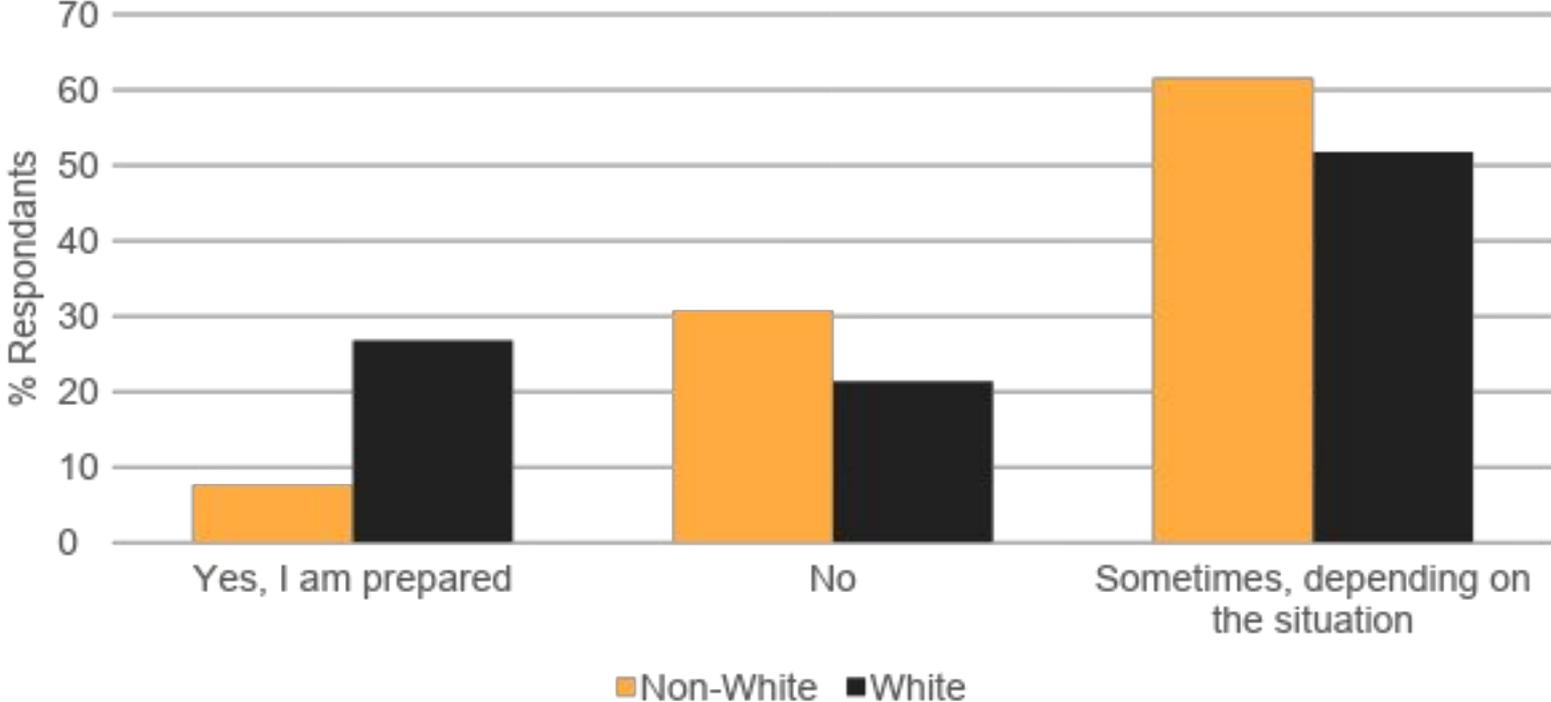
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**61 Responses**



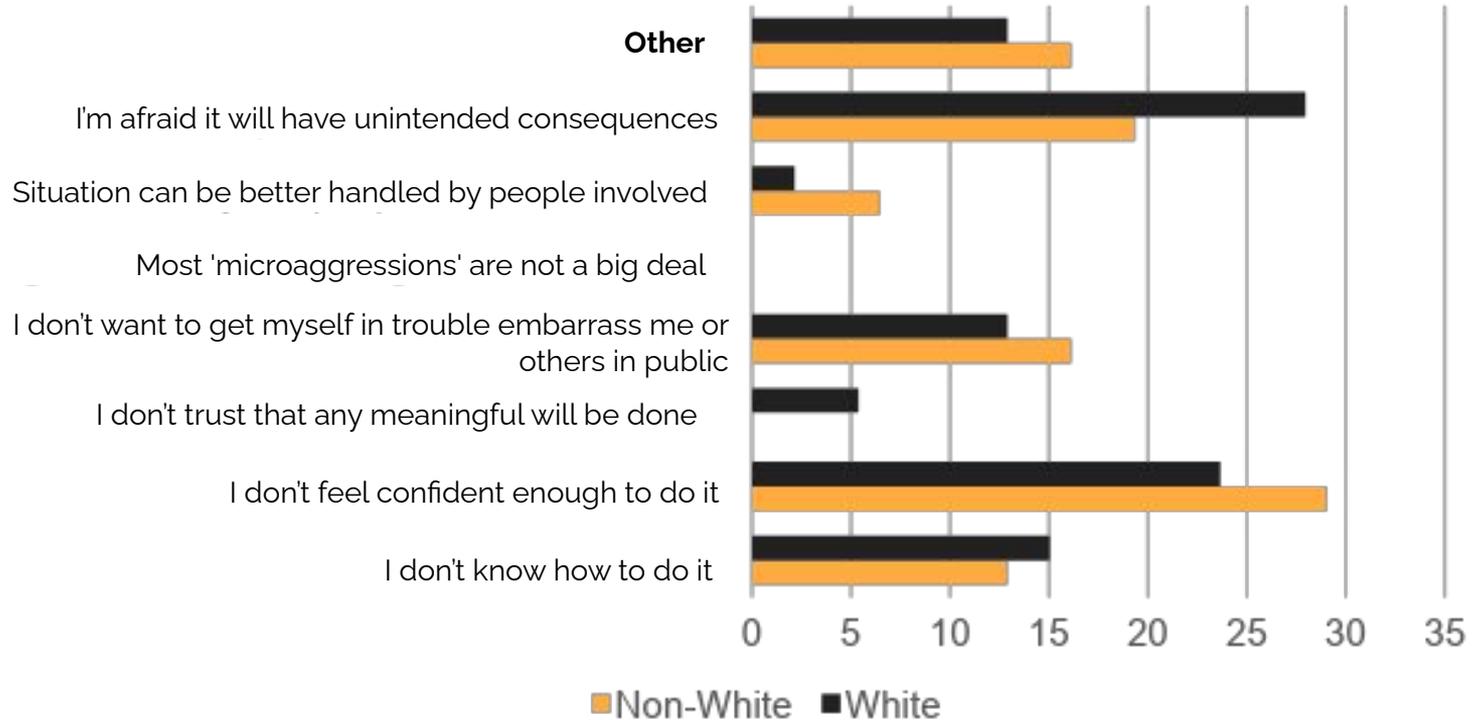
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**69 Responses**



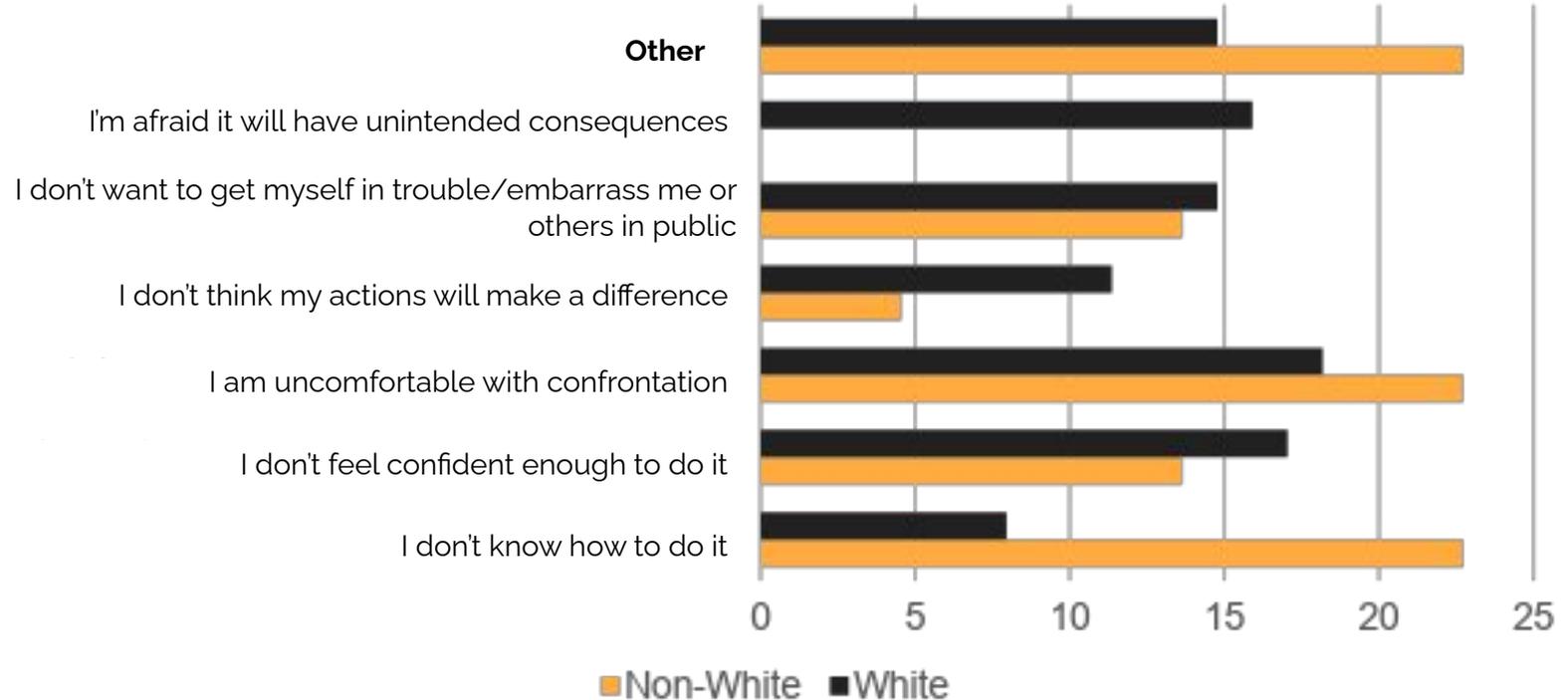
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54 Responses



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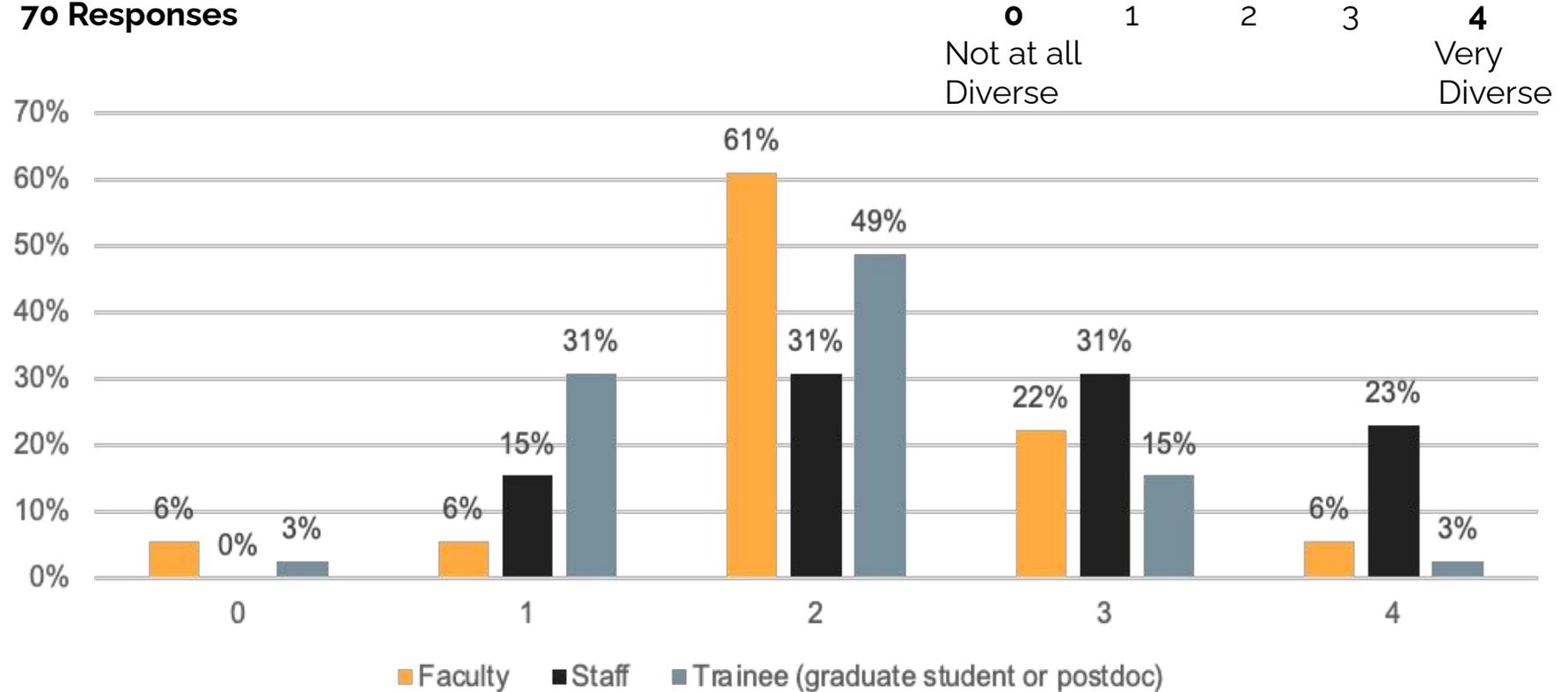
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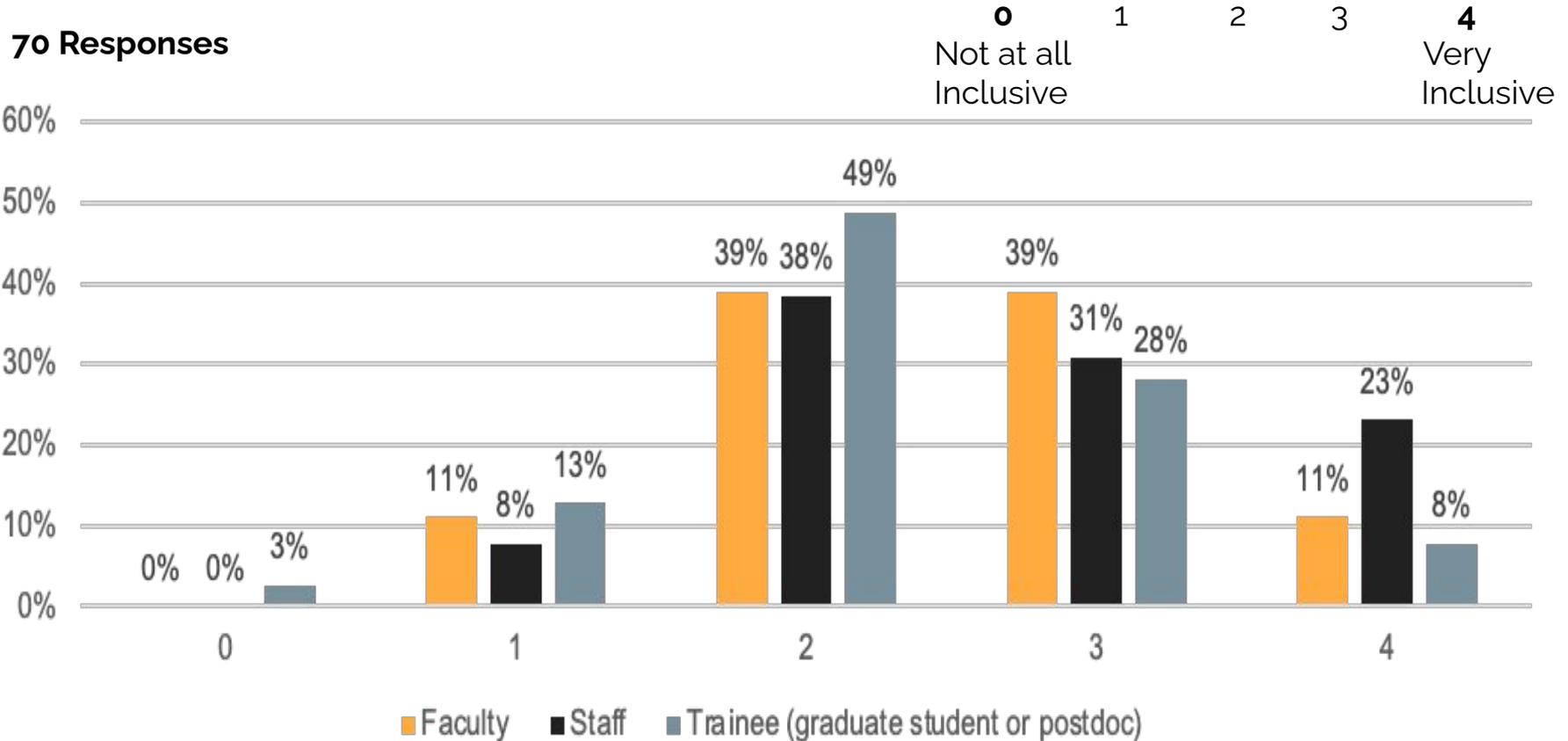
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Do you consider the CFI to be a diverse work environment?

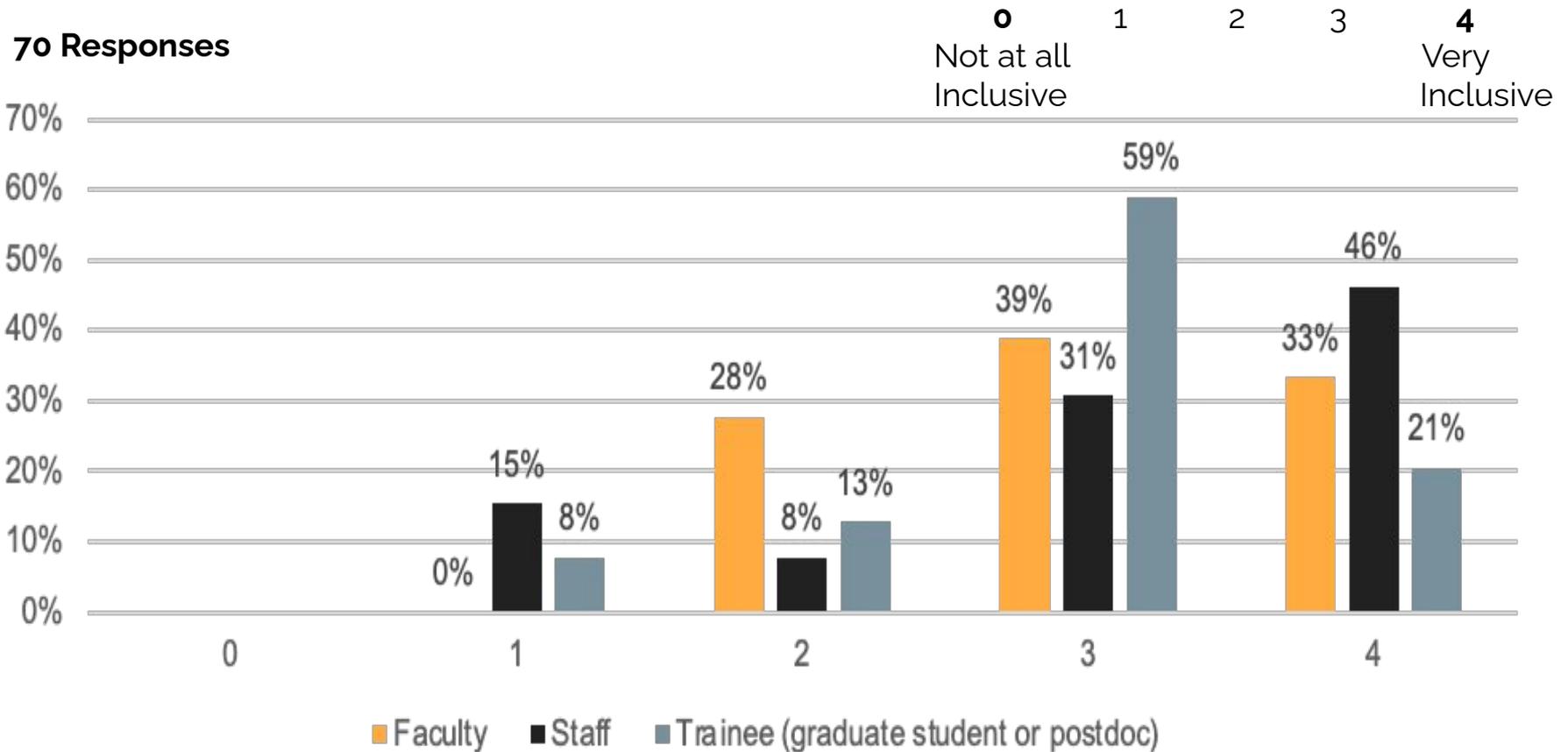
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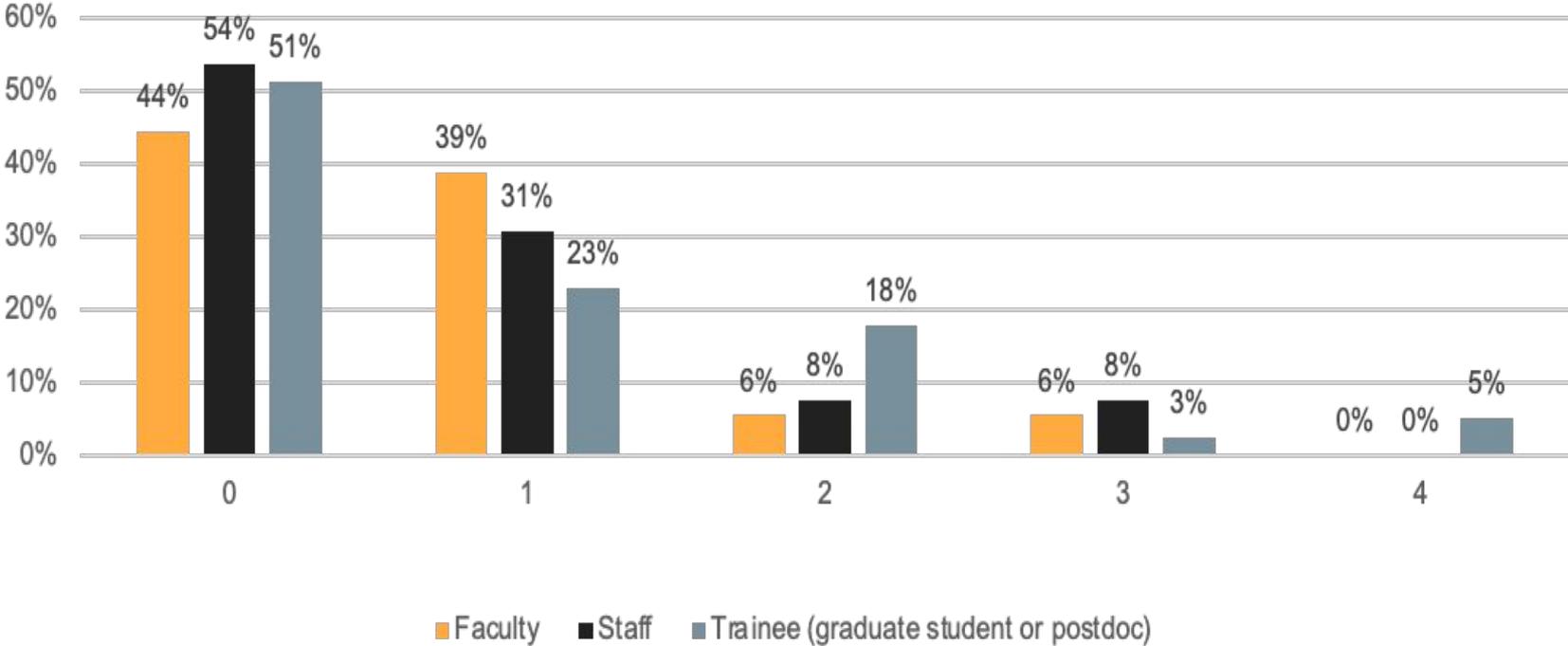
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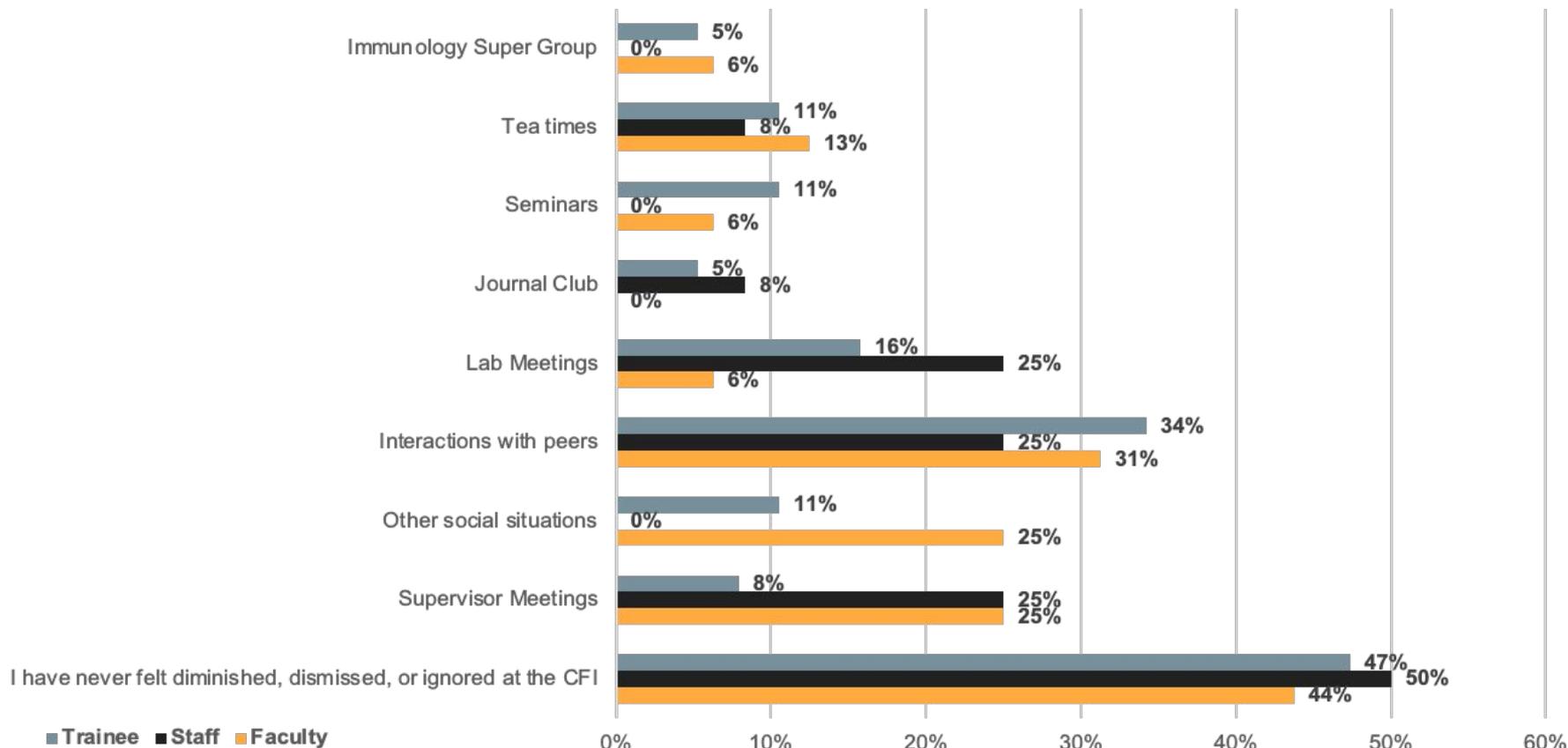
# How many interactions with CFI workers over the last year left you feeling diminished, dismissed, or ignored?

69 Responses

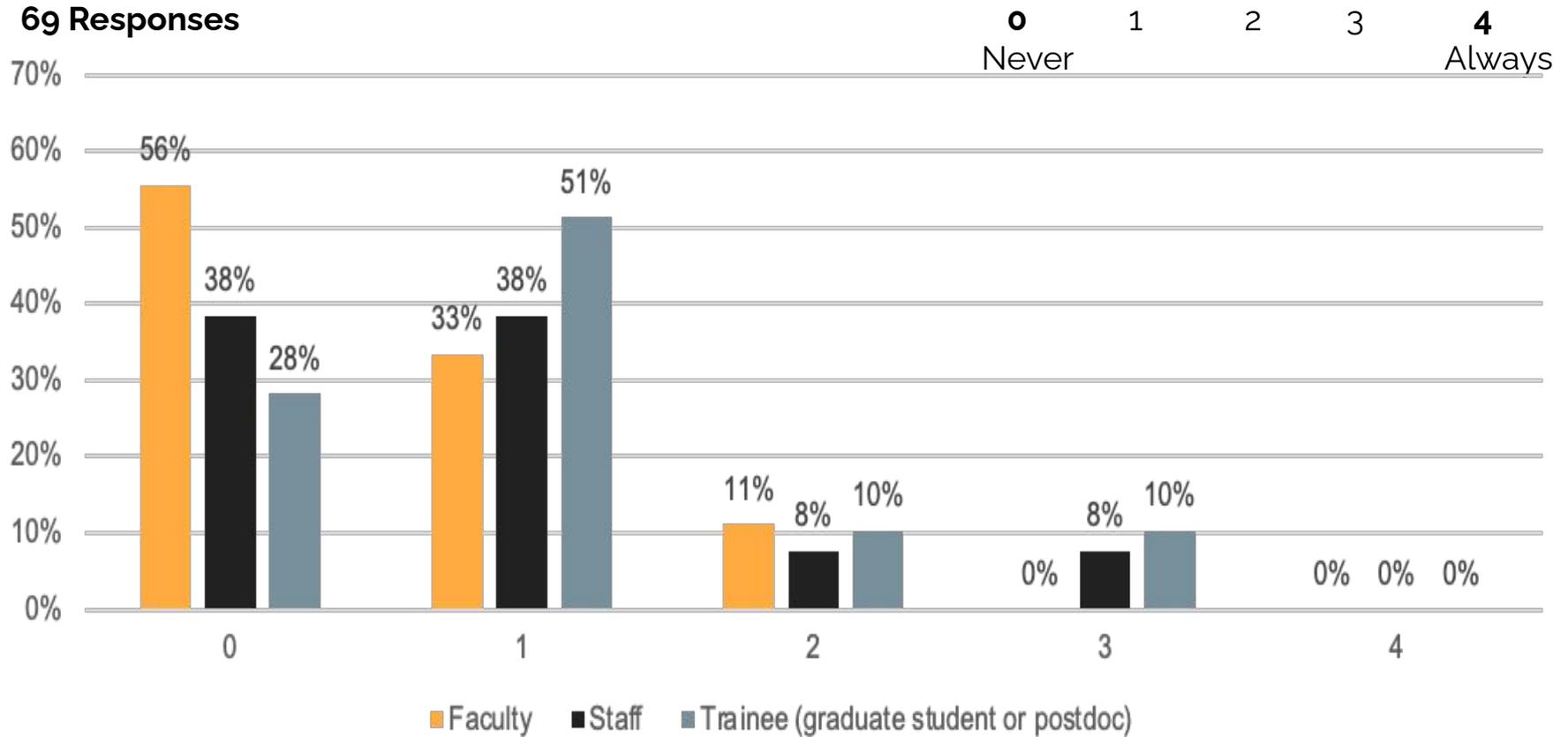
0 None 1 2 3 4 Many



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

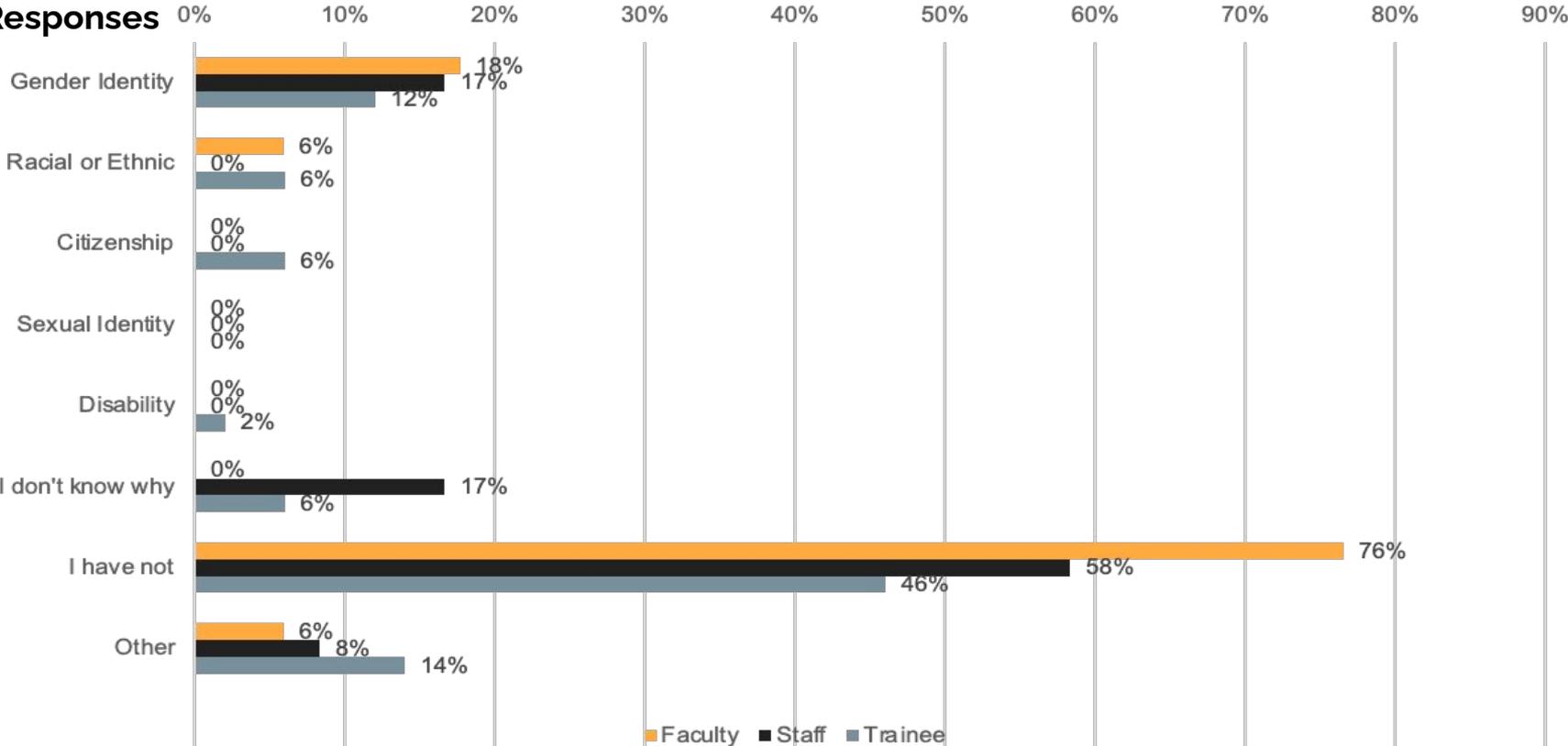


# How often do you feel excluded in group settings in CFI?



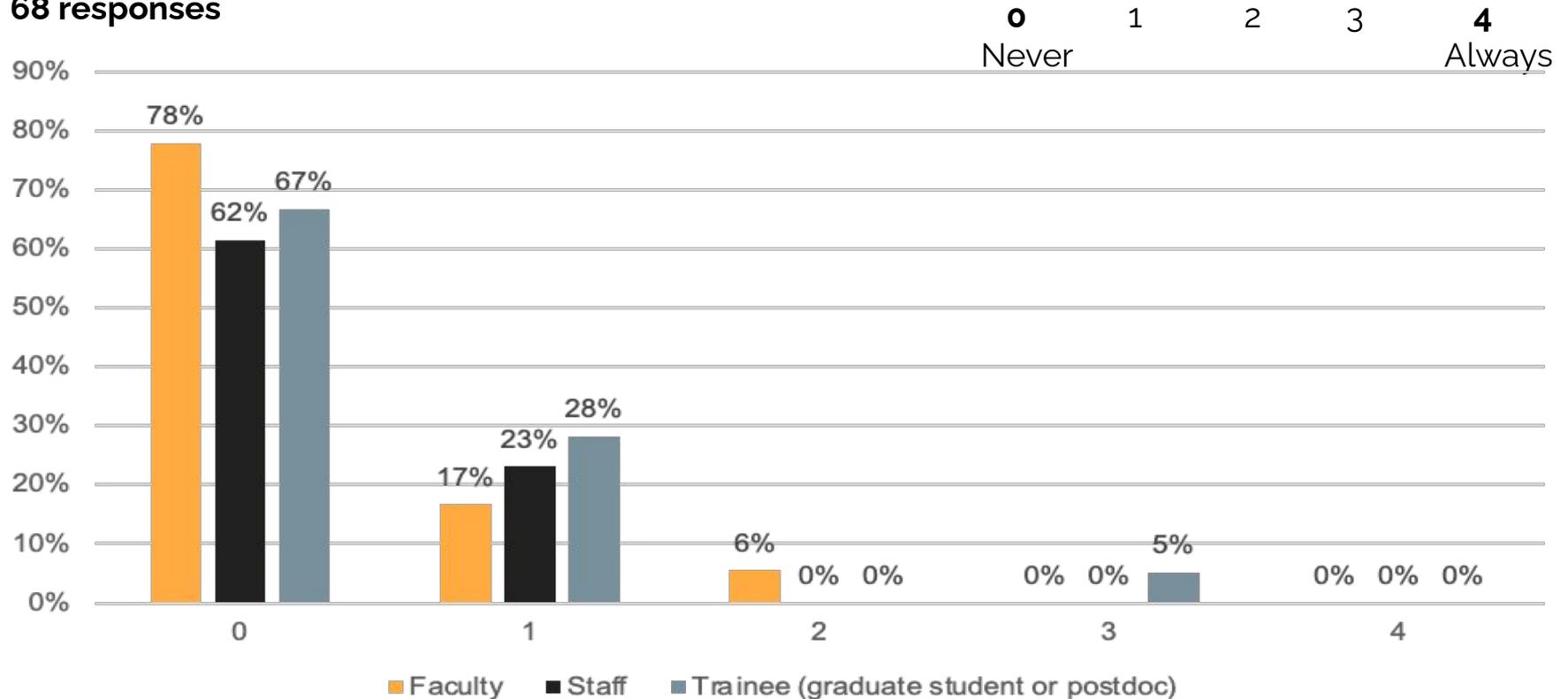
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

66 Responses



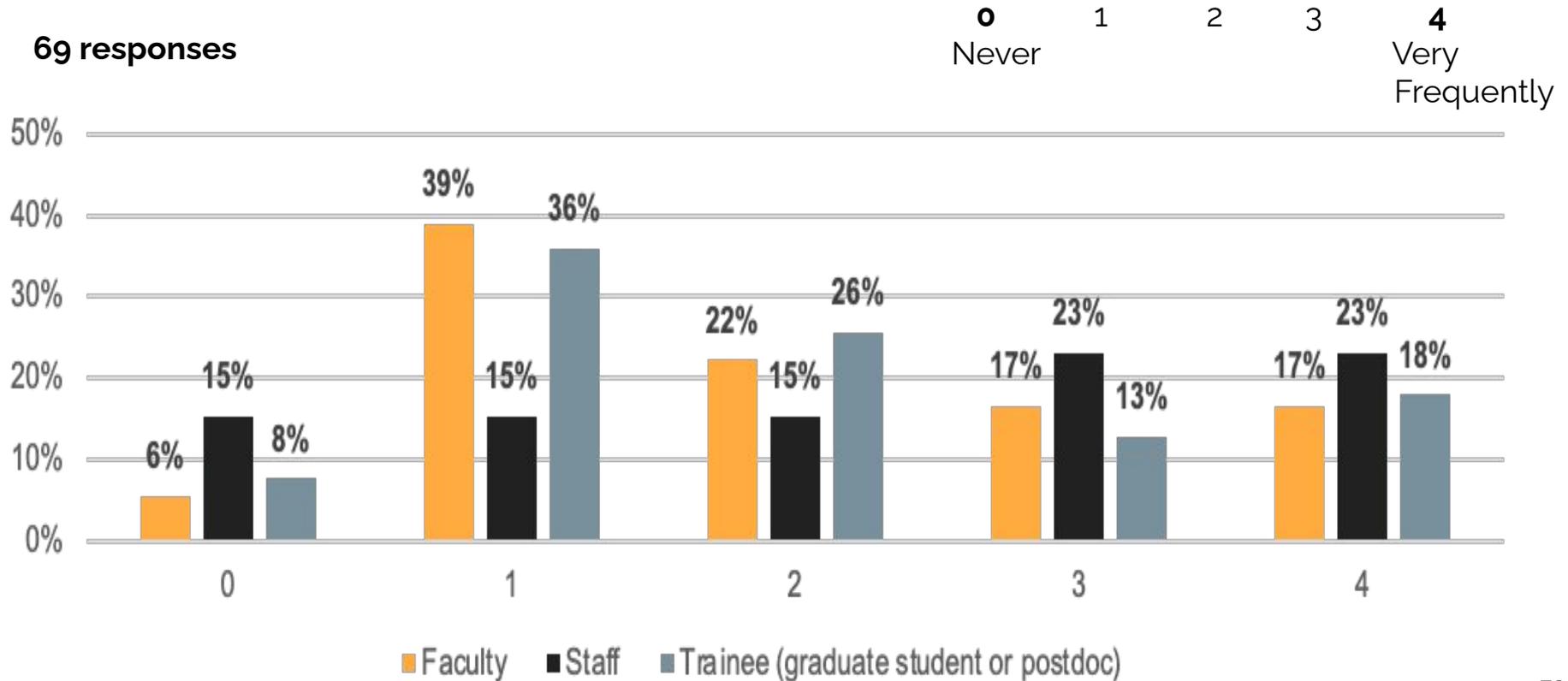
# How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 responses



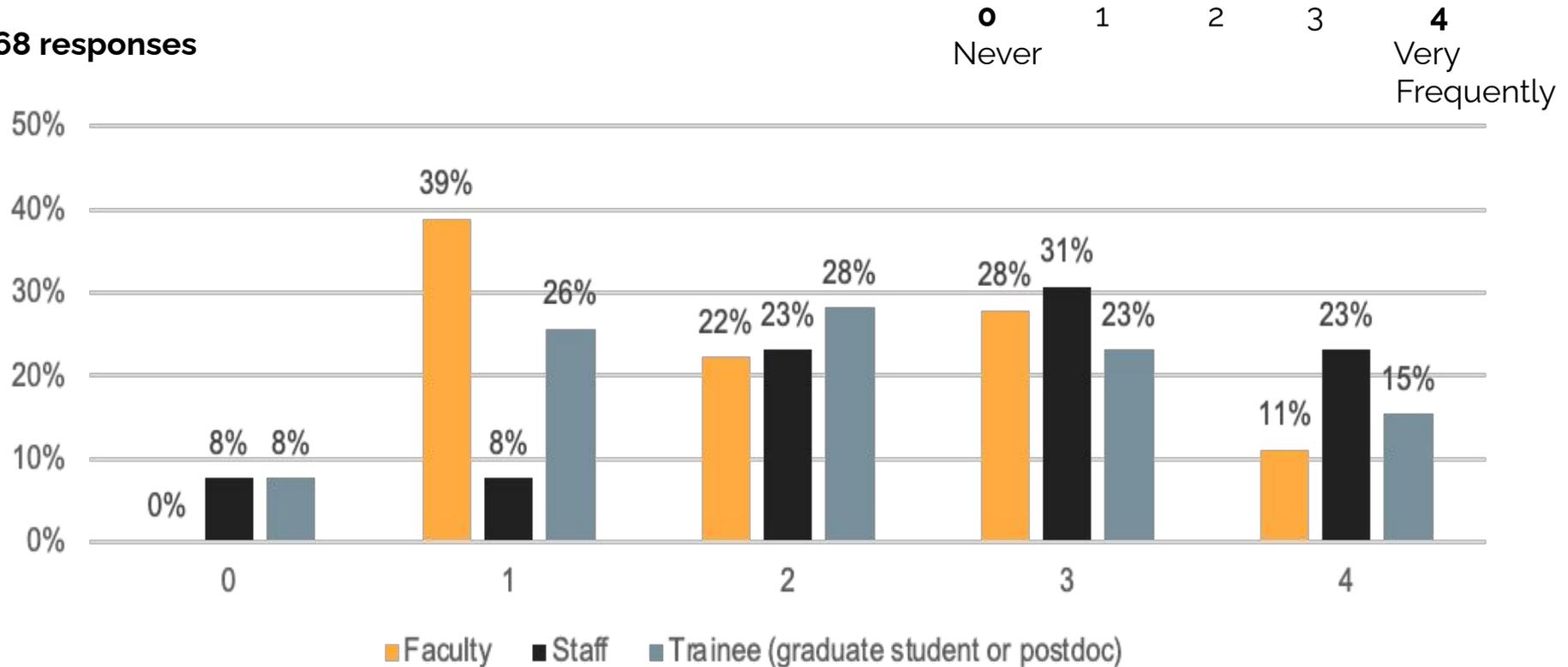
# During social situations like Tea Time, how frequently do you engage in conversations with women of different URM backgrounds?

69 responses

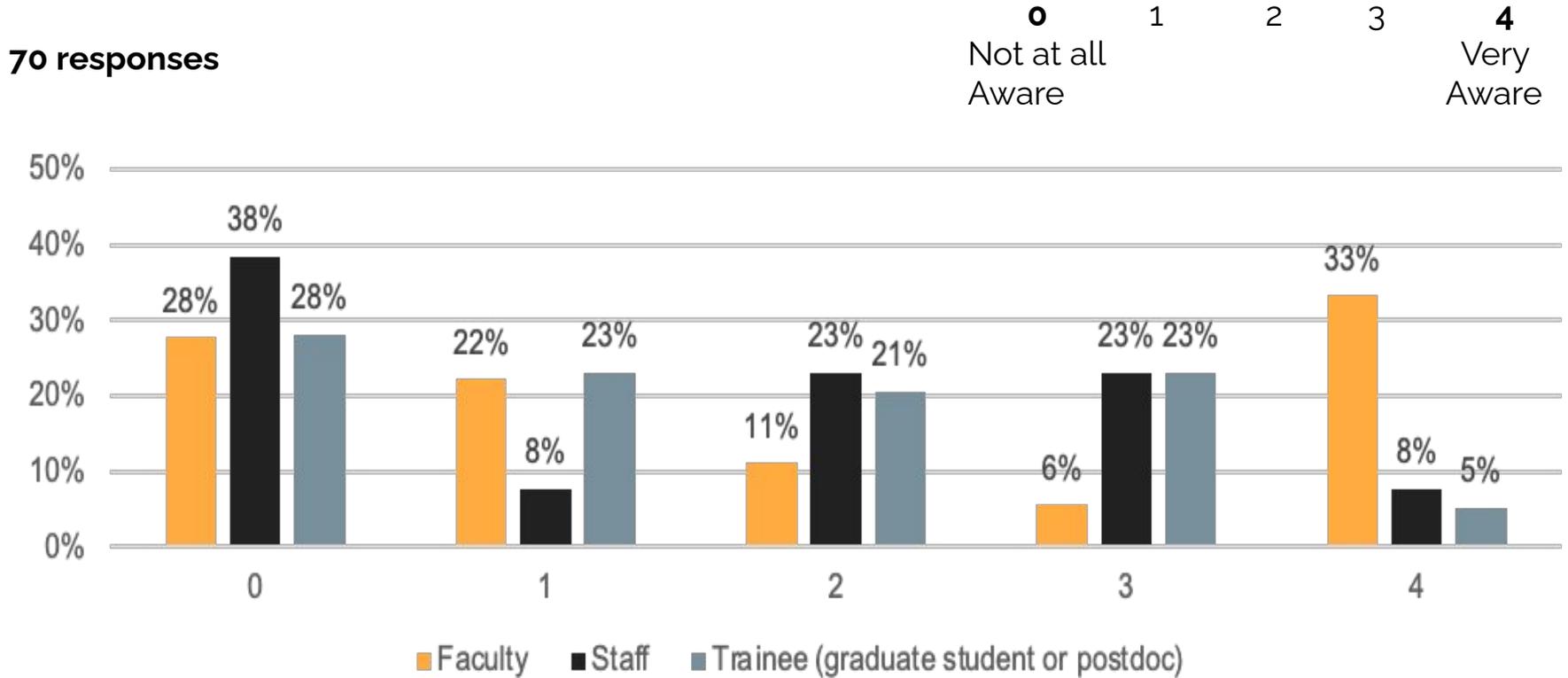


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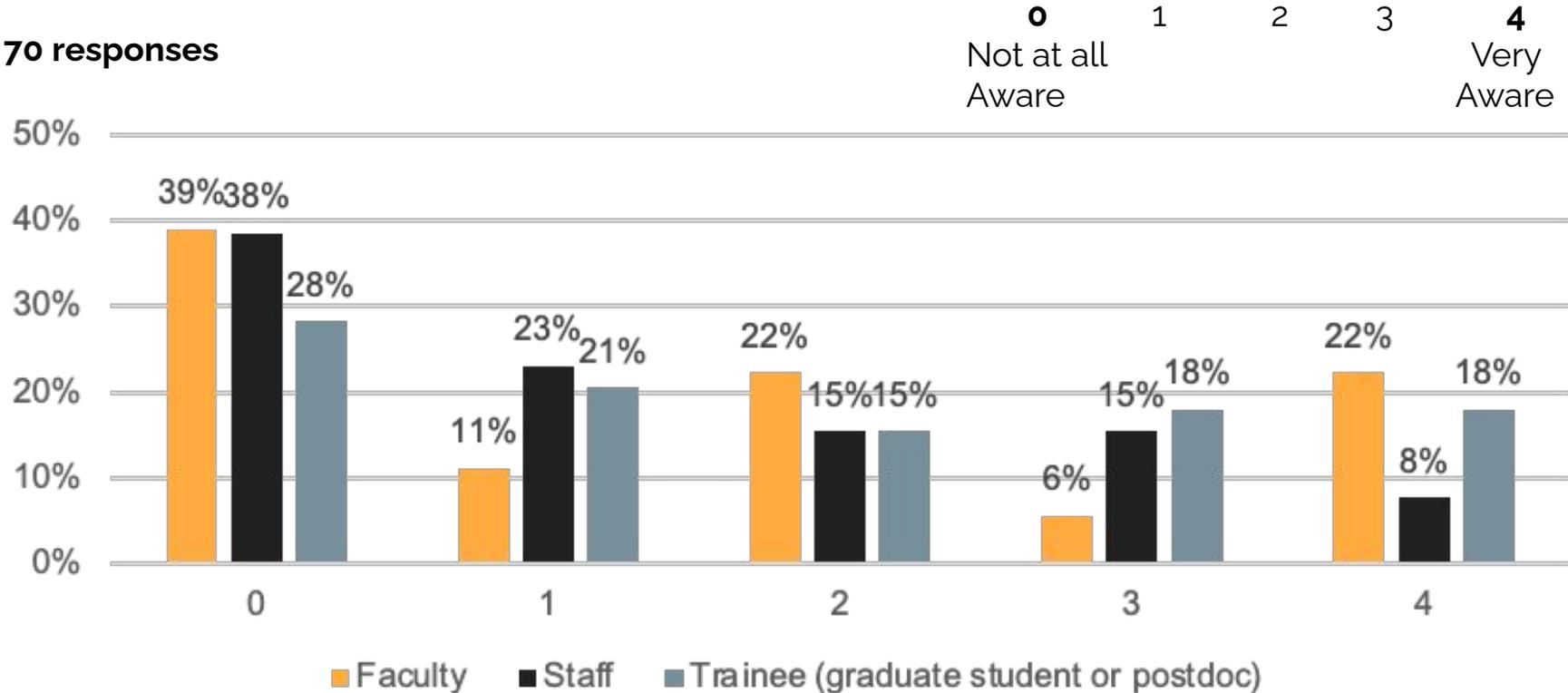
68 responses



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?

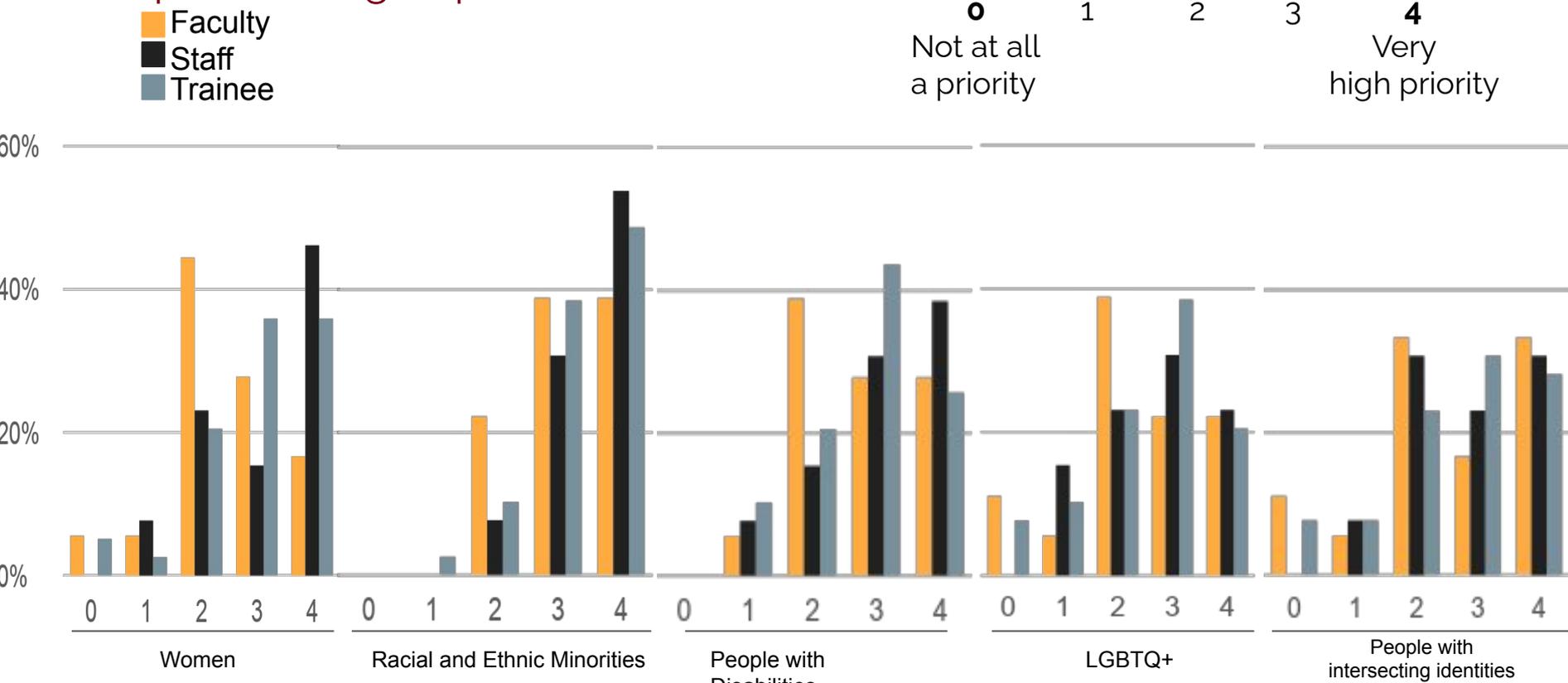


How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?



# SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

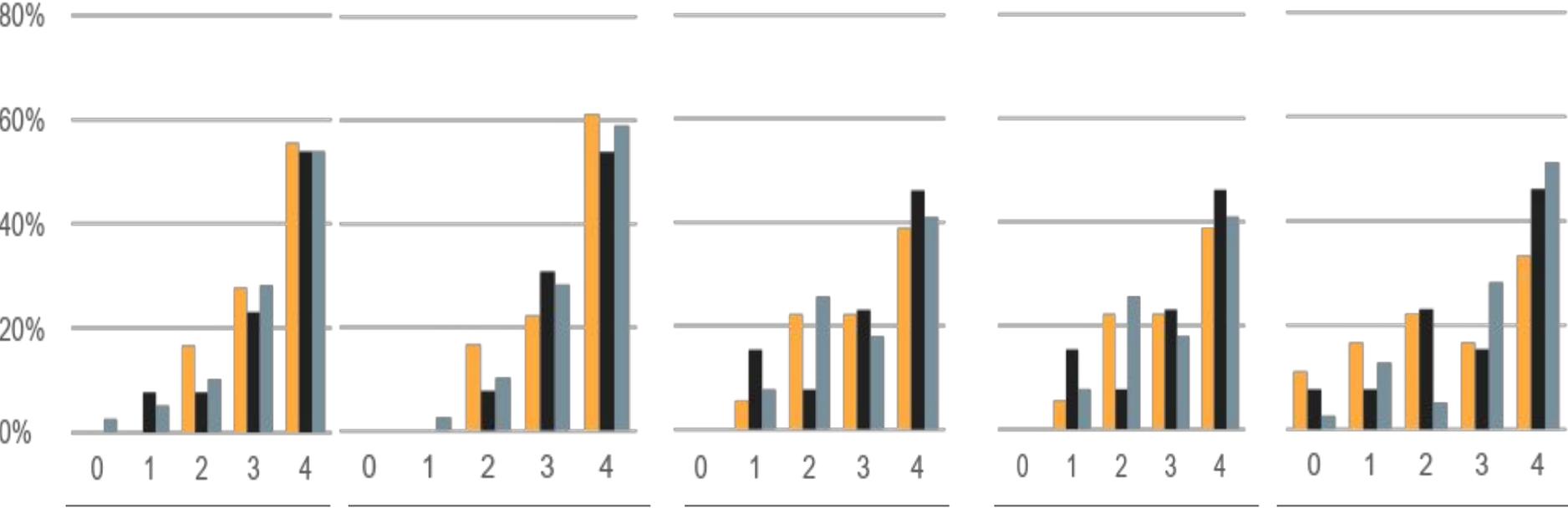
The CFI should make a priority to recruit POSTDOCS from the following underrepresented groups in science?



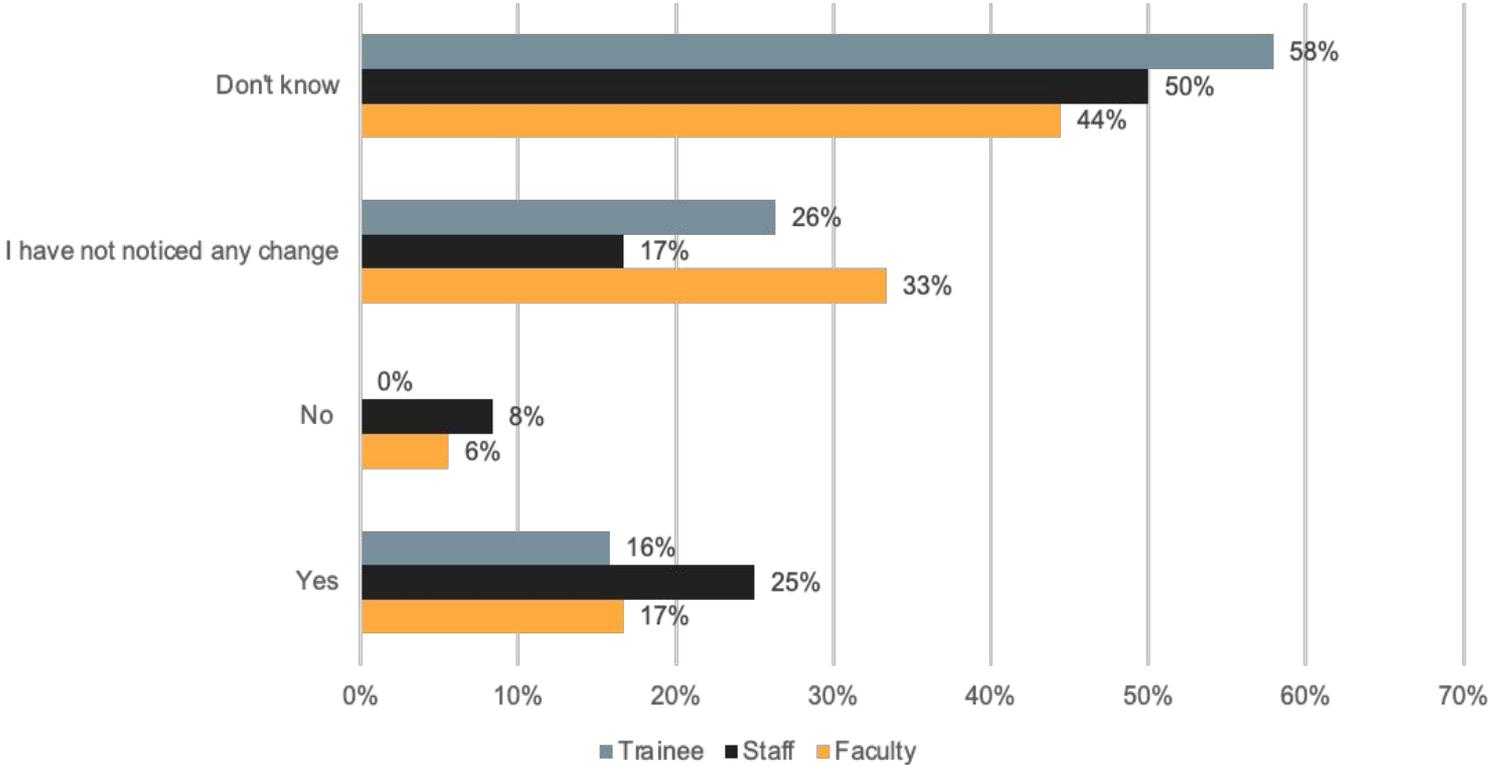
The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

■ Faculty  
■ Staff  
■ Trainee

● 0 Not at all a priority  
 1  
 2  
 3  
 4 Very high priority

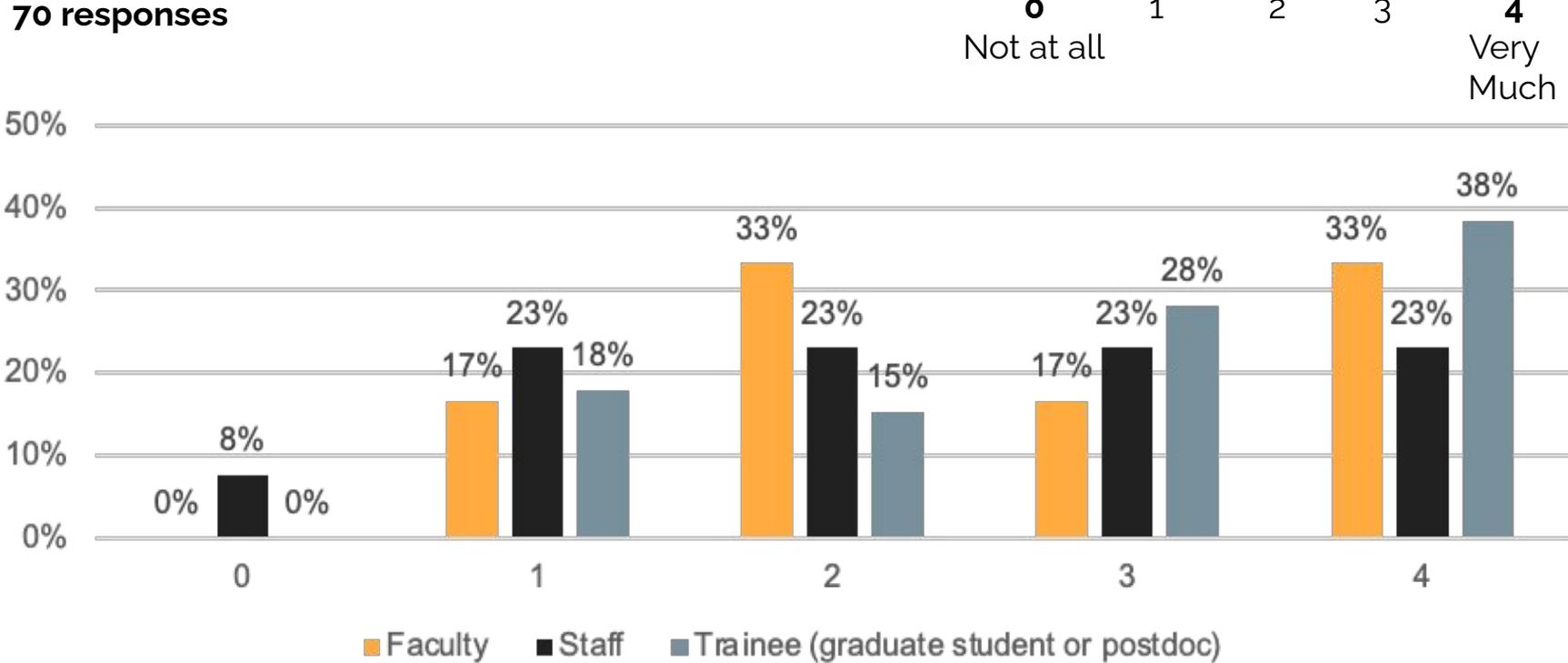


Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.



# 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

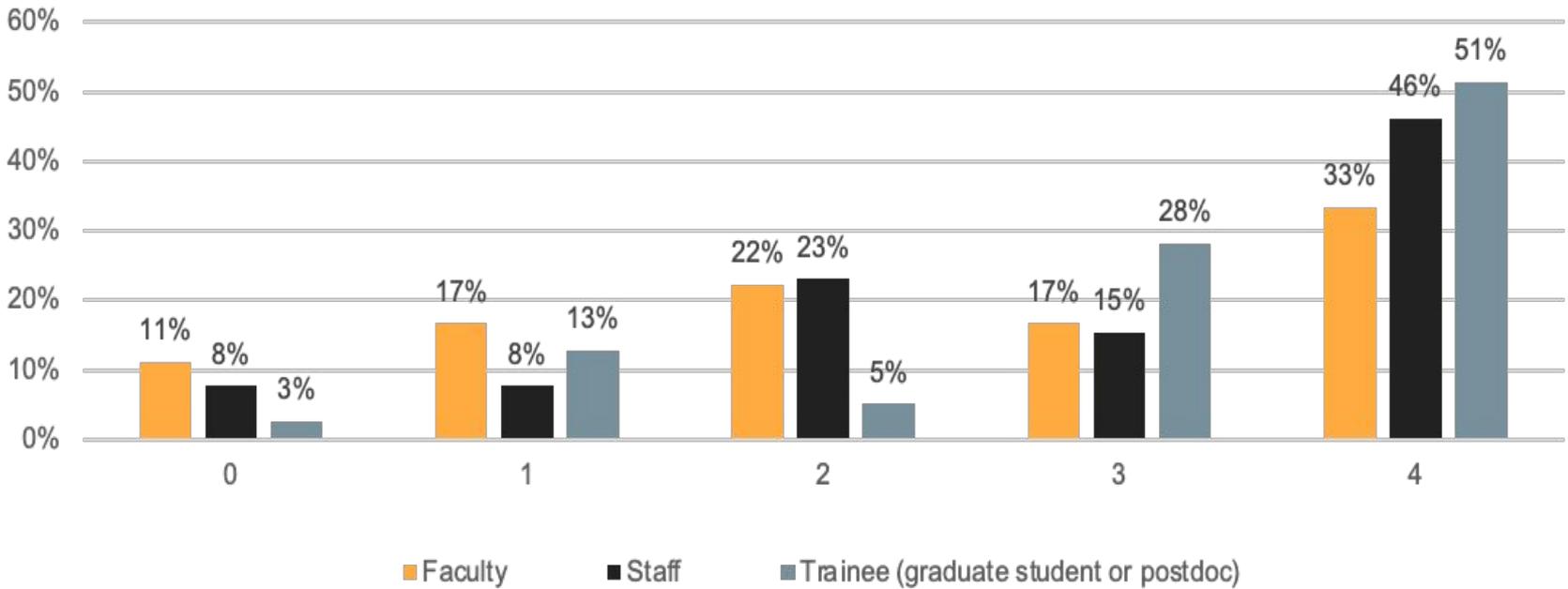
70 responses



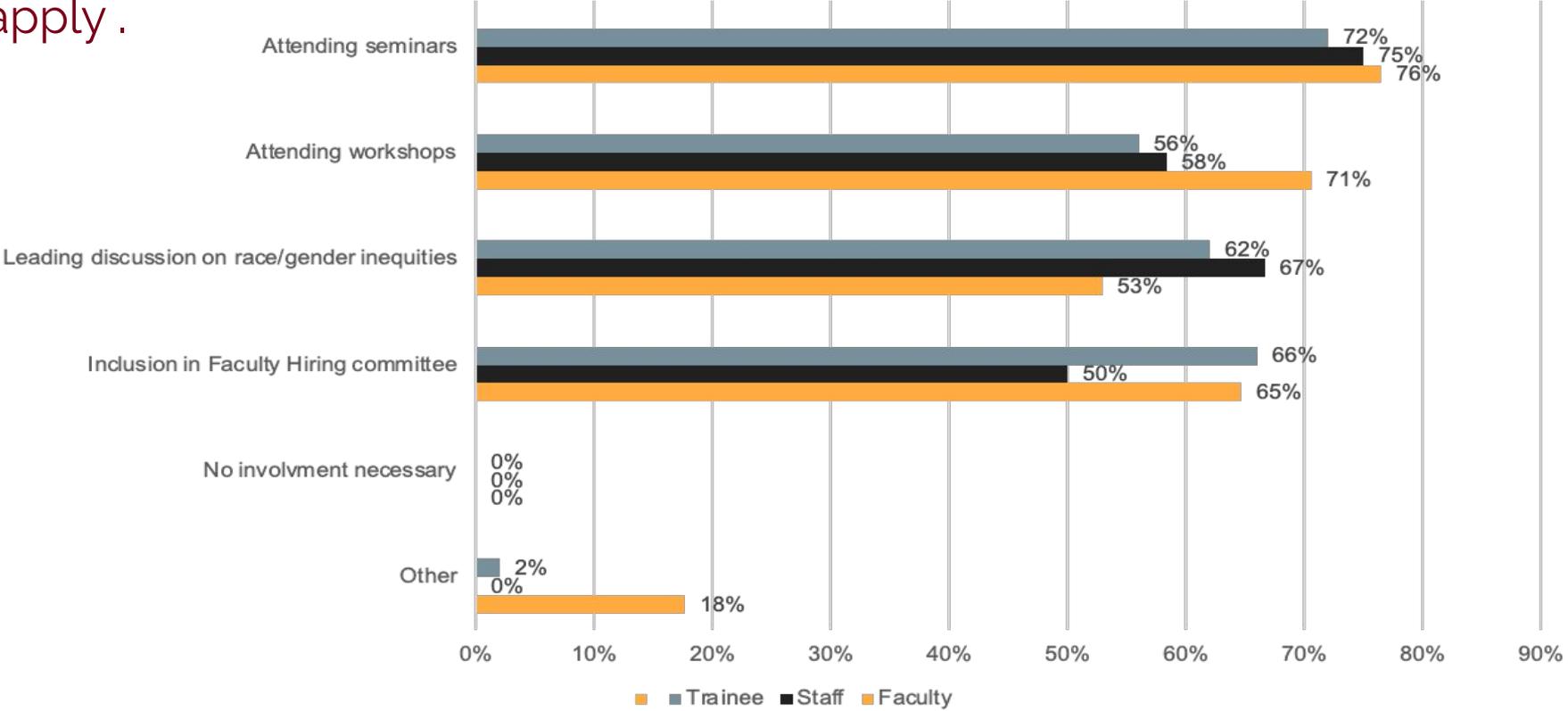
# How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 responses

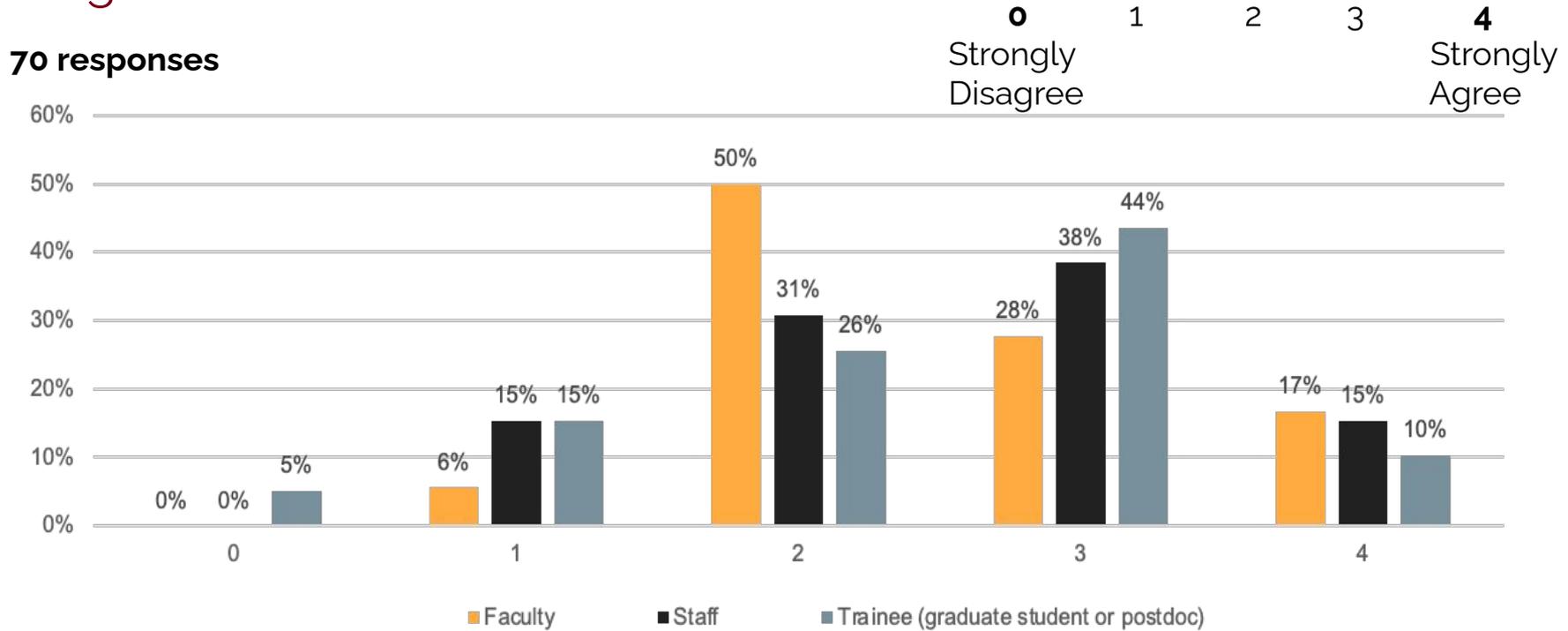
0 Not at all 1 2 3 4 Very Much



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 .

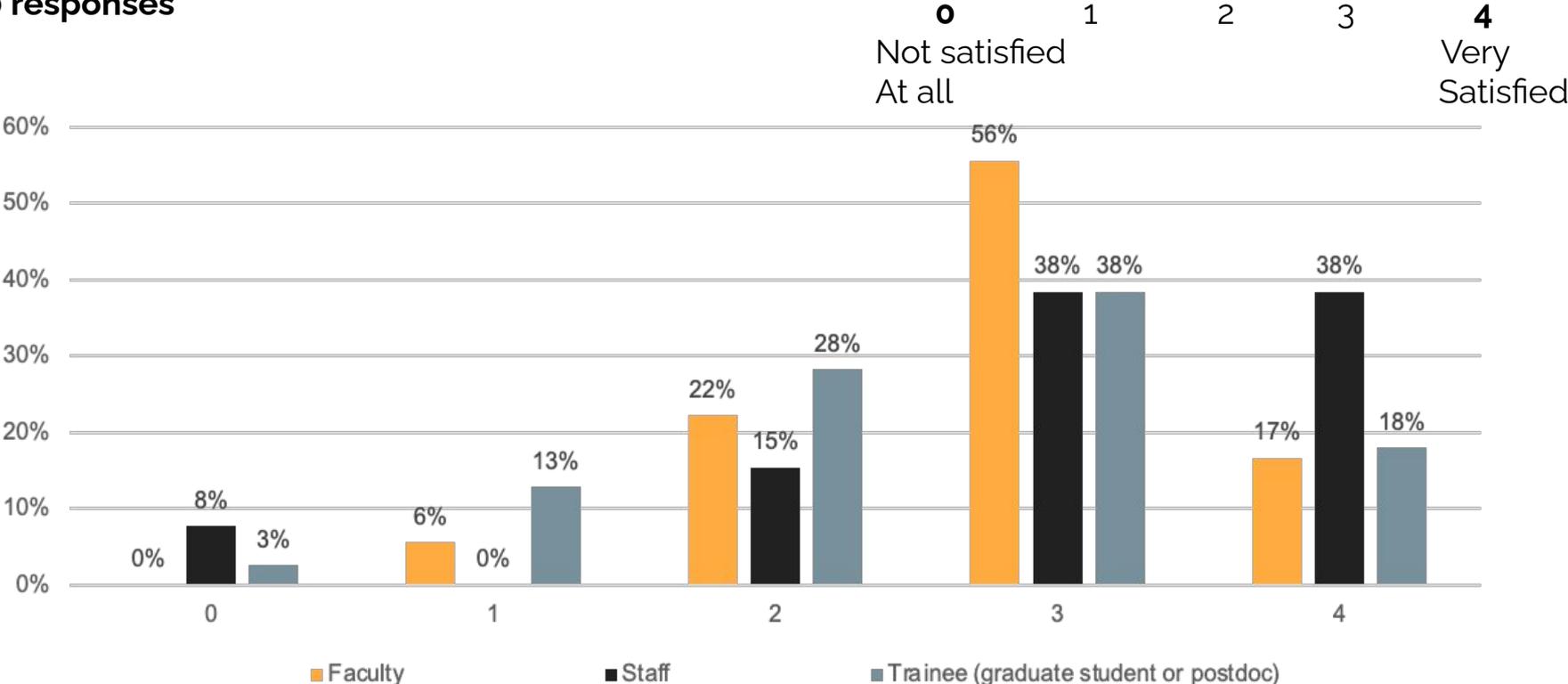


Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.



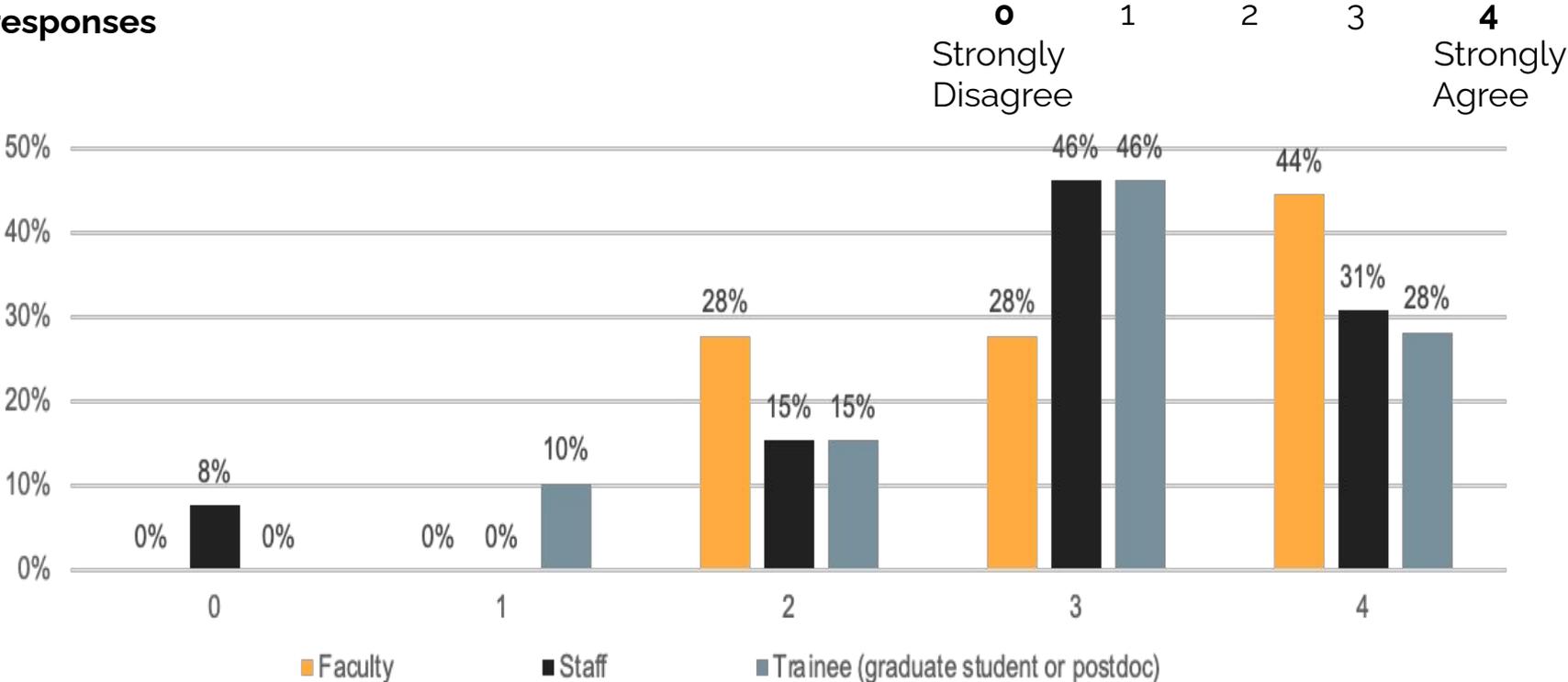
# How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

70 responses



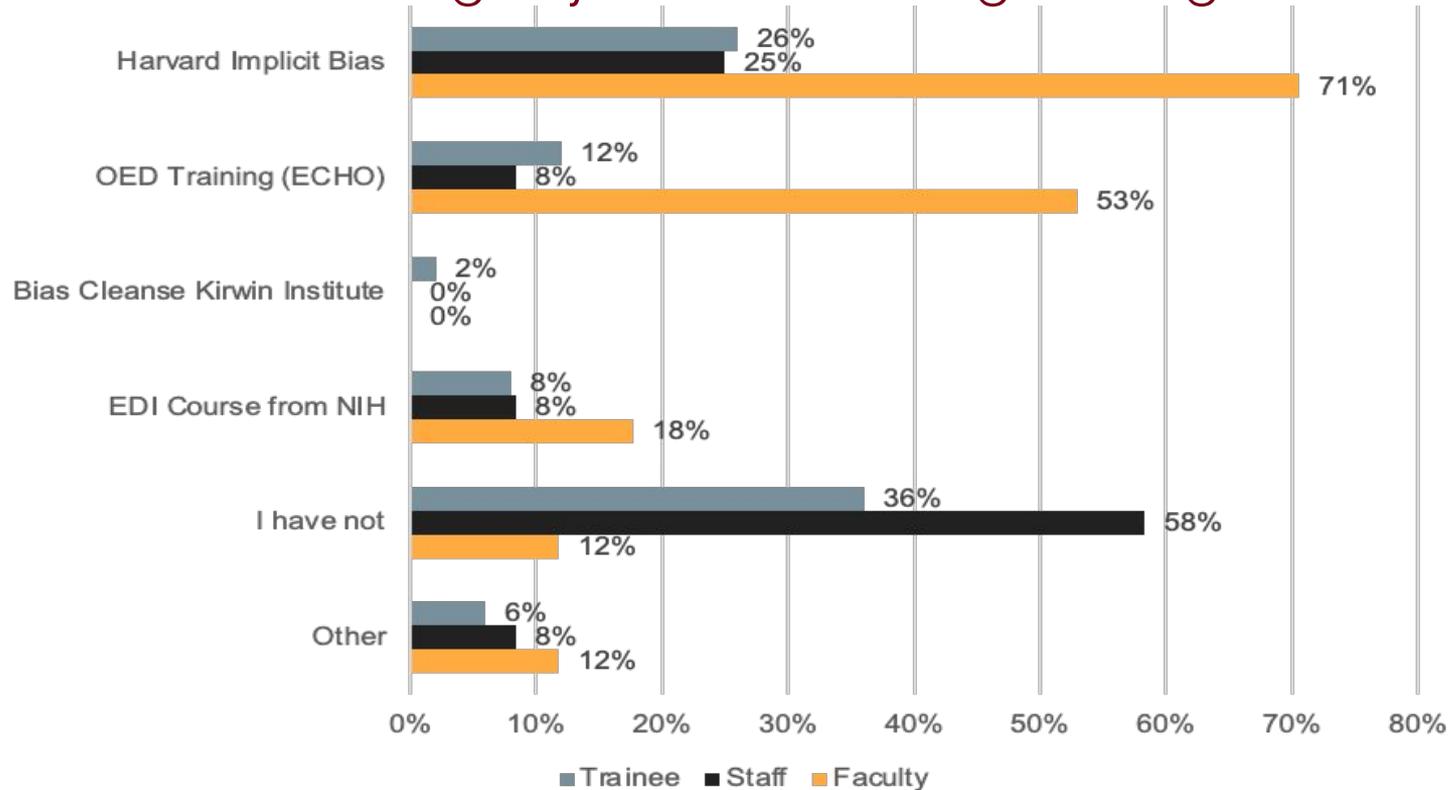
# To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?

70 responses

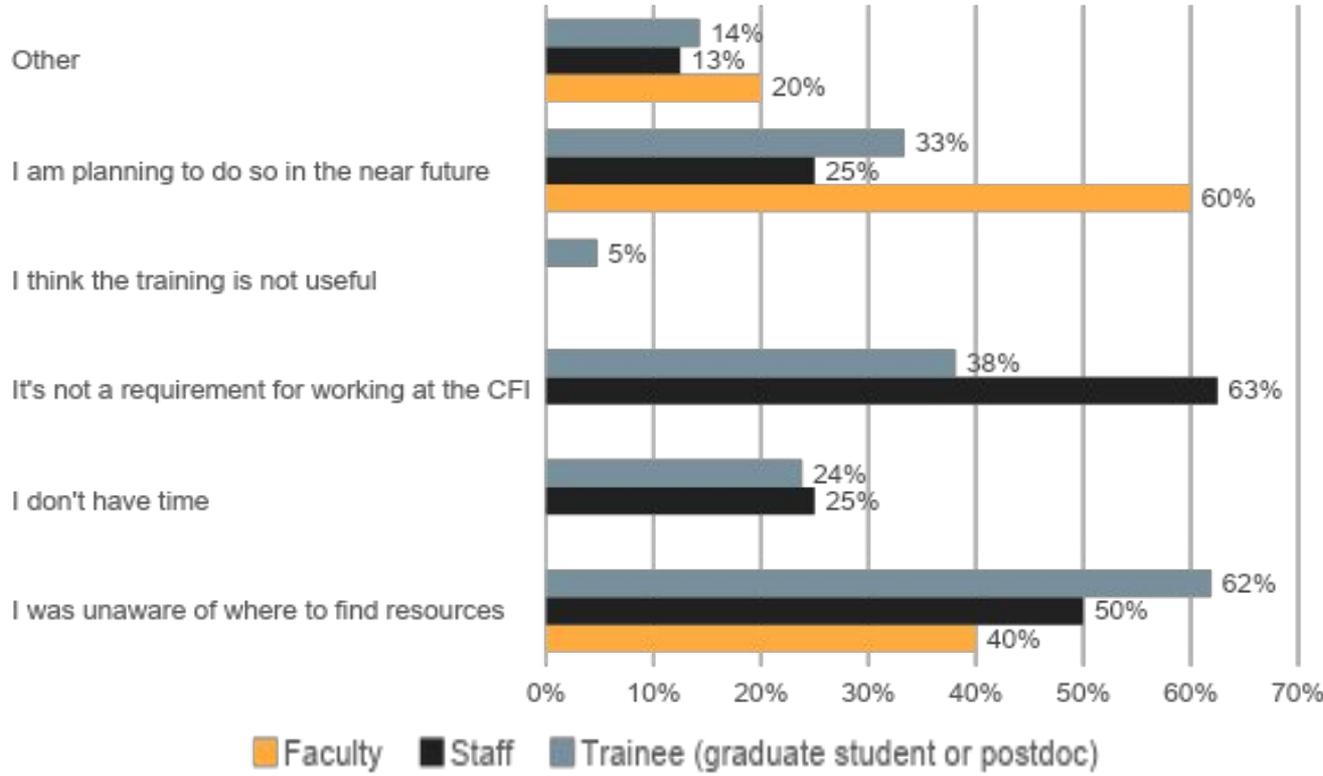


## SECTION 3. BIAS.

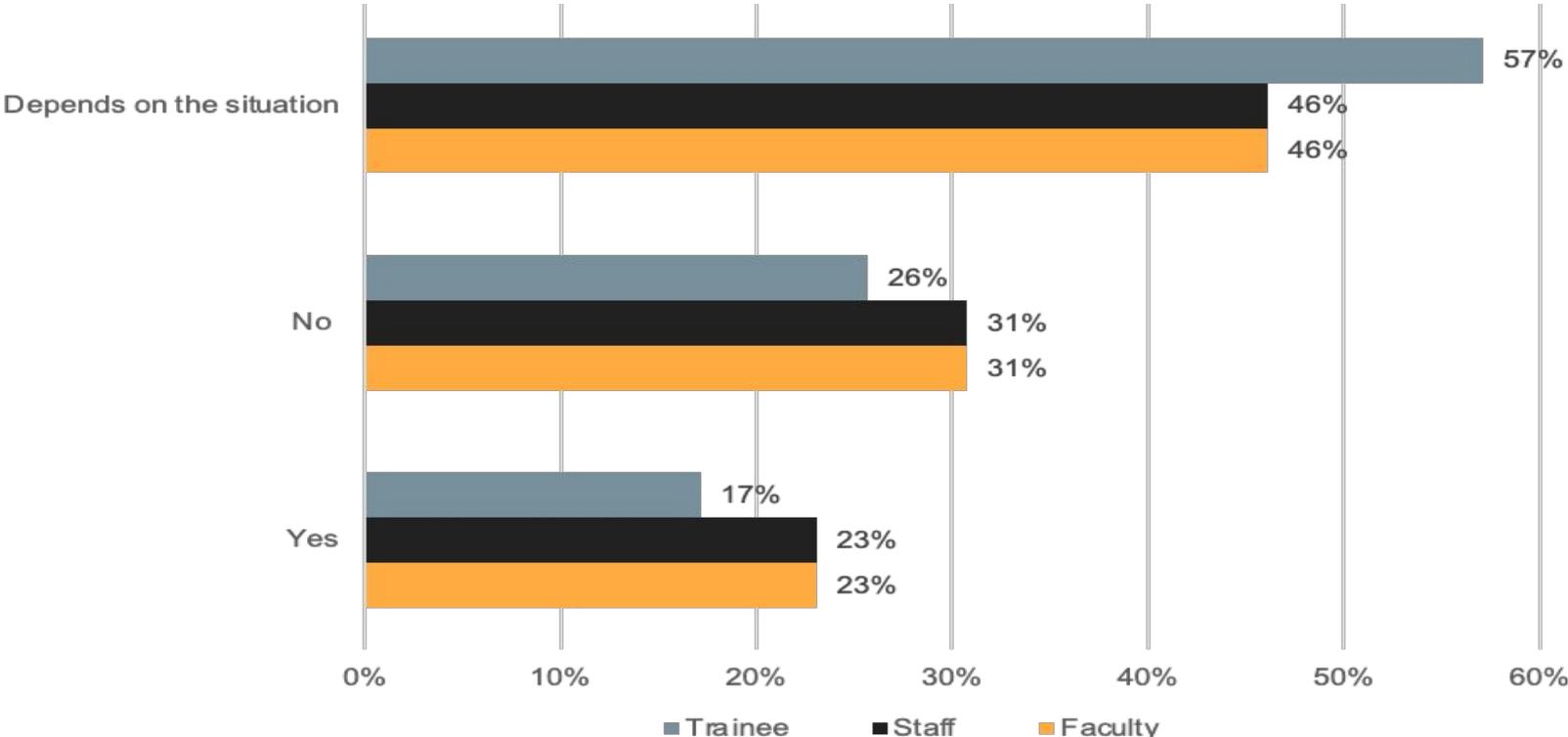
In your time at the CFI, have you engaged in any implicit bias training?  
This could include taking any of the following training or others



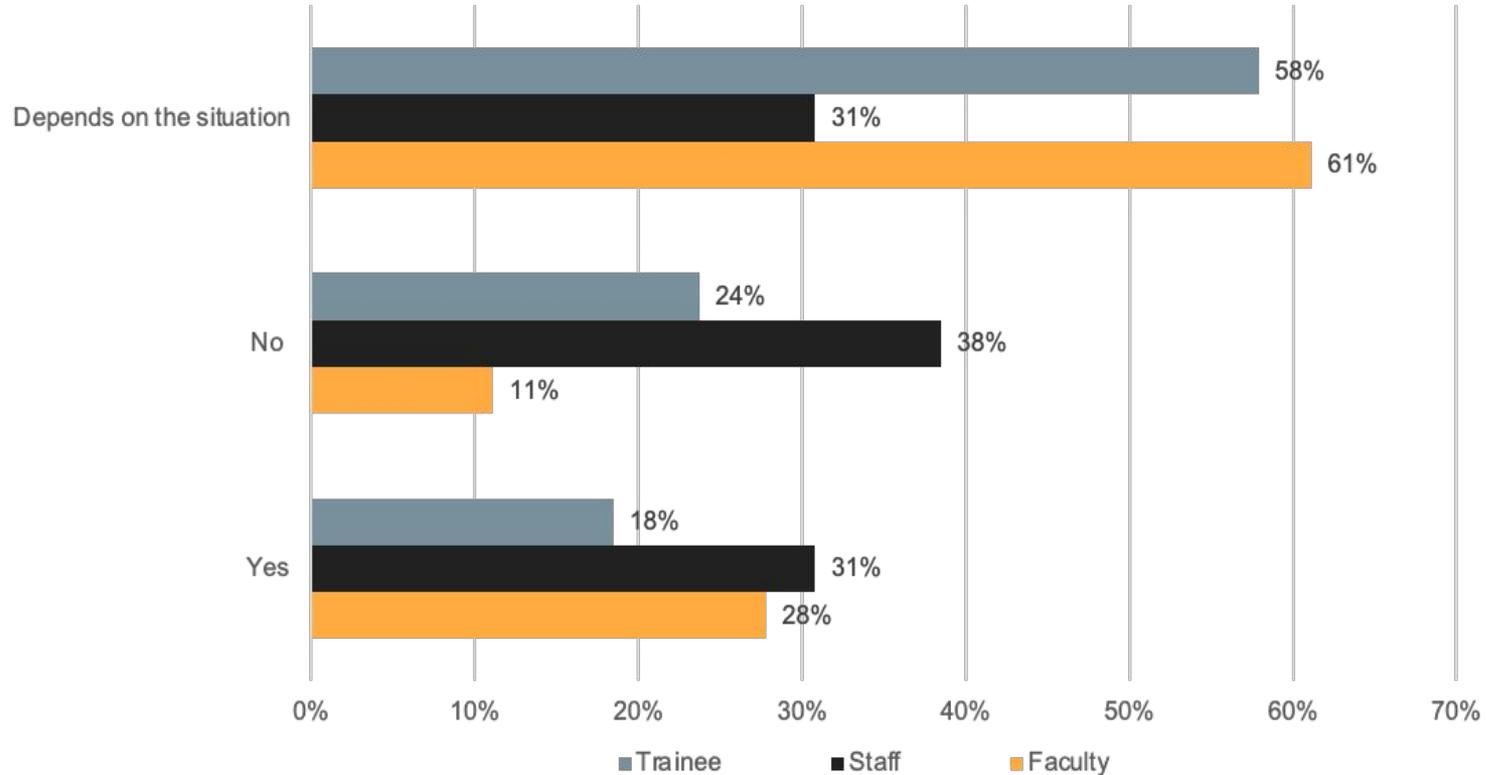
# If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable



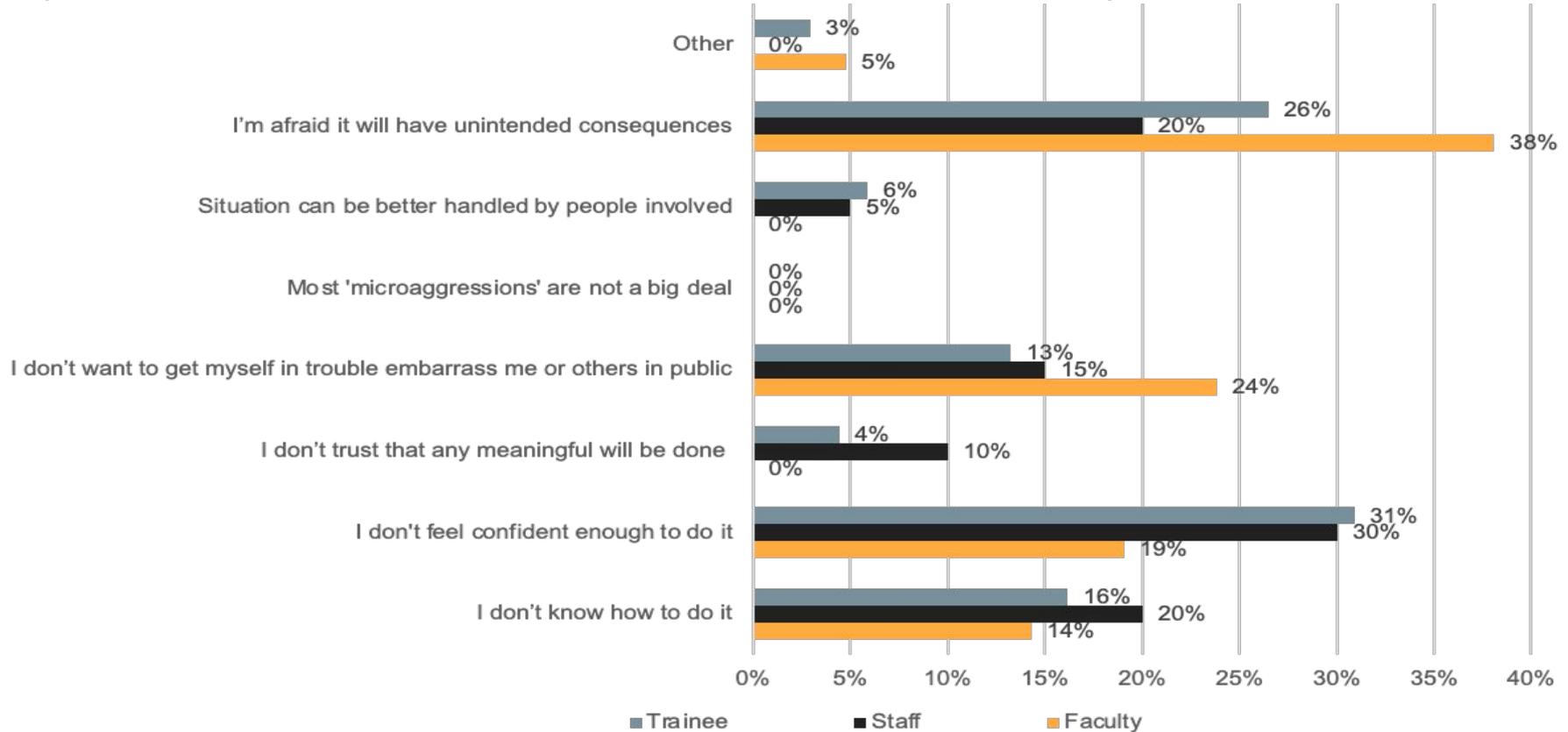
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?



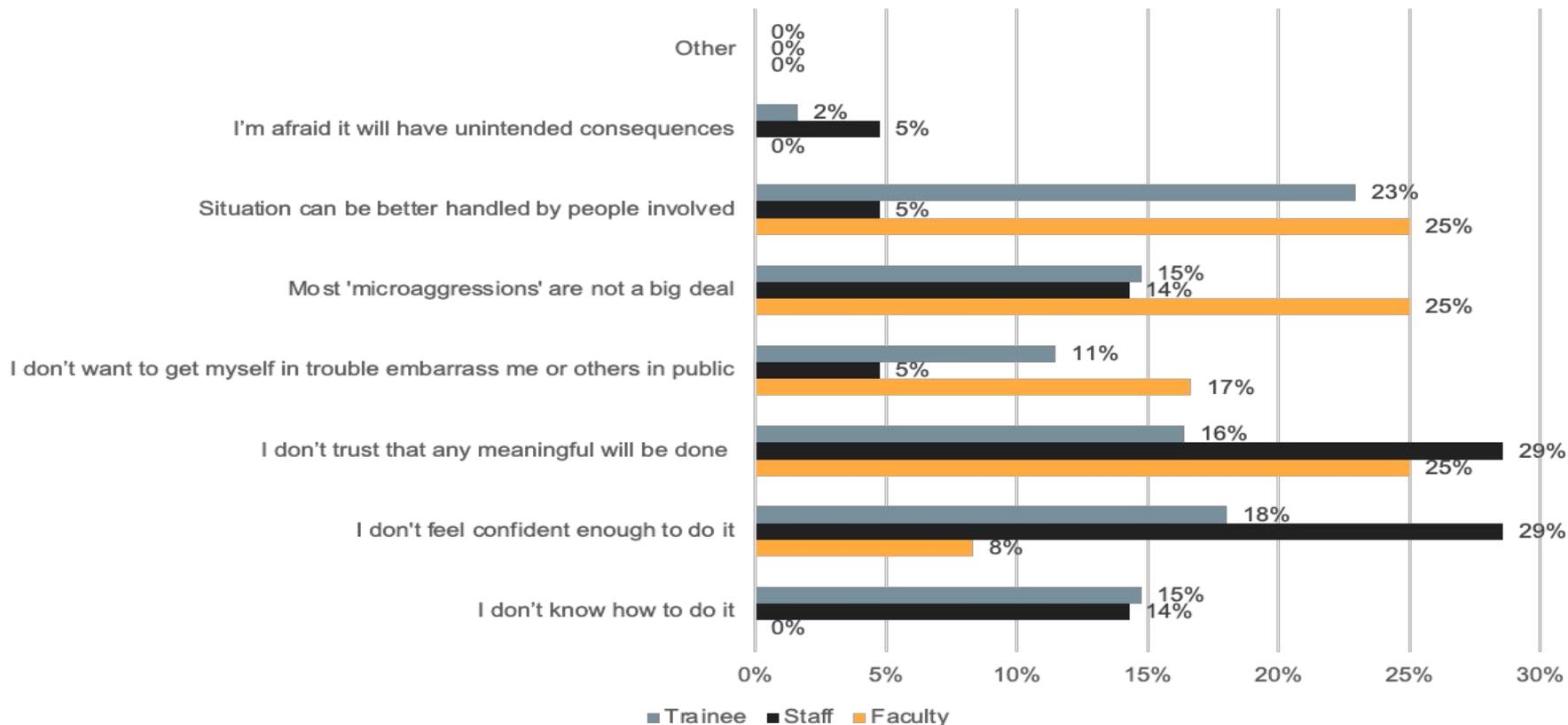
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such microaggressions, invalidation, or microassaults?



# 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

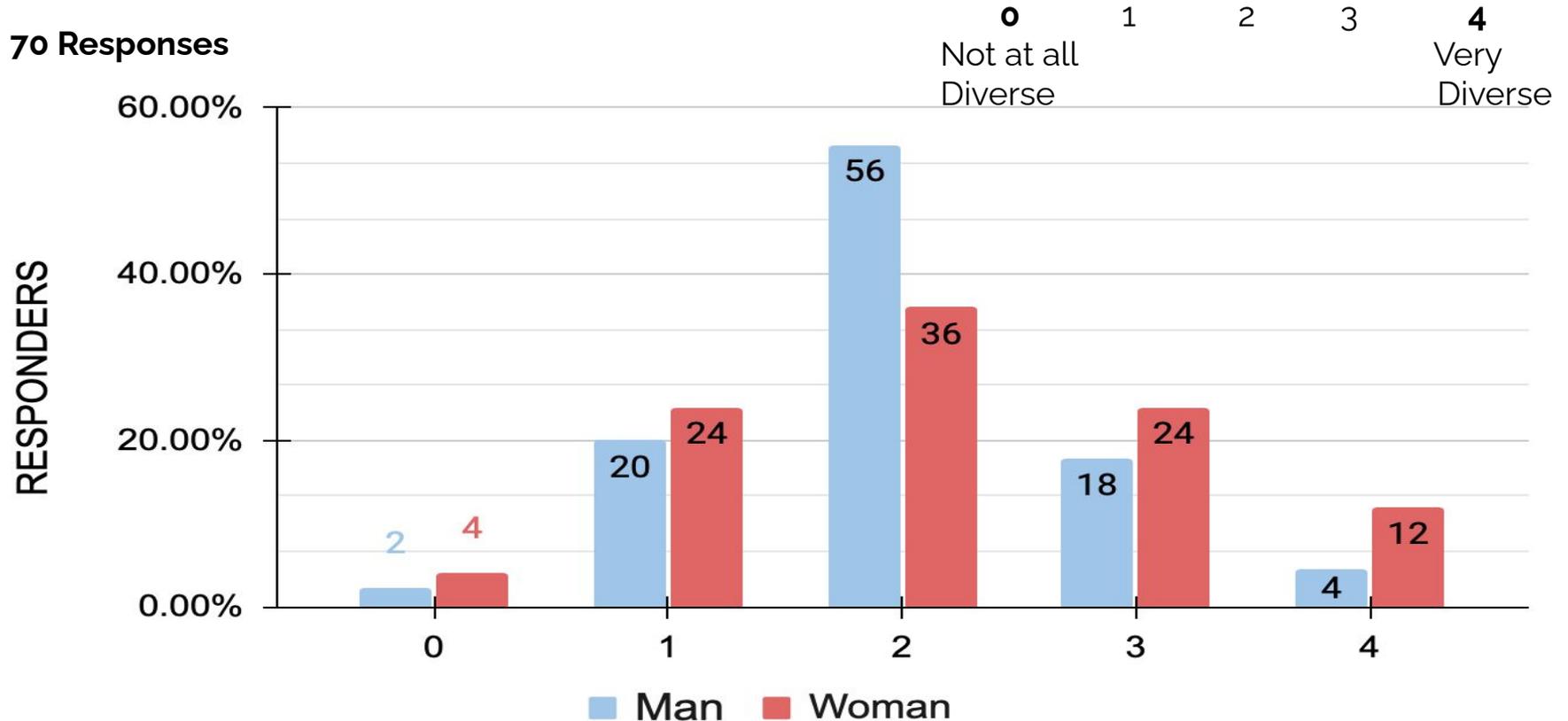


# If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable

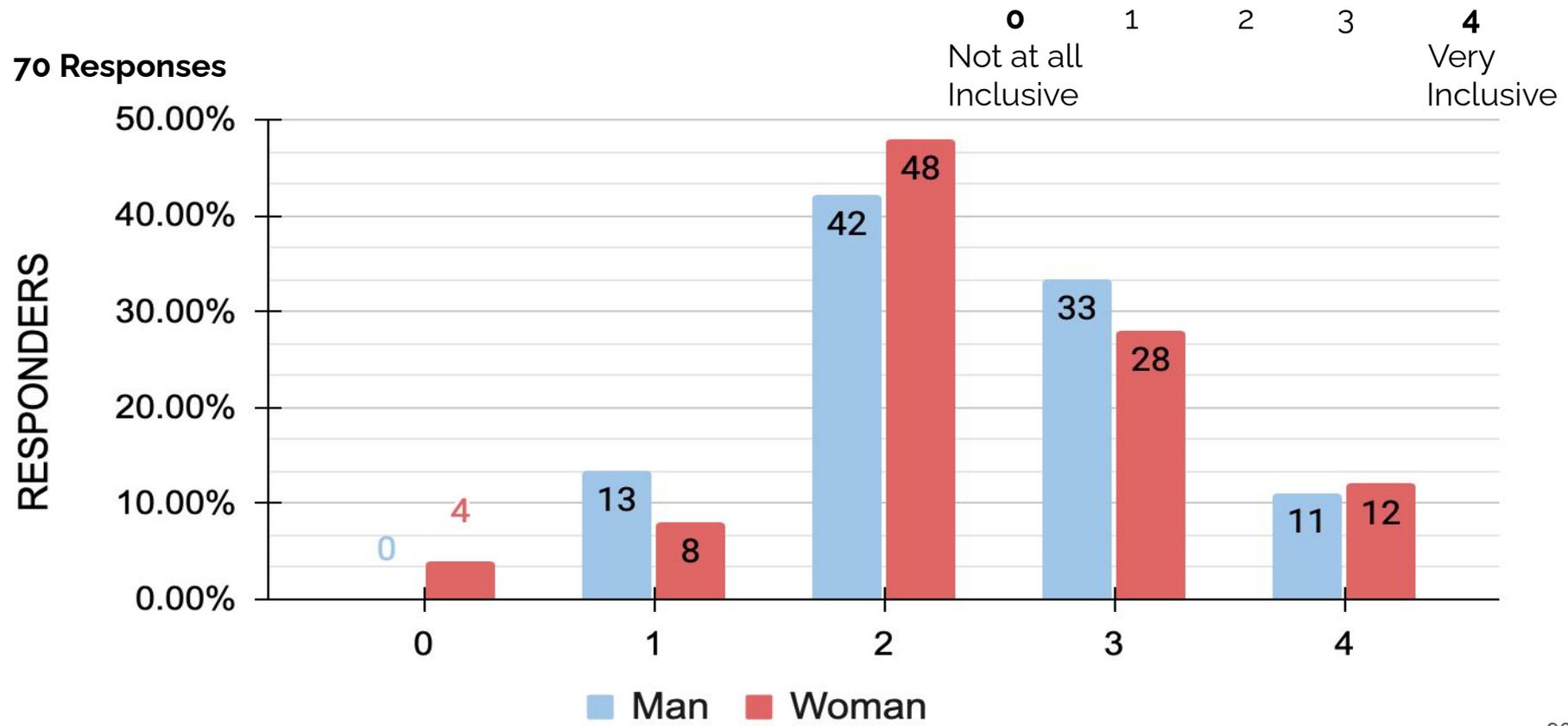


## SECTION 1. WORKING AND TRAINING AT THE CFI.

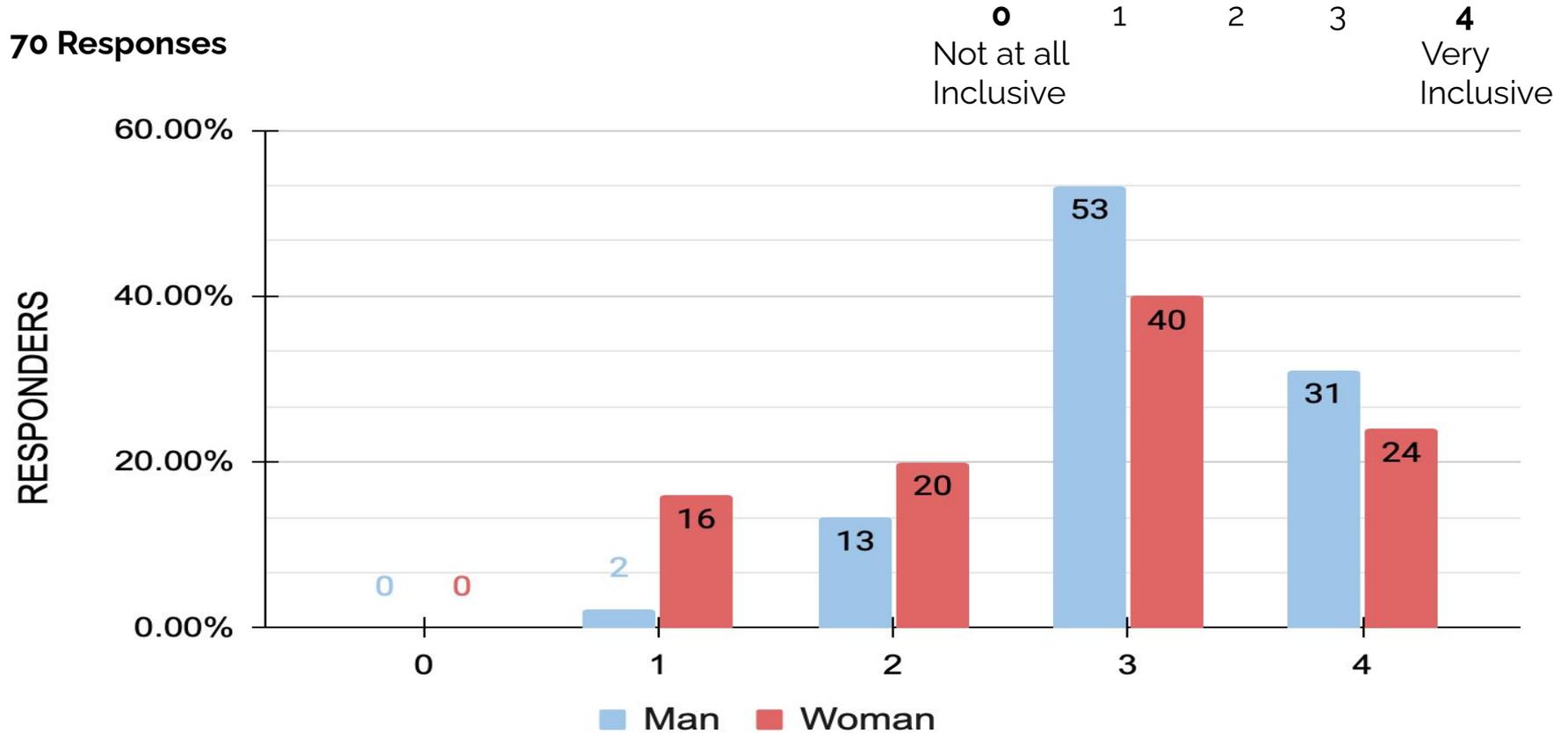
Do you consider the CFI to be a diverse work environment?



# How inclusive do you think the CFI is for underrepresented racial/ethnic minorities?

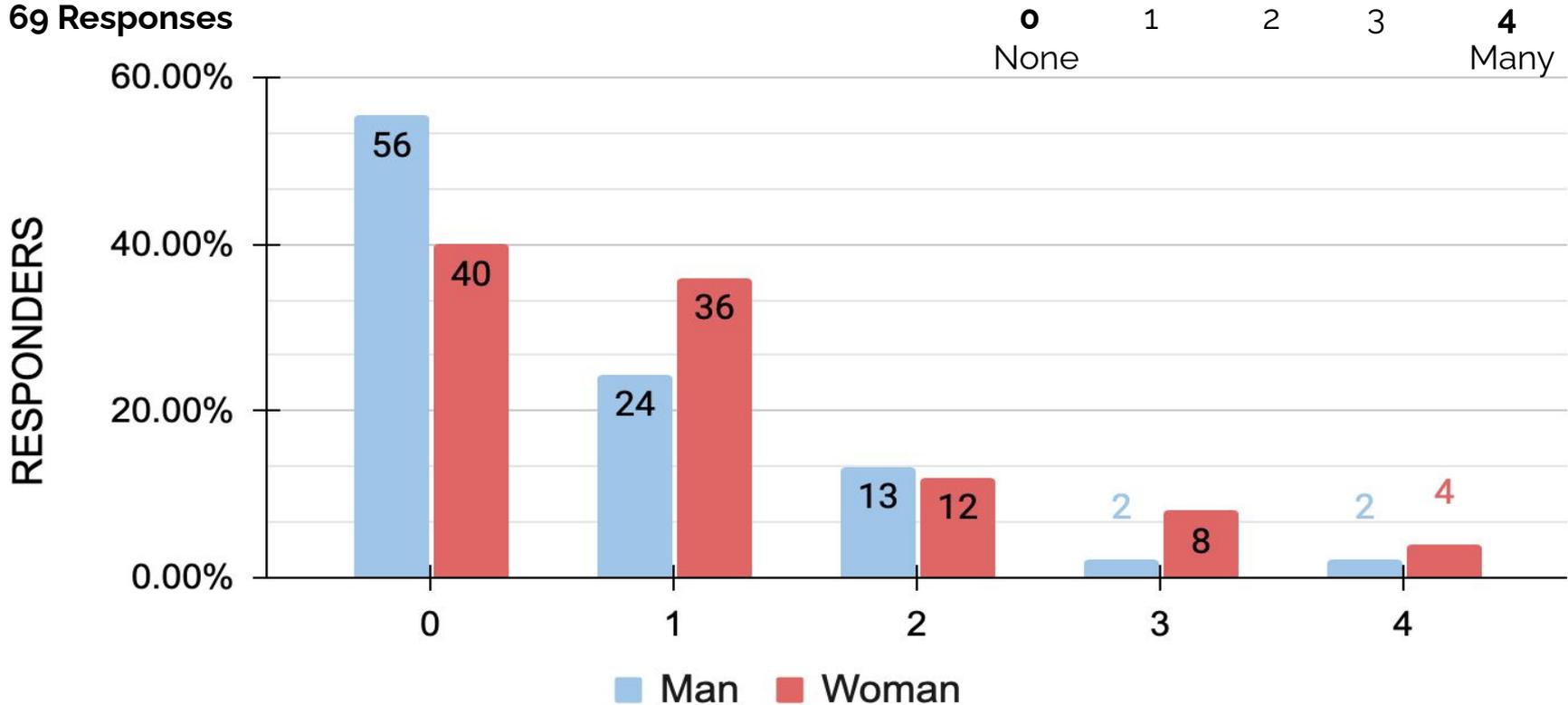


# How inclusive do you think the CFI is for women?



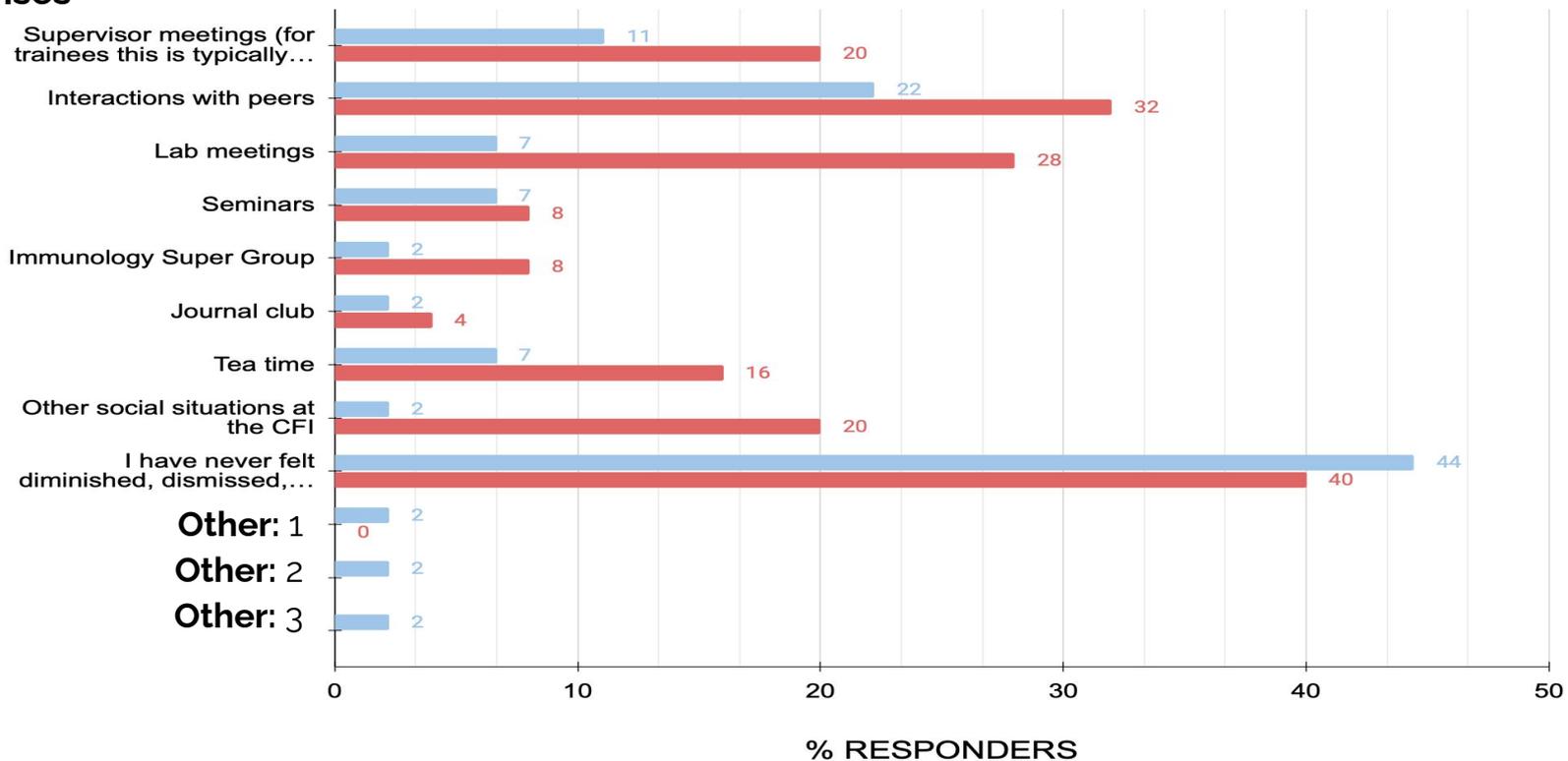
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69 Responses



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

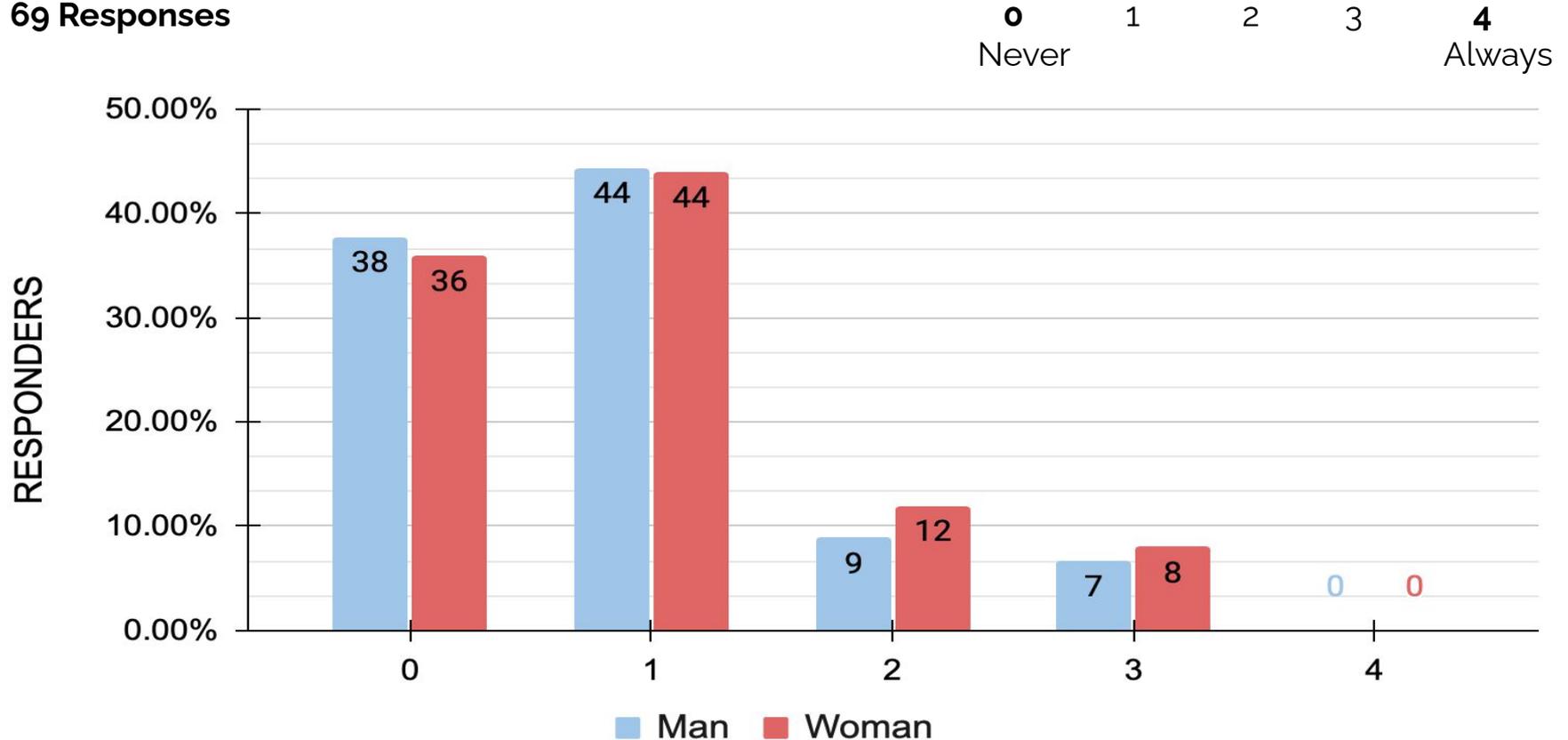
## 64 Responses



■ Man ■ Woman

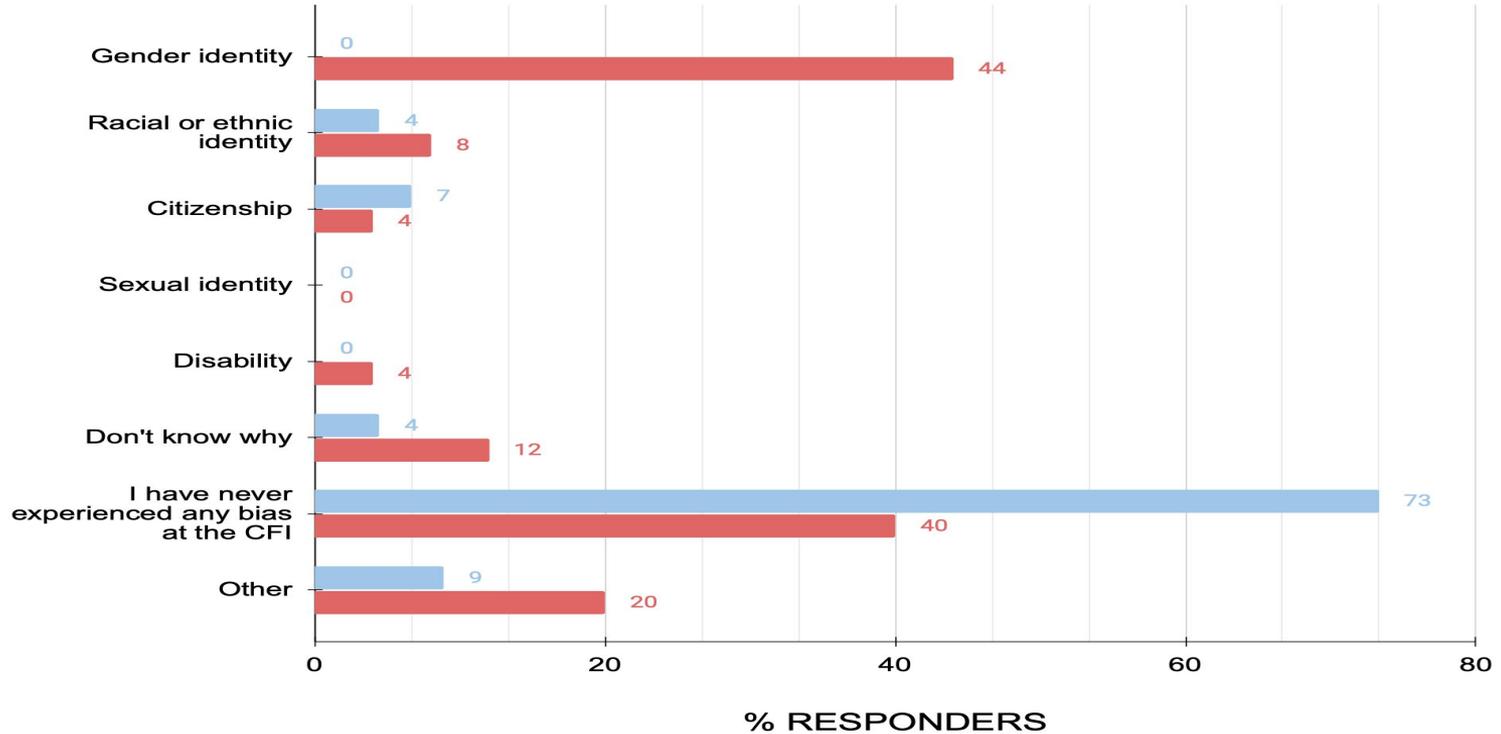
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69 Responses



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

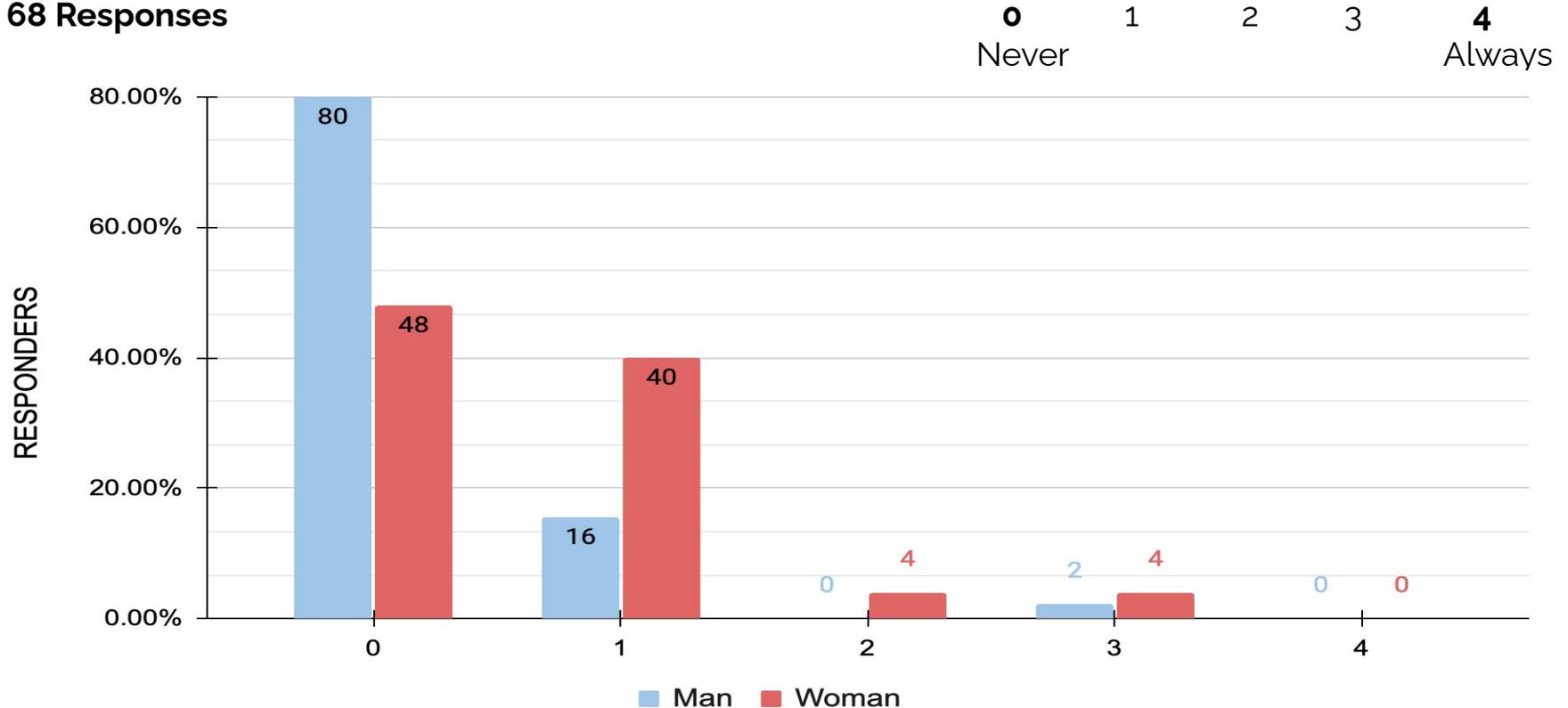
## 66 Responses



■ Man ■ Woman

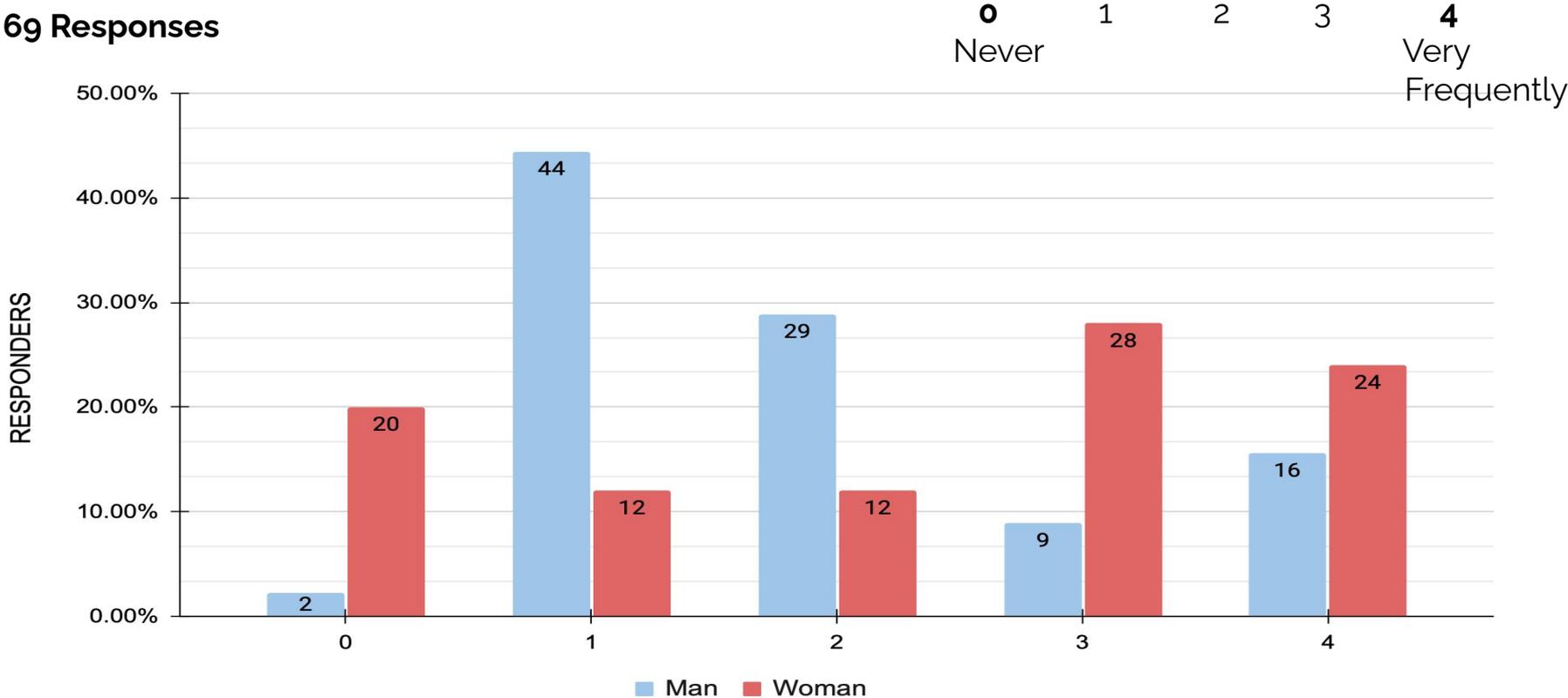
# How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 Responses



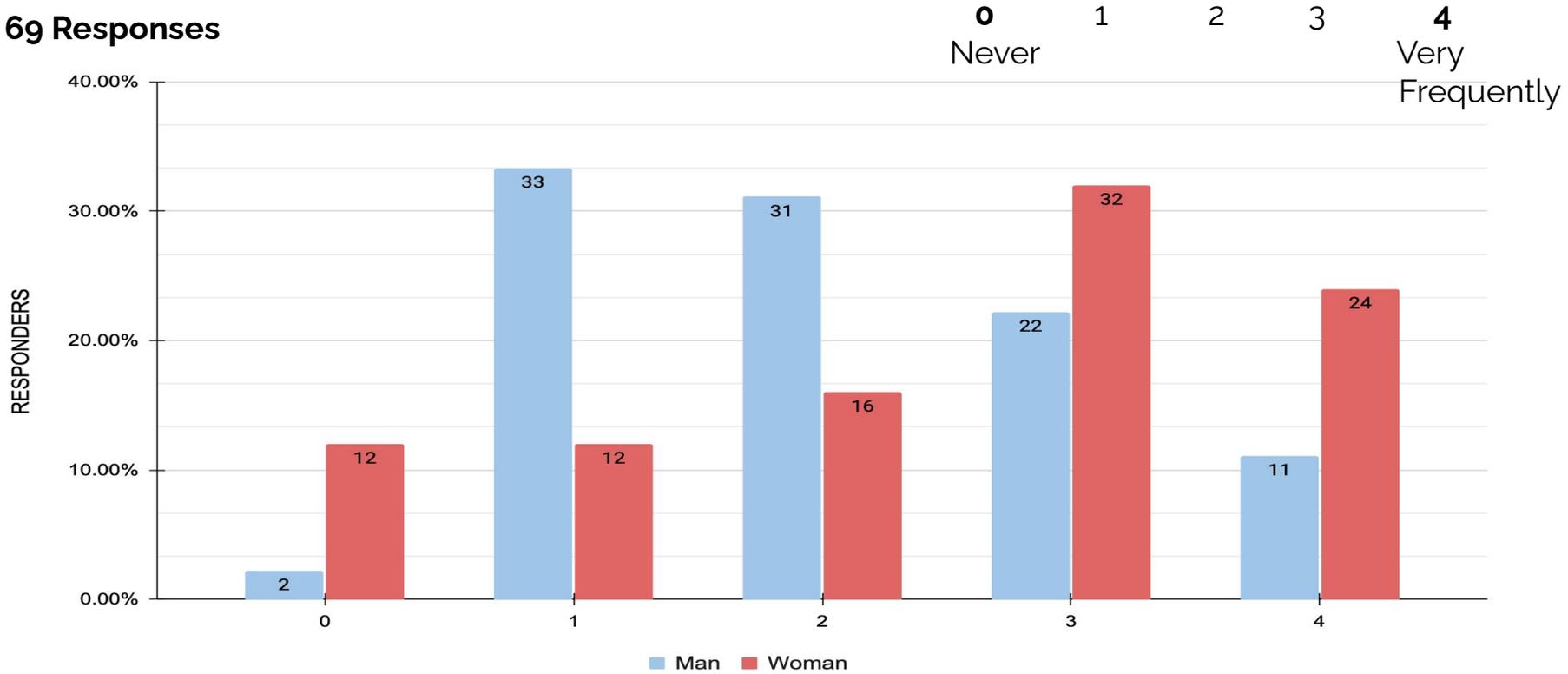
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69 Responses



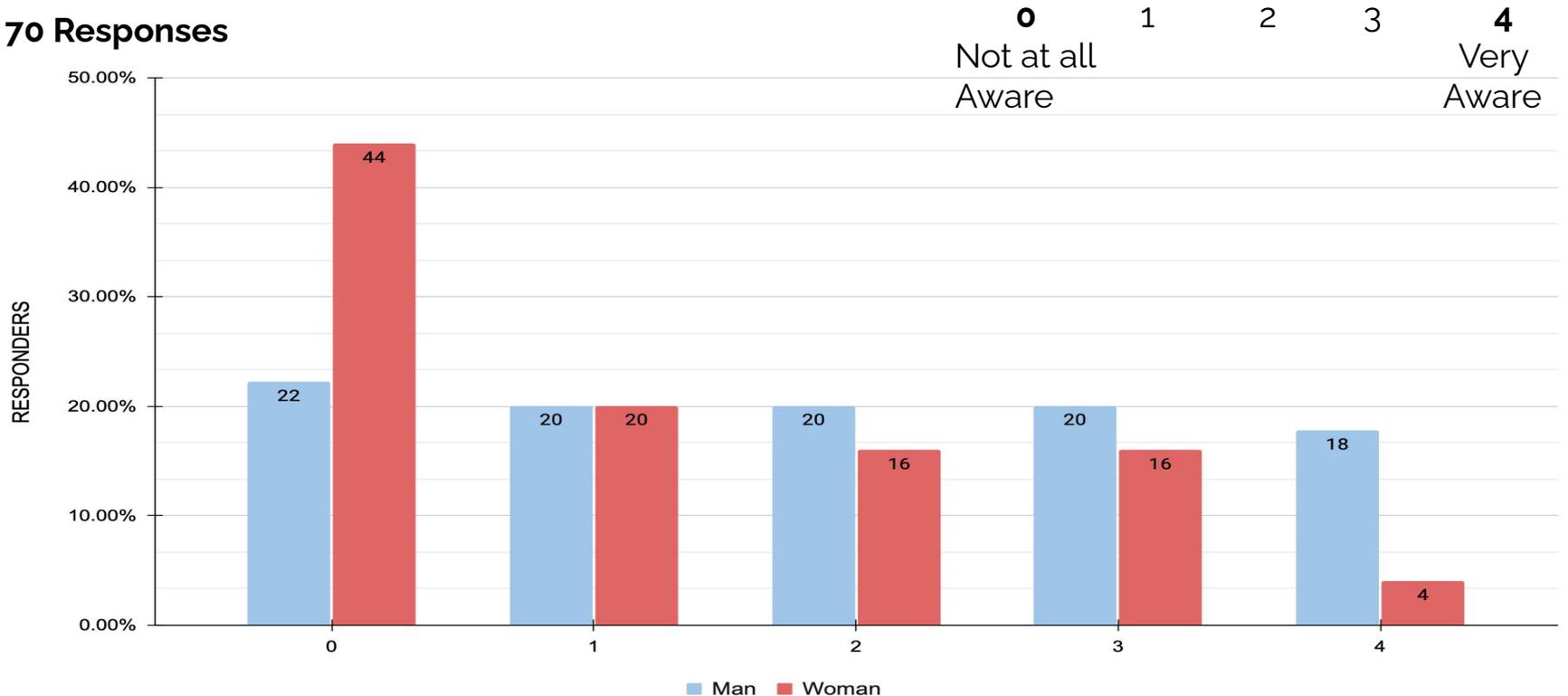
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69 Responses

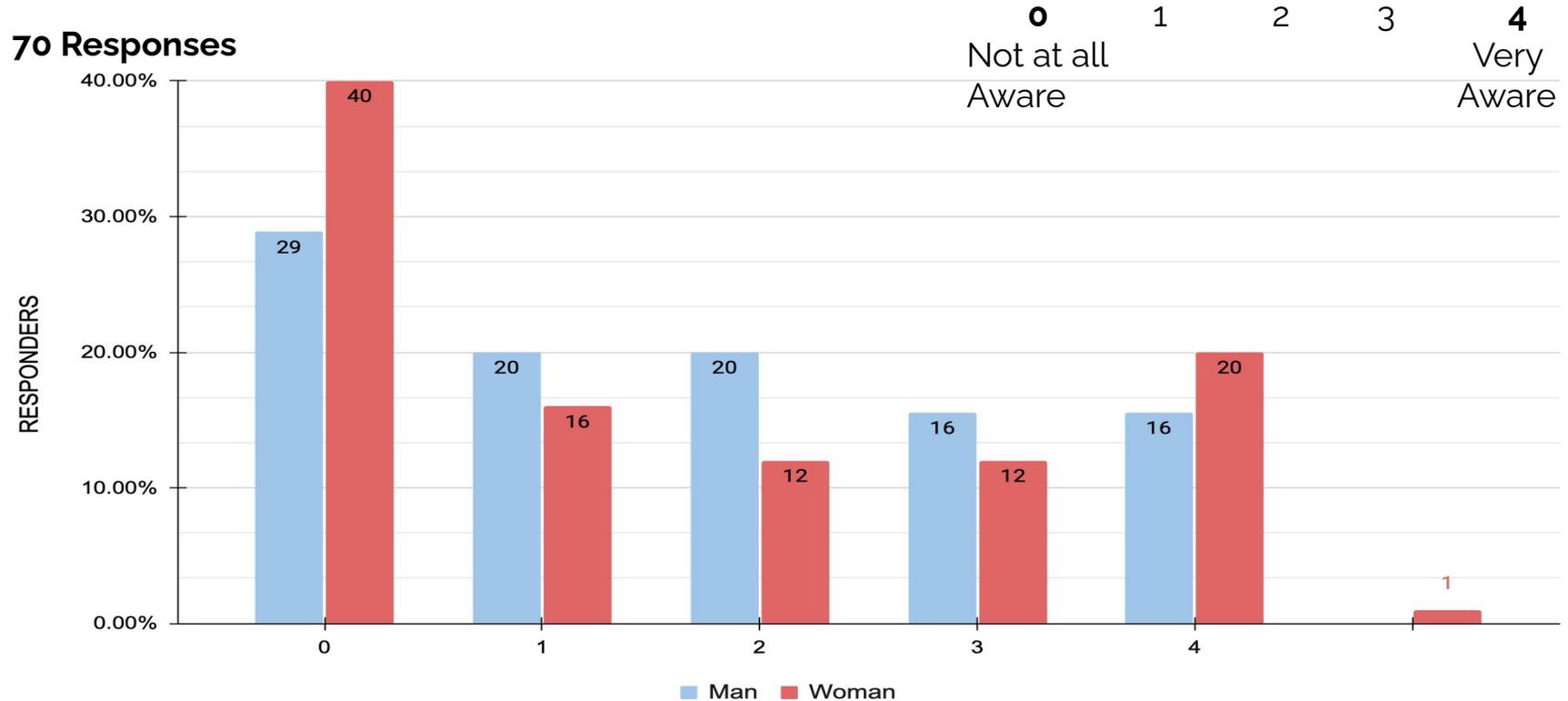


How aware were you that the funding rate for RO1 applications from Black/African American scientist was 10 percentage points lower for all other groups after controlling for other variables?

70 Responses

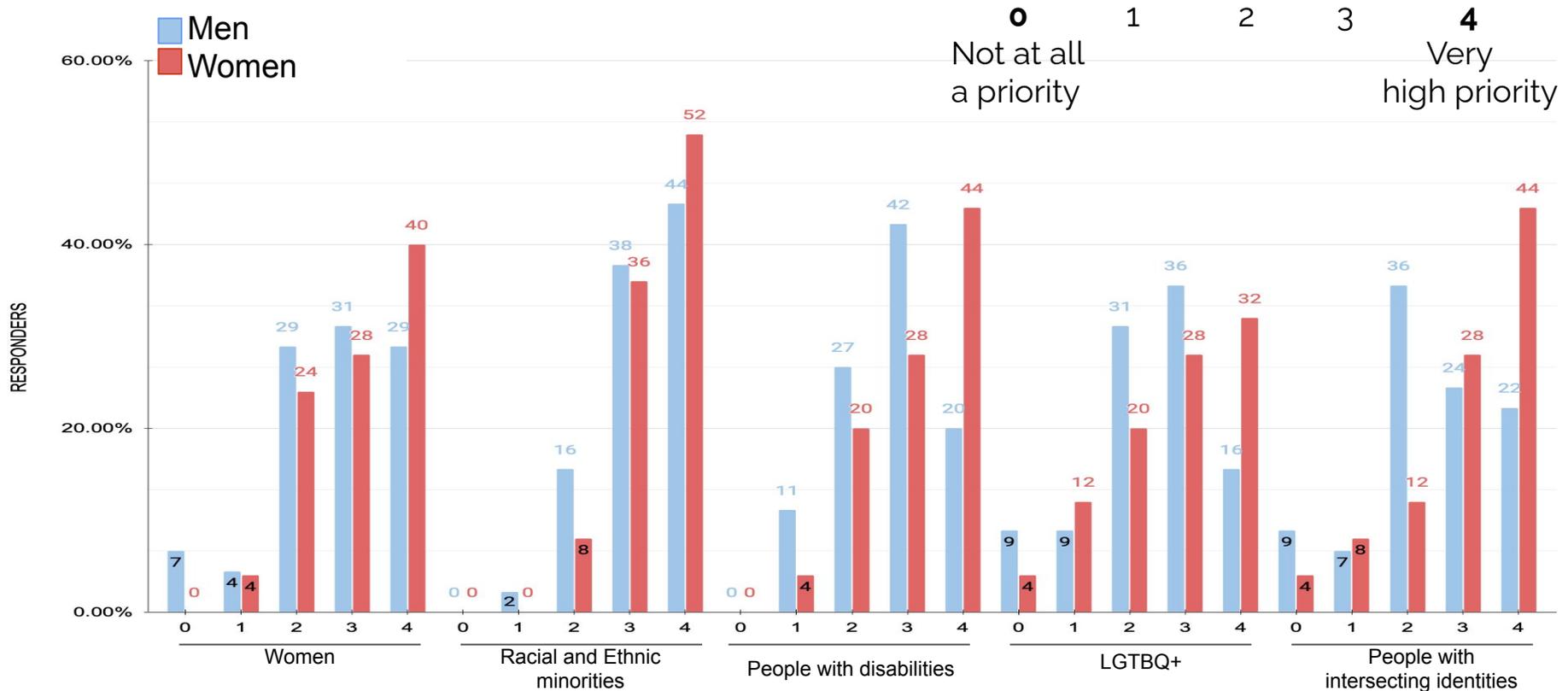


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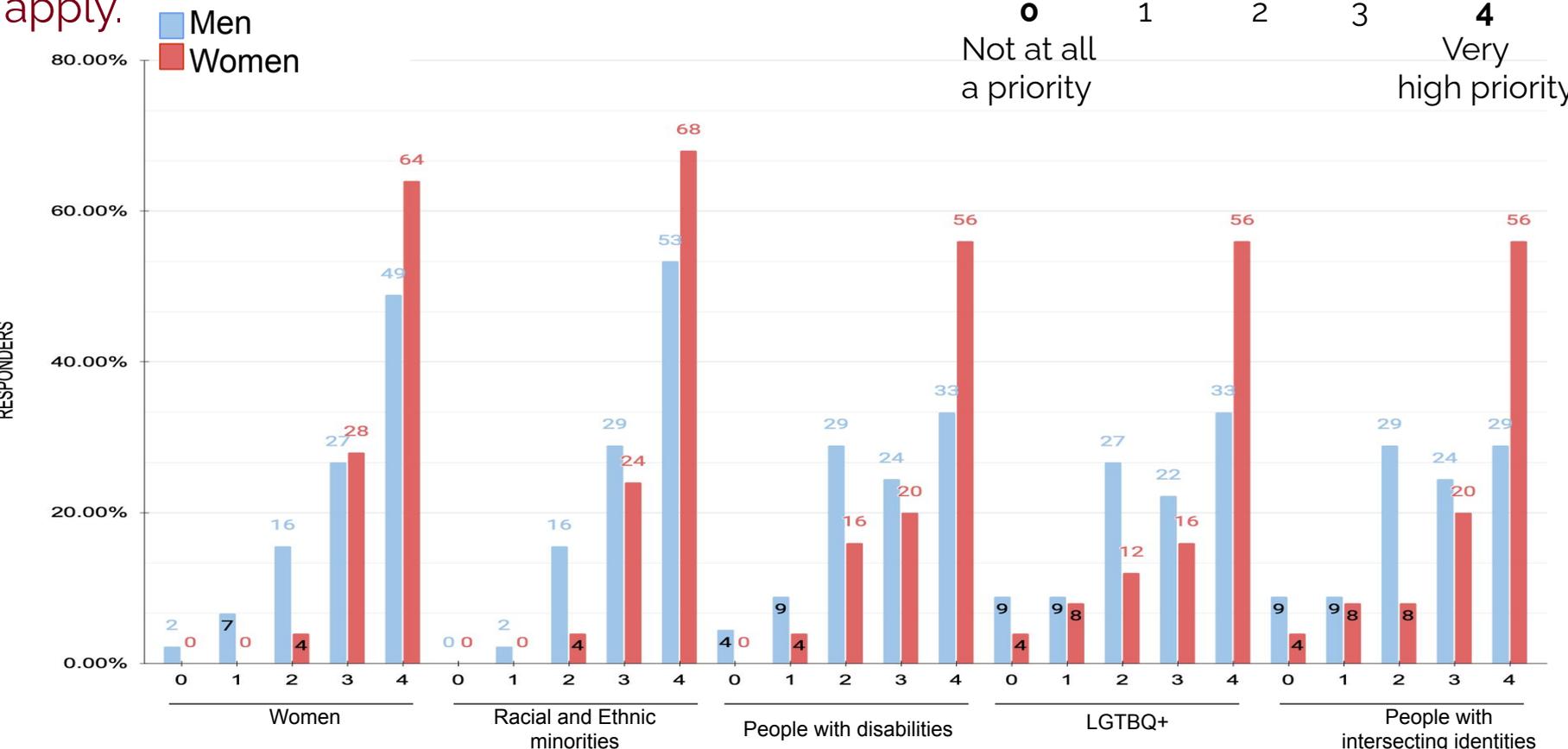


# SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

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

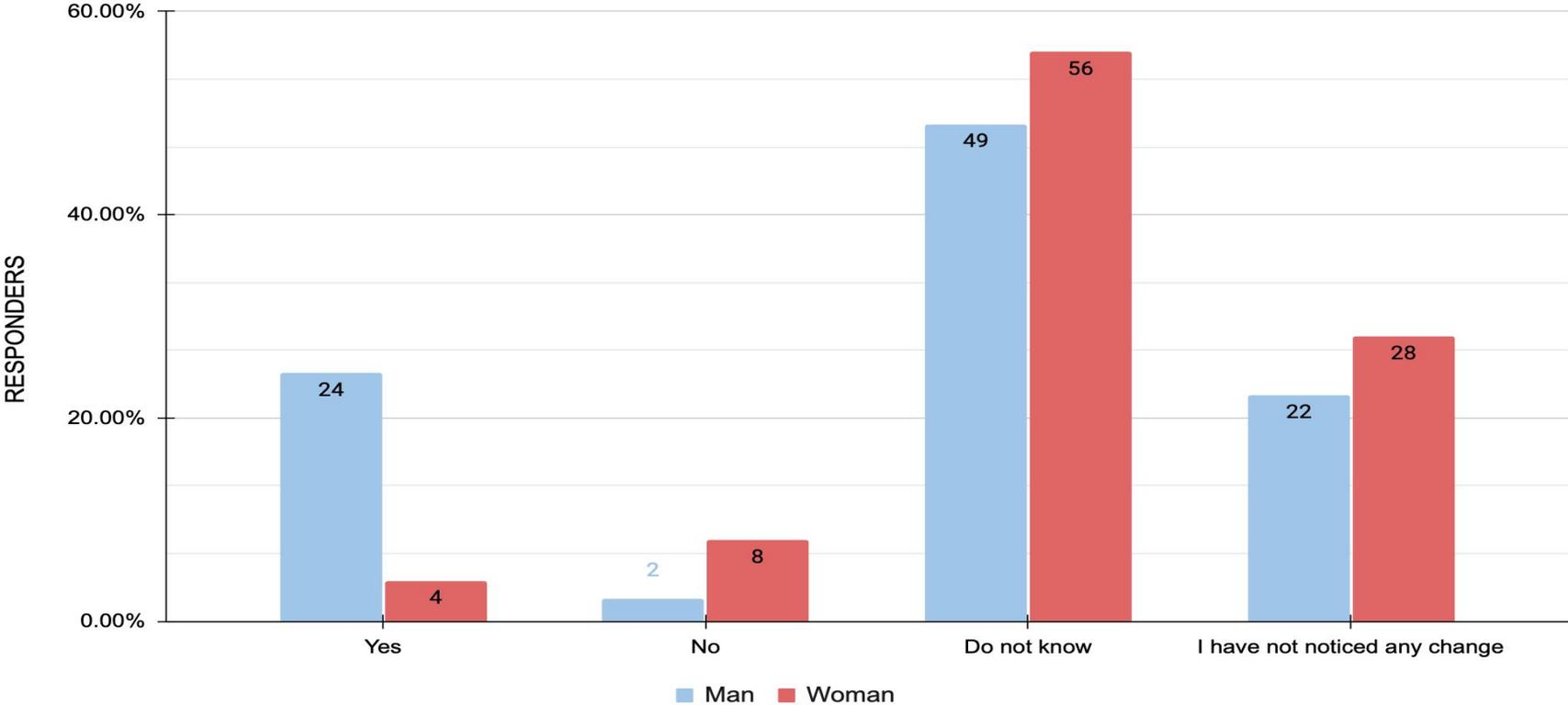


The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.



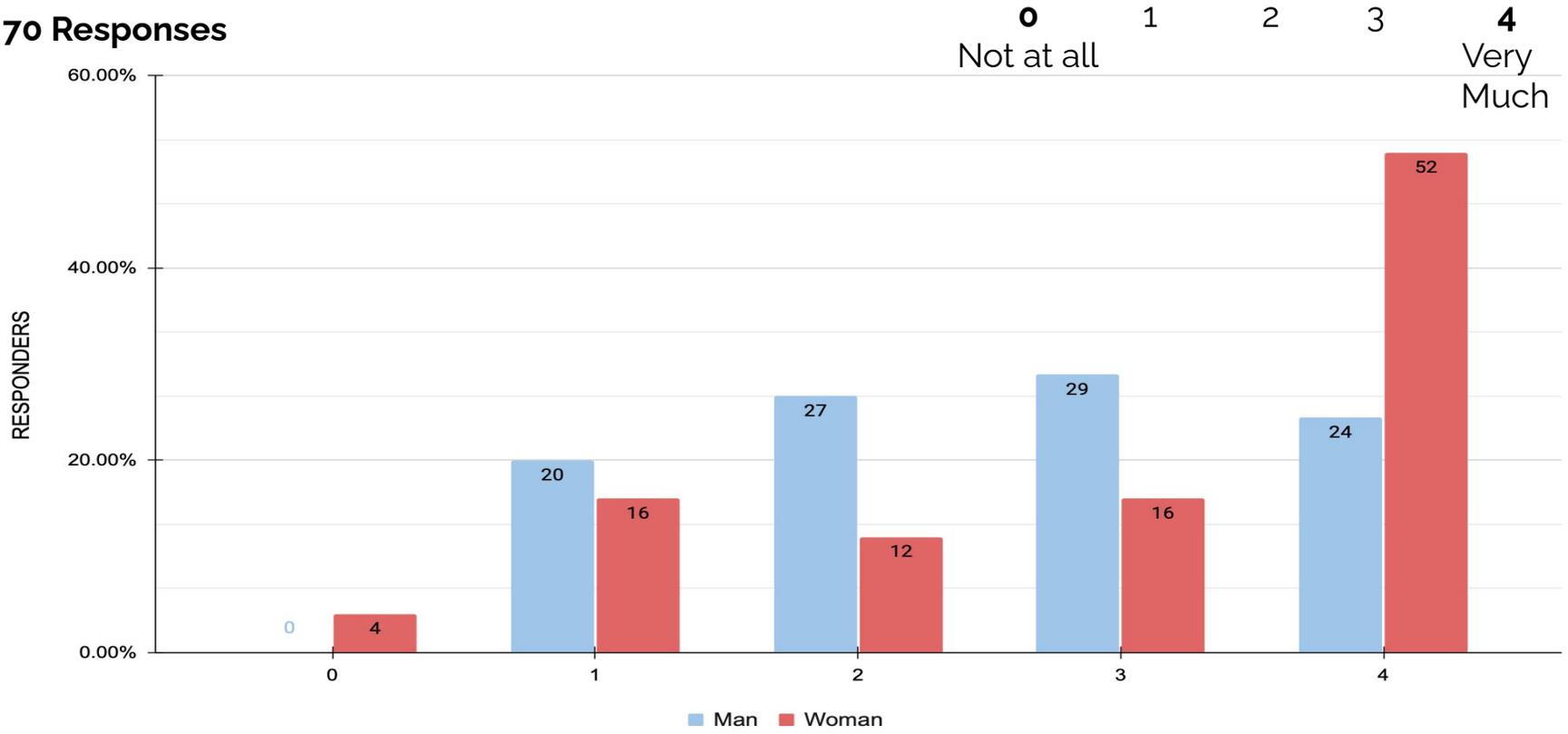
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

**68 Responses**



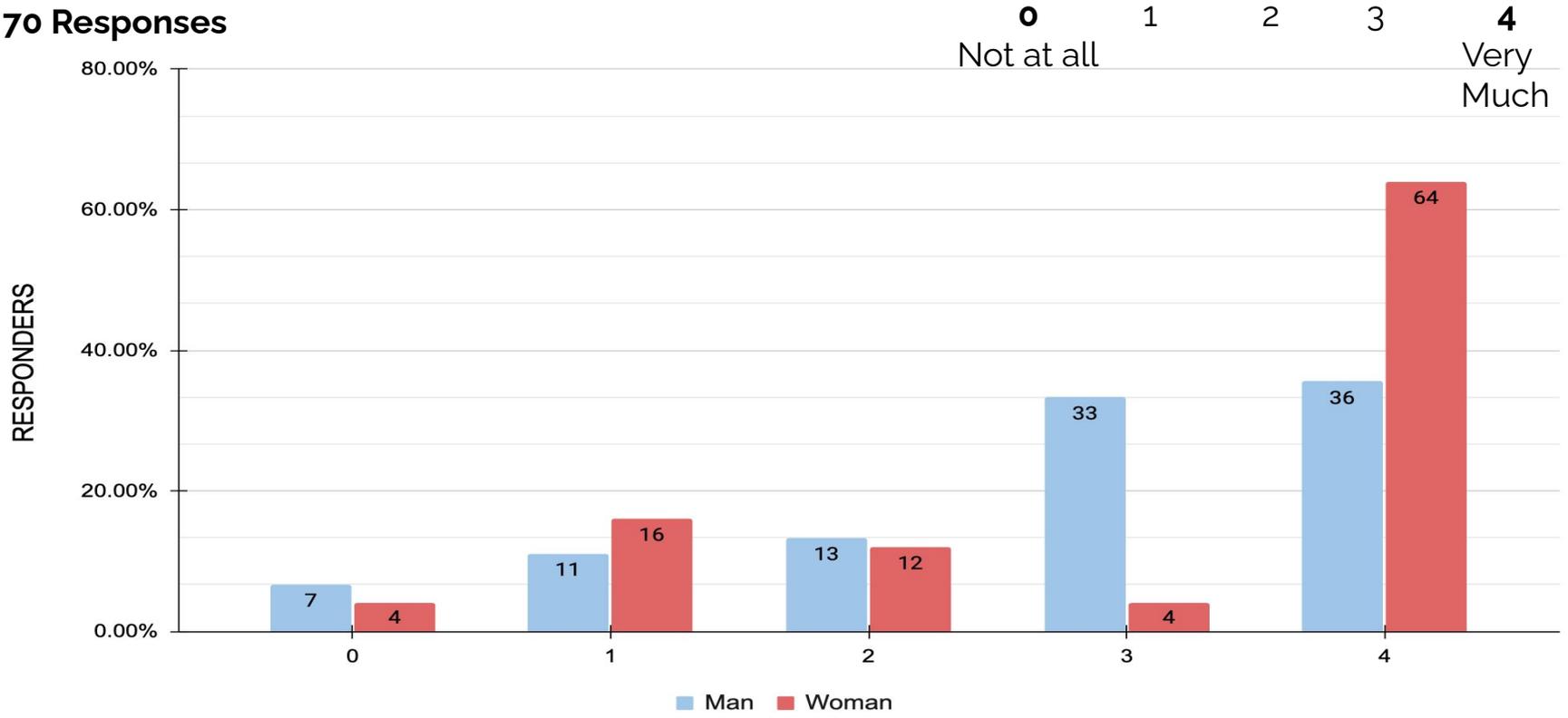
# How much would you like the CFI to offer seminars on racial and gender inequity in the sciences? This includes the CFI (EWIS/ReJUS) discussion group and having invited speakers

70 Responses



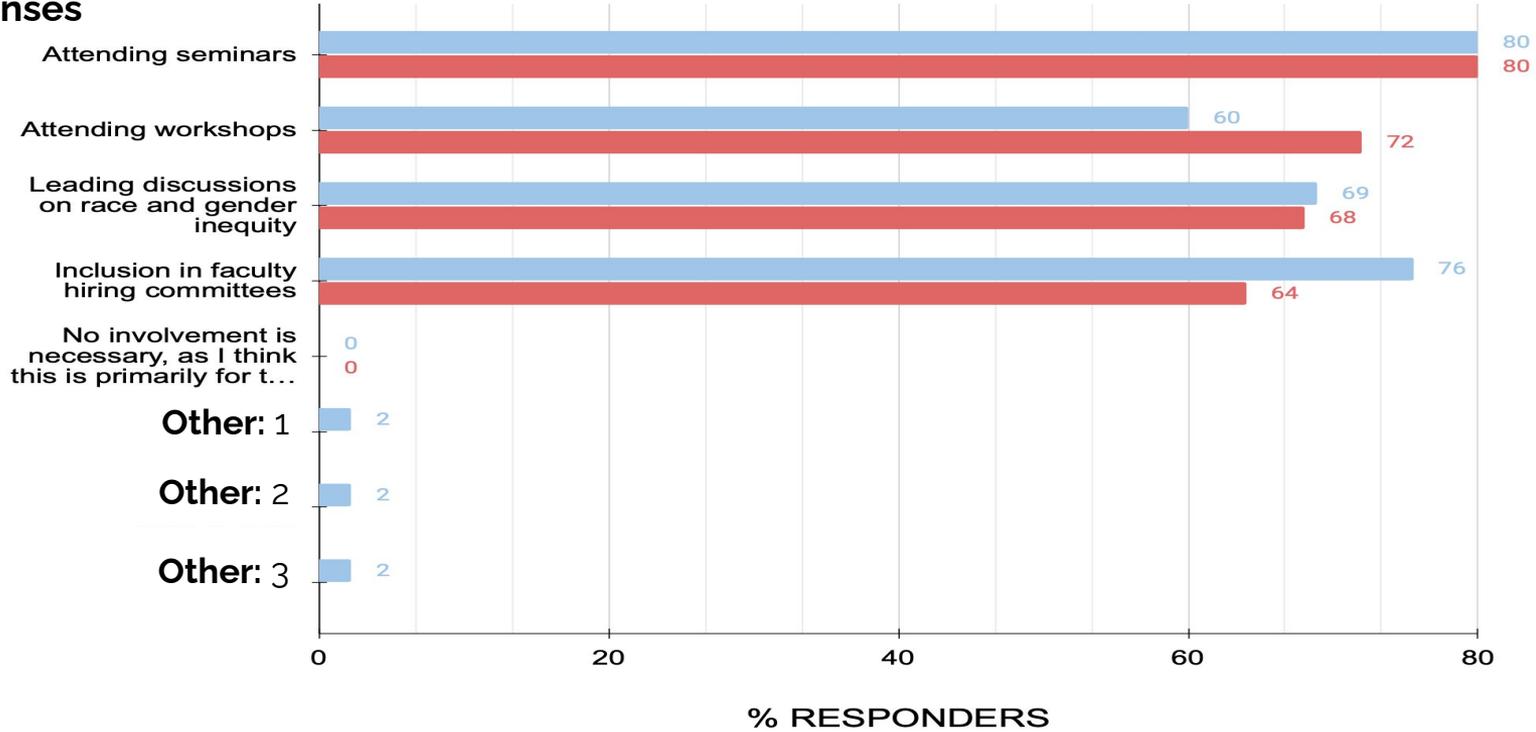
# How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 Responses



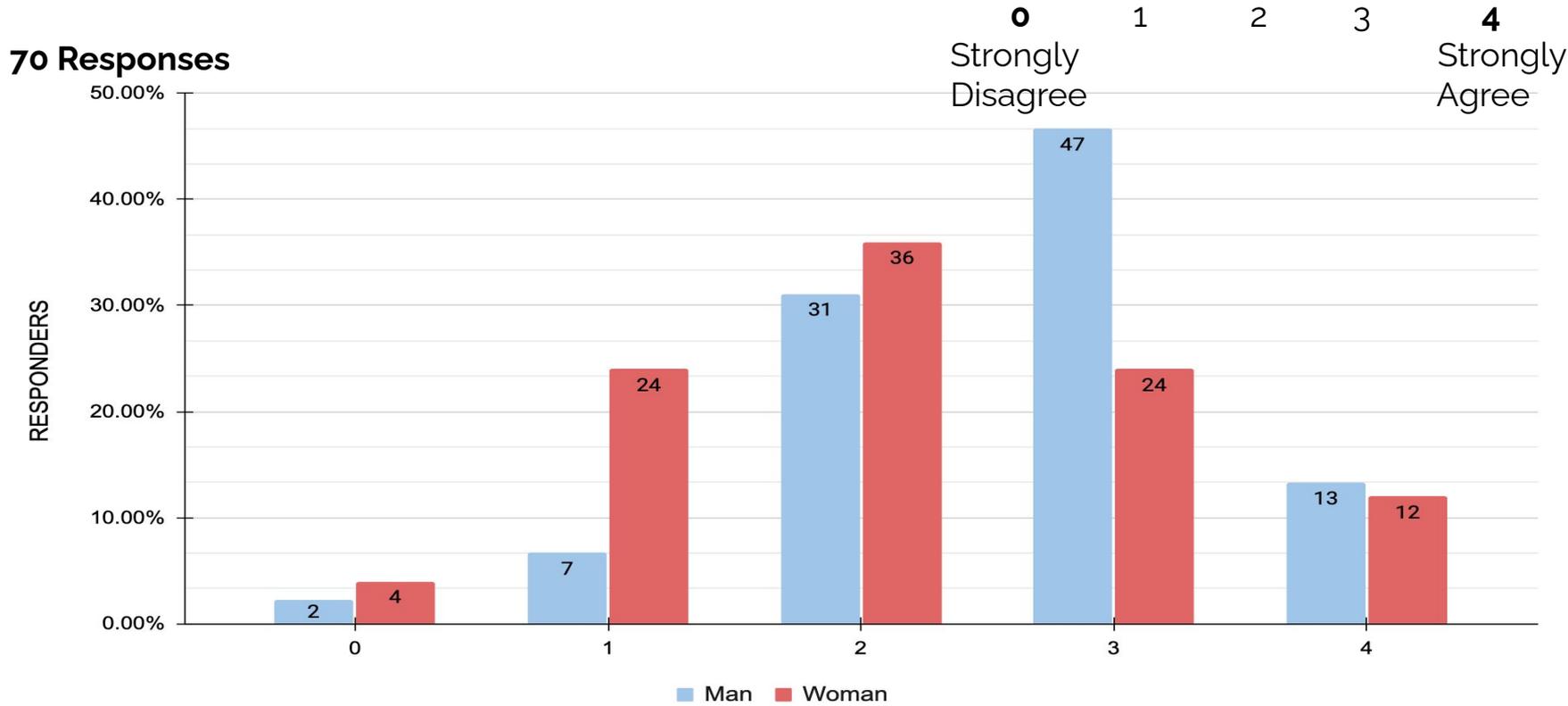
At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply .

66 Responses



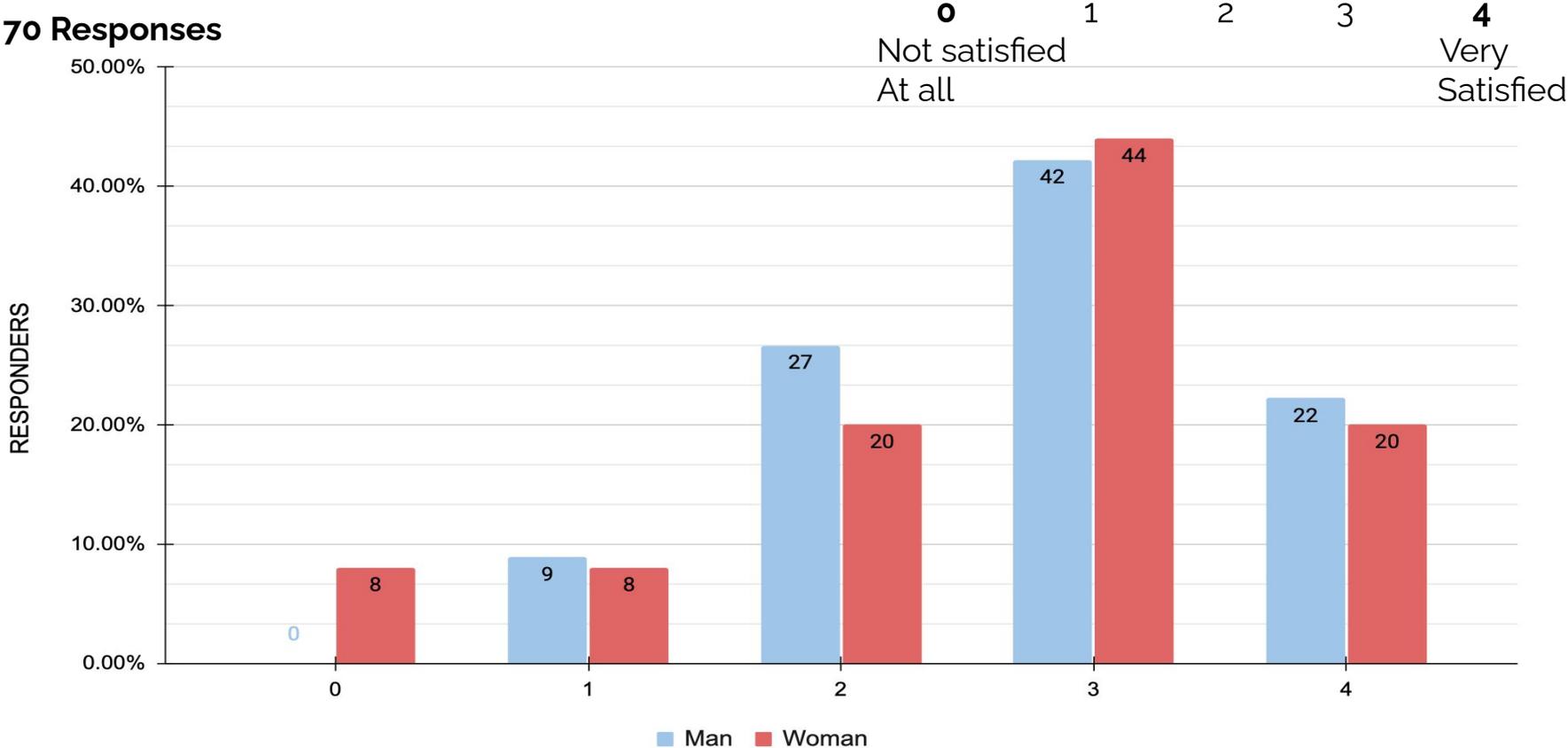
■ Man ■ Woman

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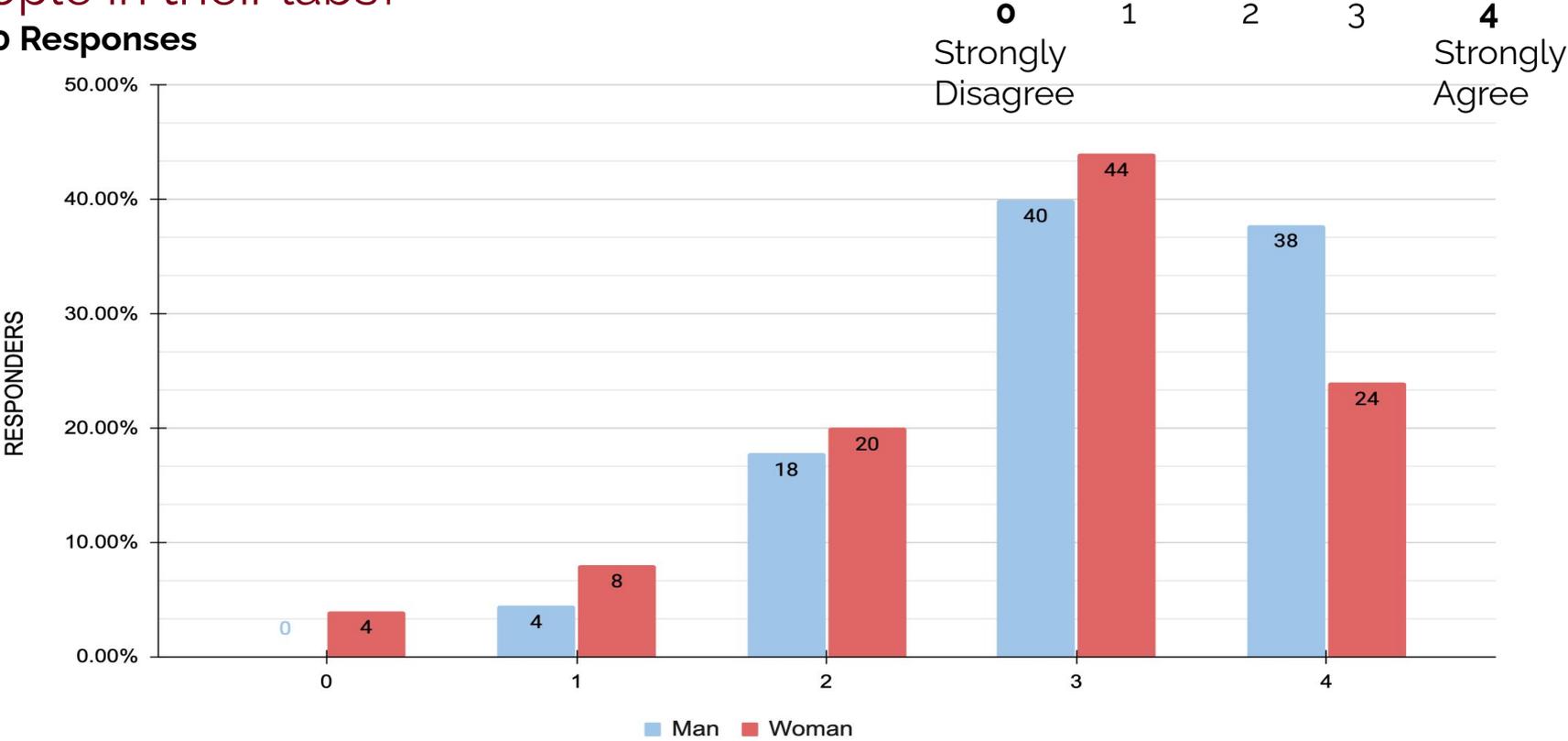
# How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

70 Responses



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?

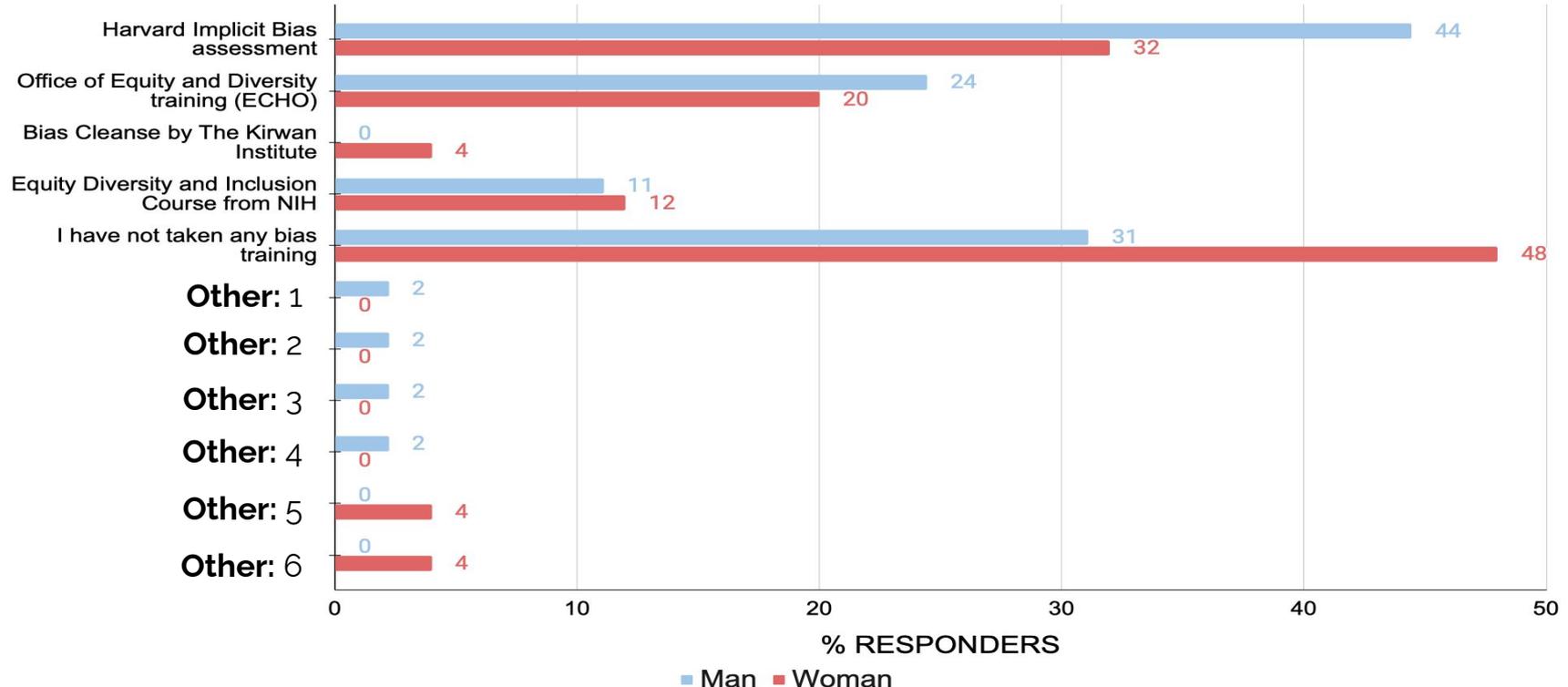
70 Responses



## SECTION 3. BIAS.

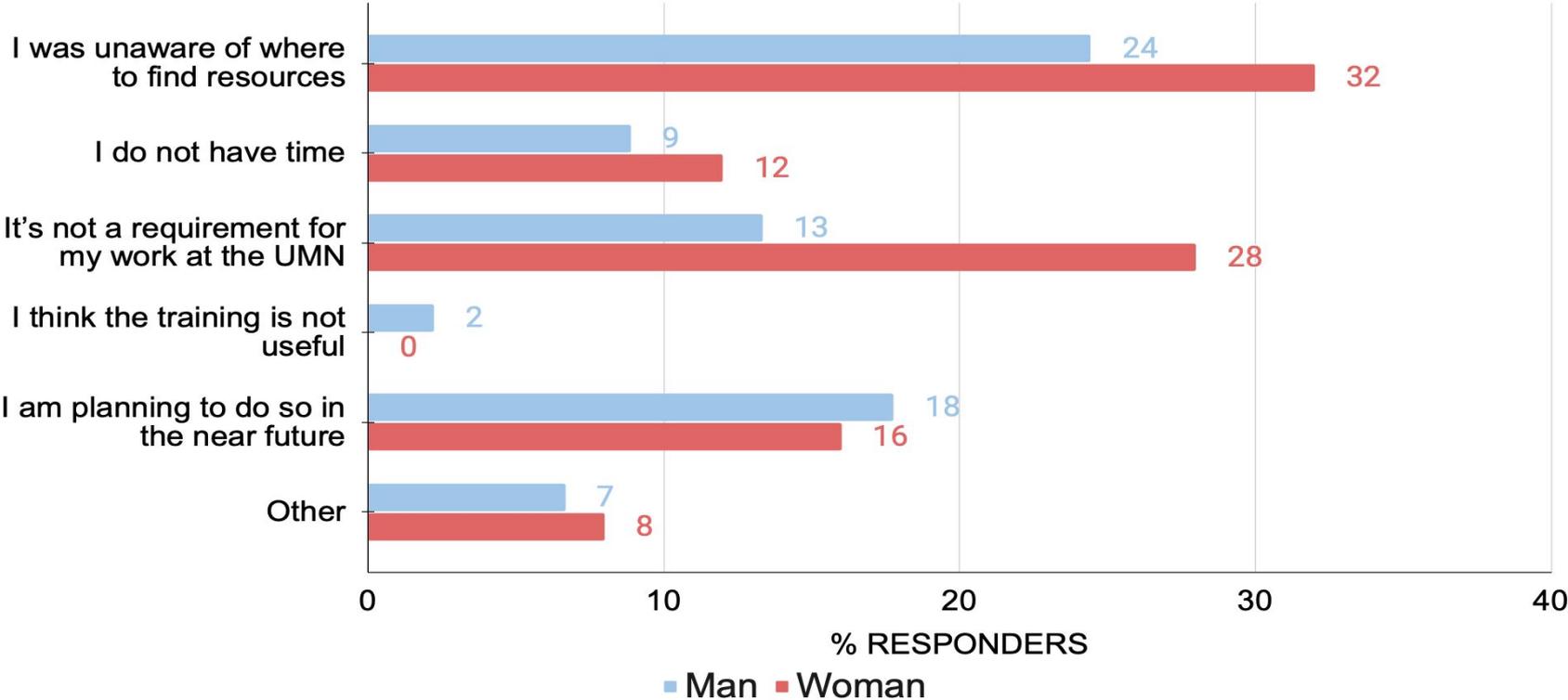
In your time at the CFI, have you engaged in any implicit bias training?  
This could include taking any of the following training or others

### 67 Responses



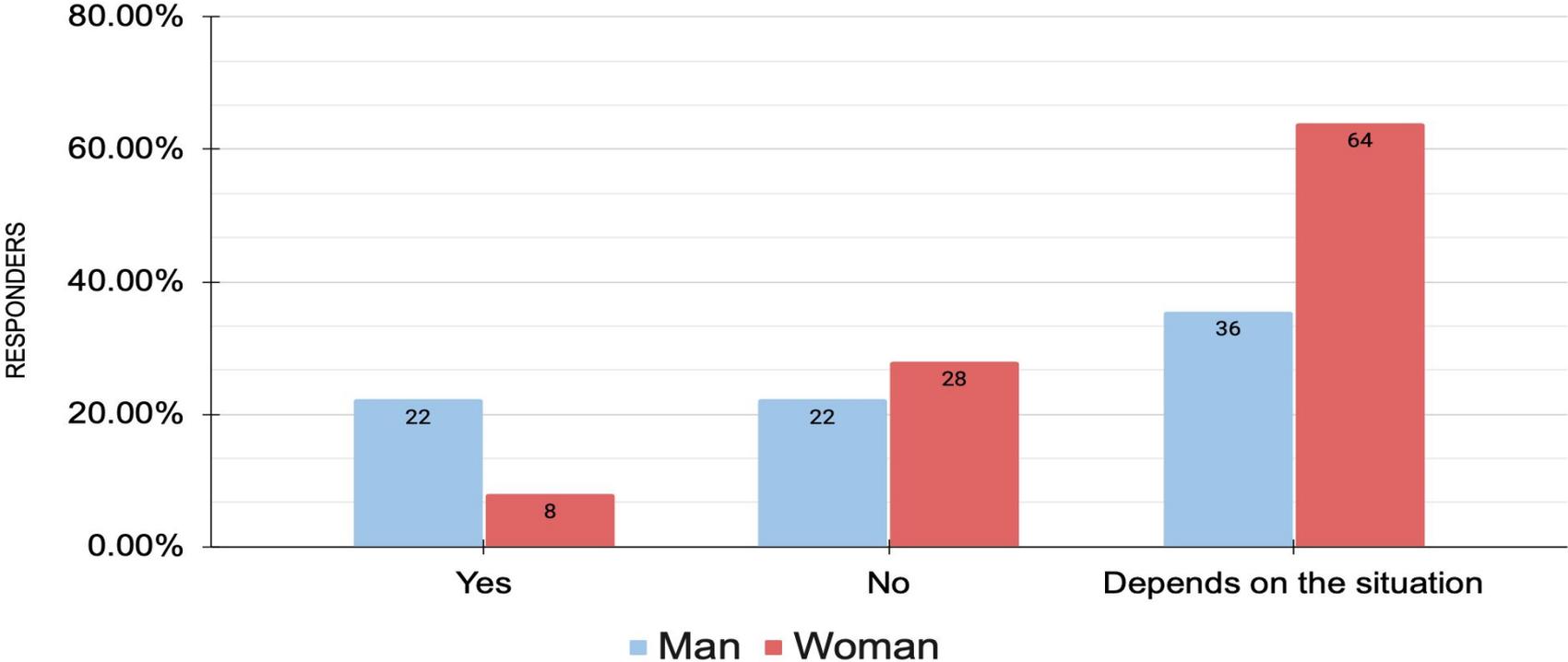
# If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

## 34 Responses



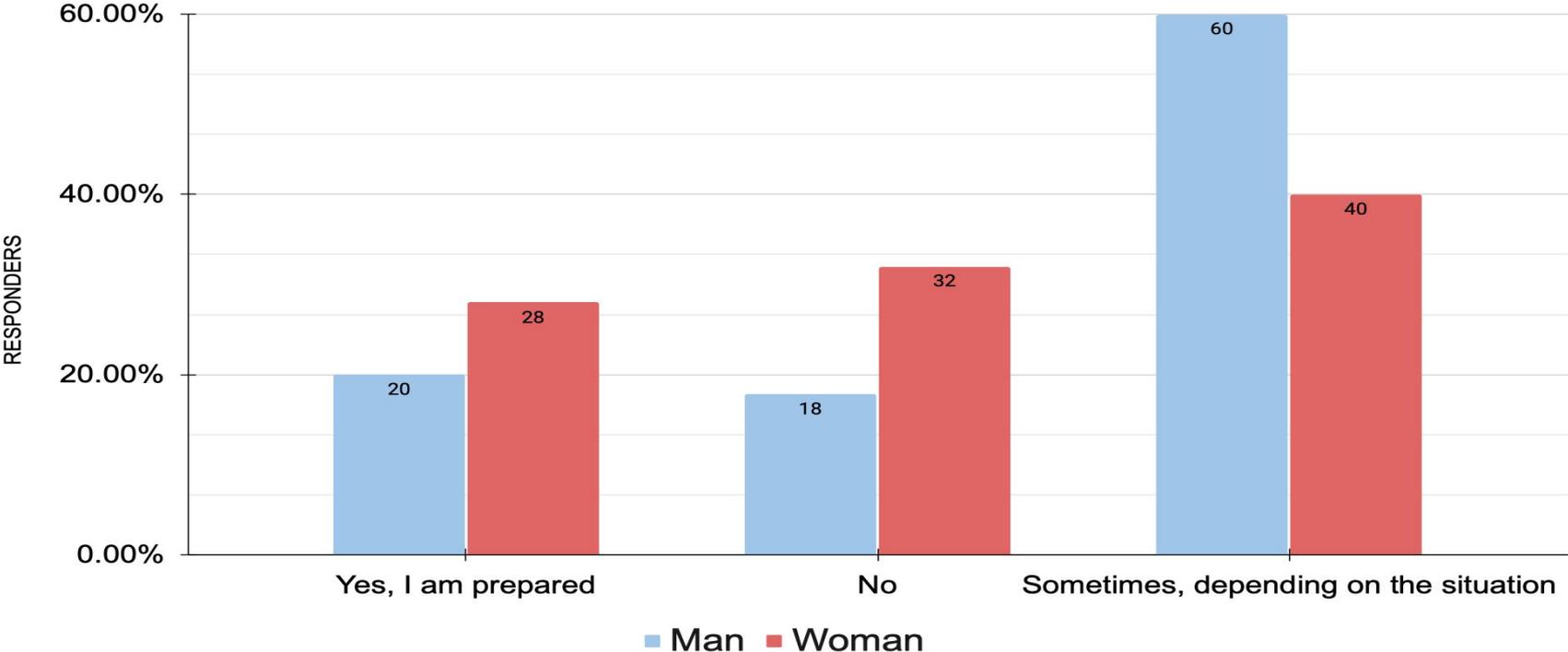
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

**61 Responses**



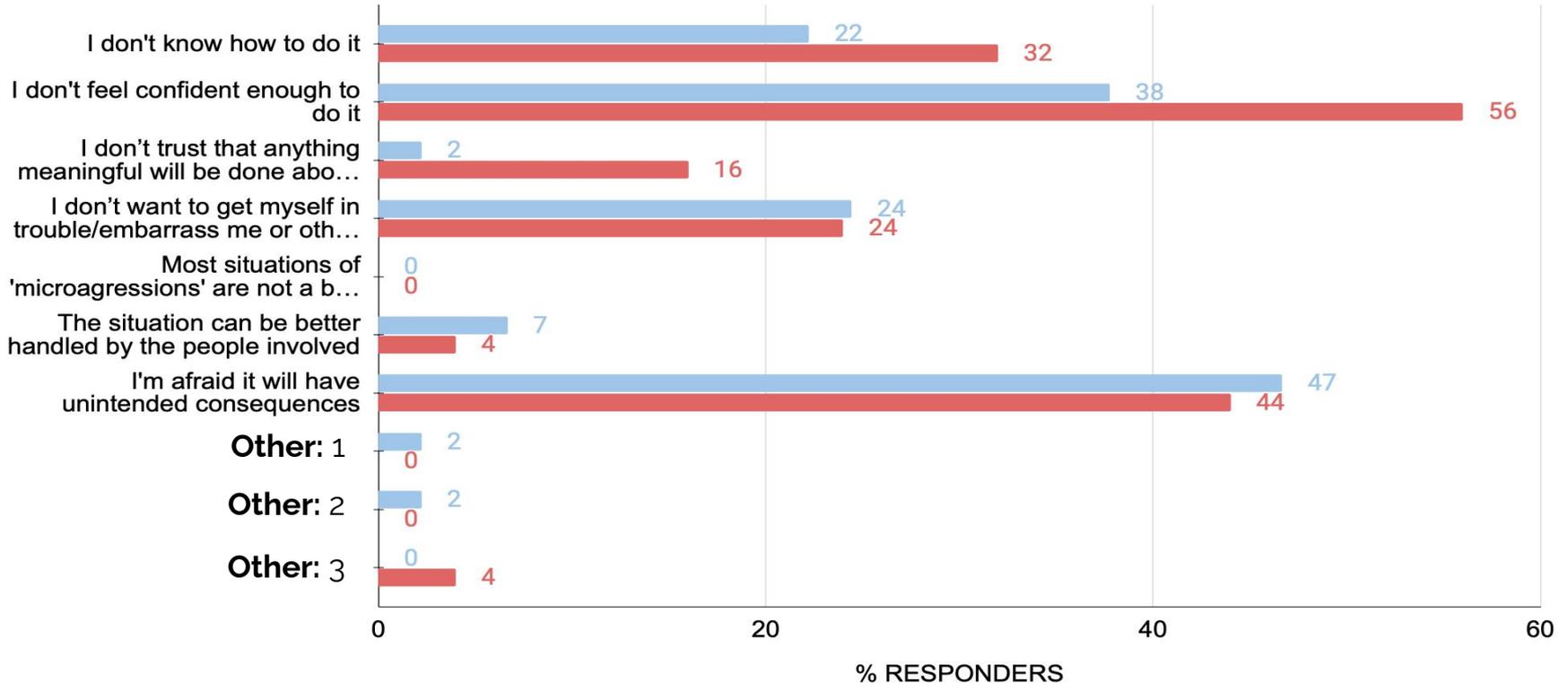
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such microaggressions, invalidation, or microassaults?

**69 Responses**



# 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

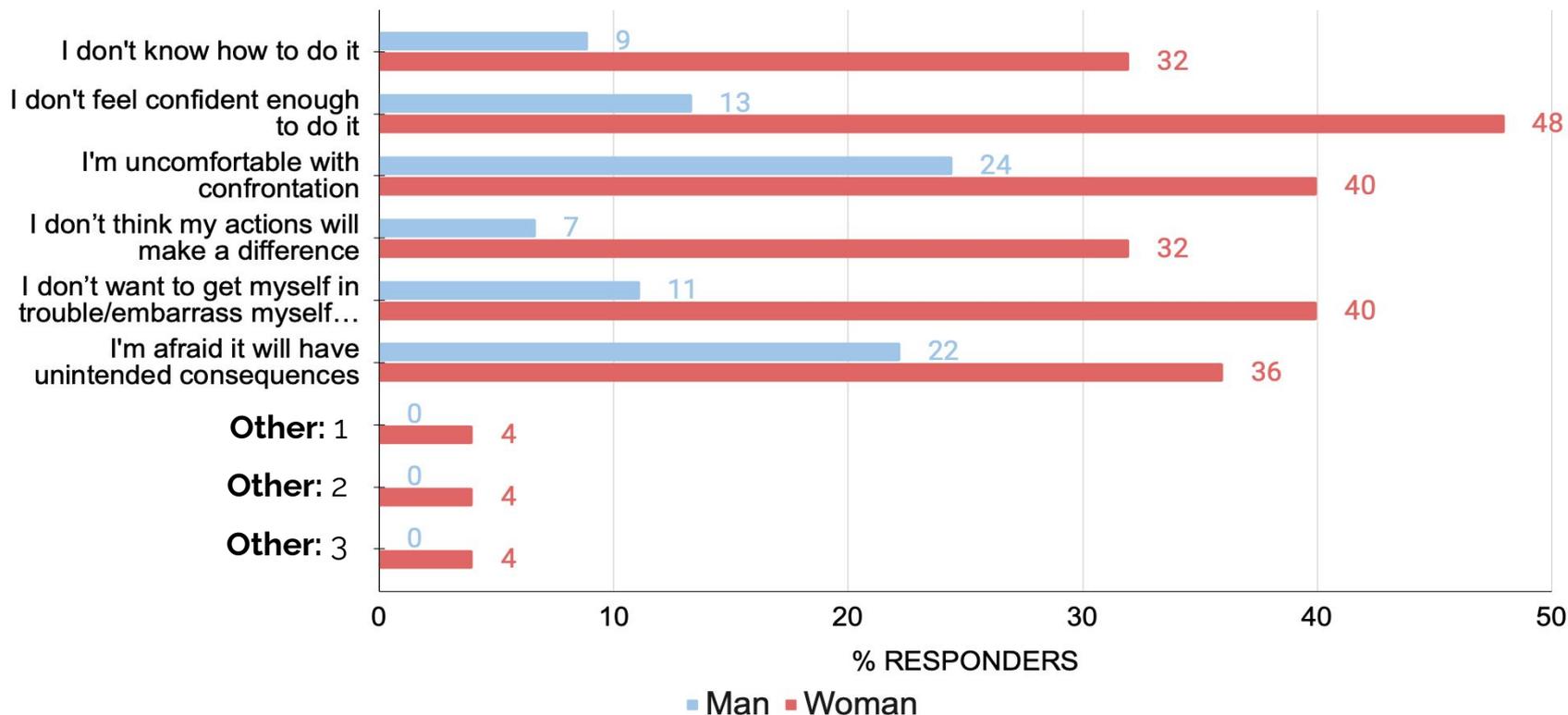
## 54 Responses



■ Man ■ Woman

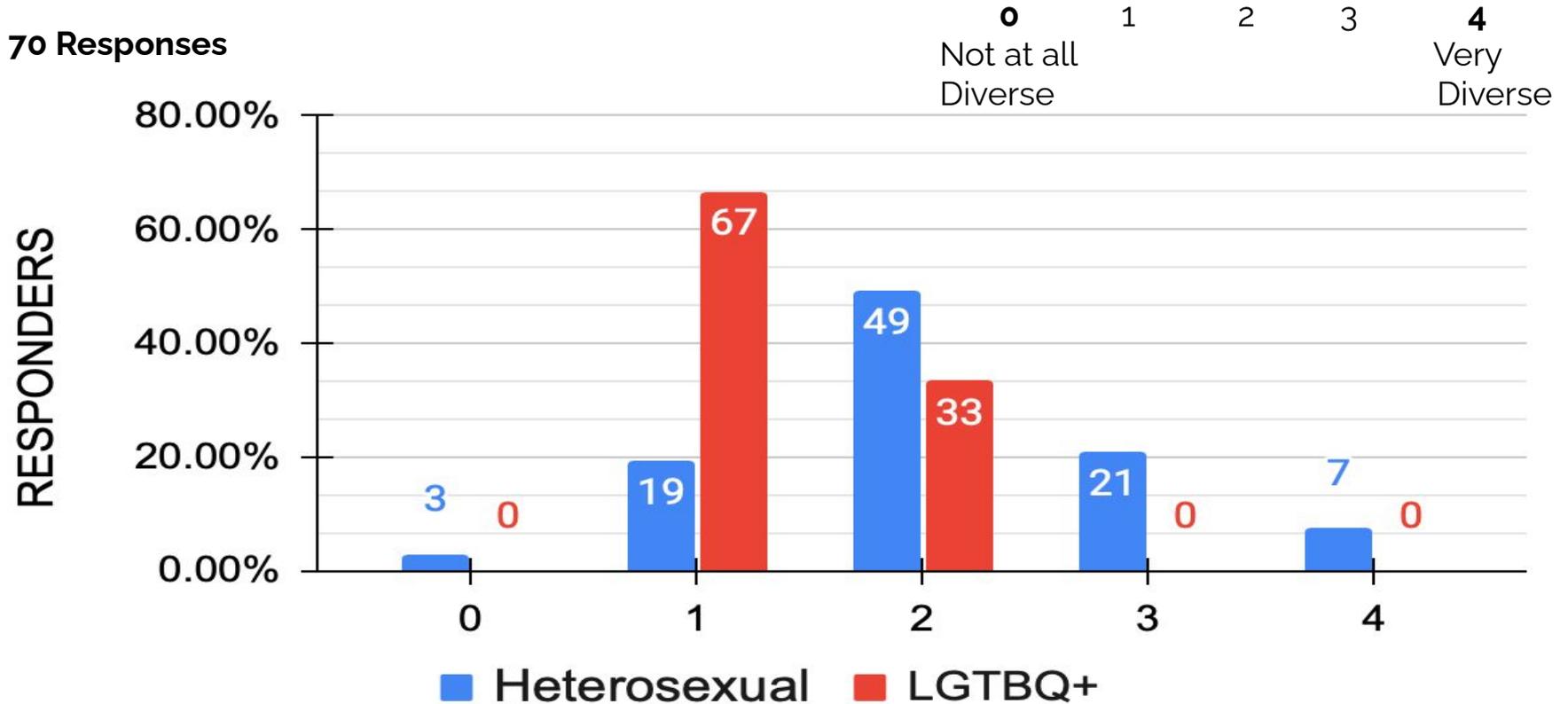
# If applicable to you, why do you NOT feel prepared to respond to bias that YOU suffer at the CFI? Select as many as are applicable

## 41 Responses



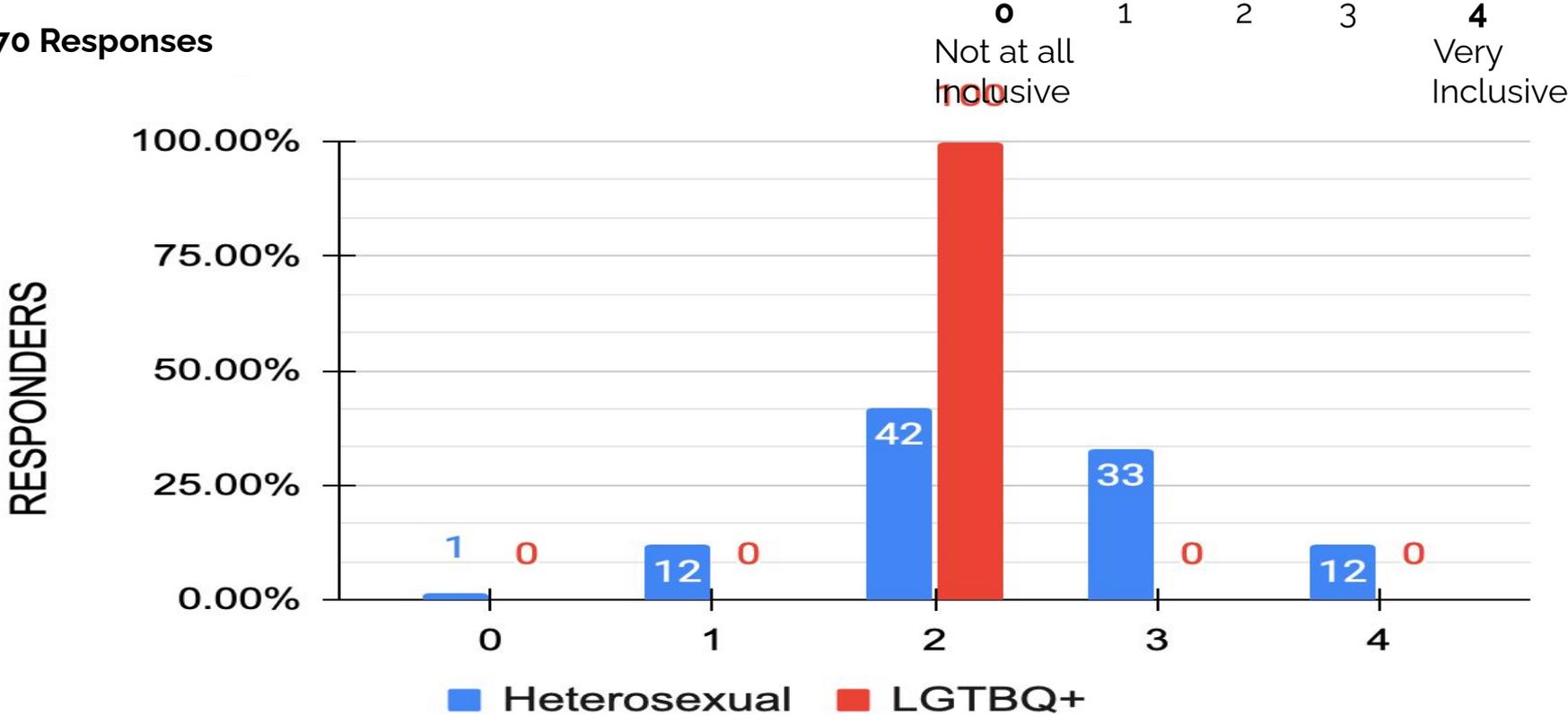
## SECTION 1. WORKING AND TRAINING AT THE CFI.

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



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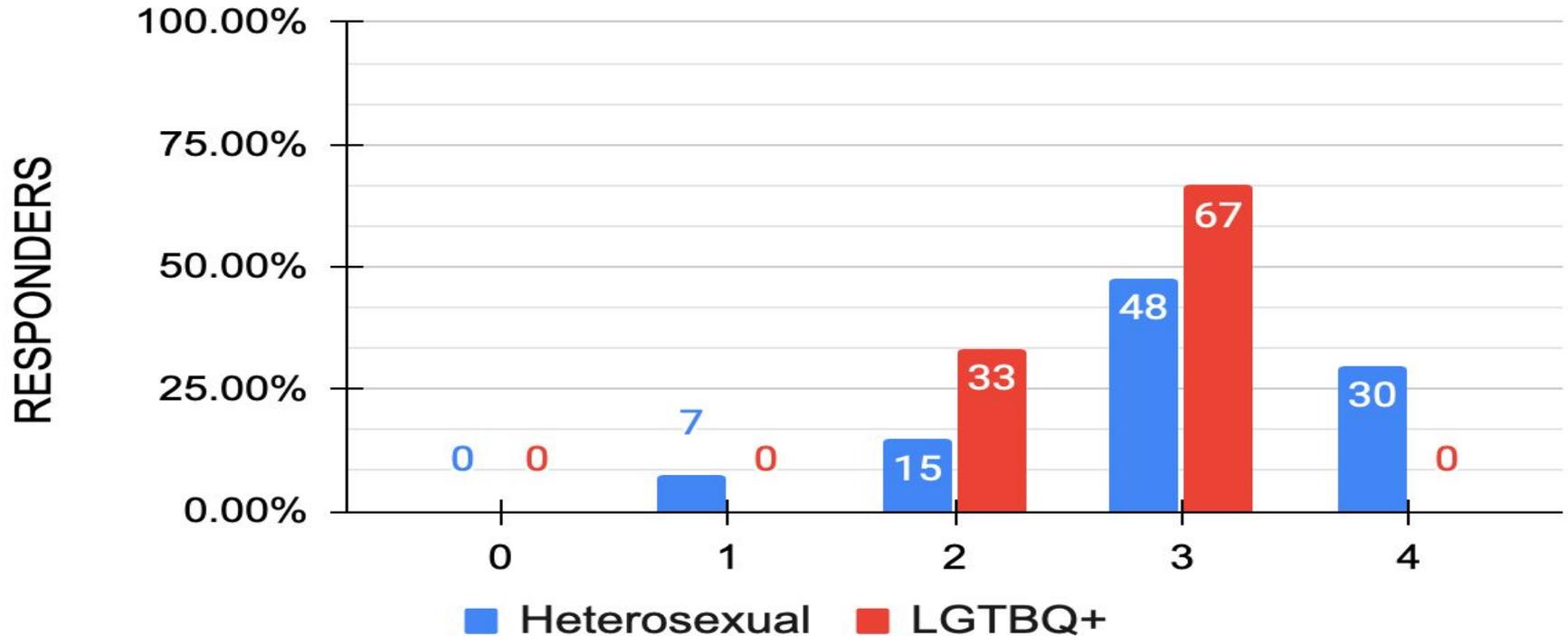
70 Responses



# How inclusive do you think the CFI is for women?

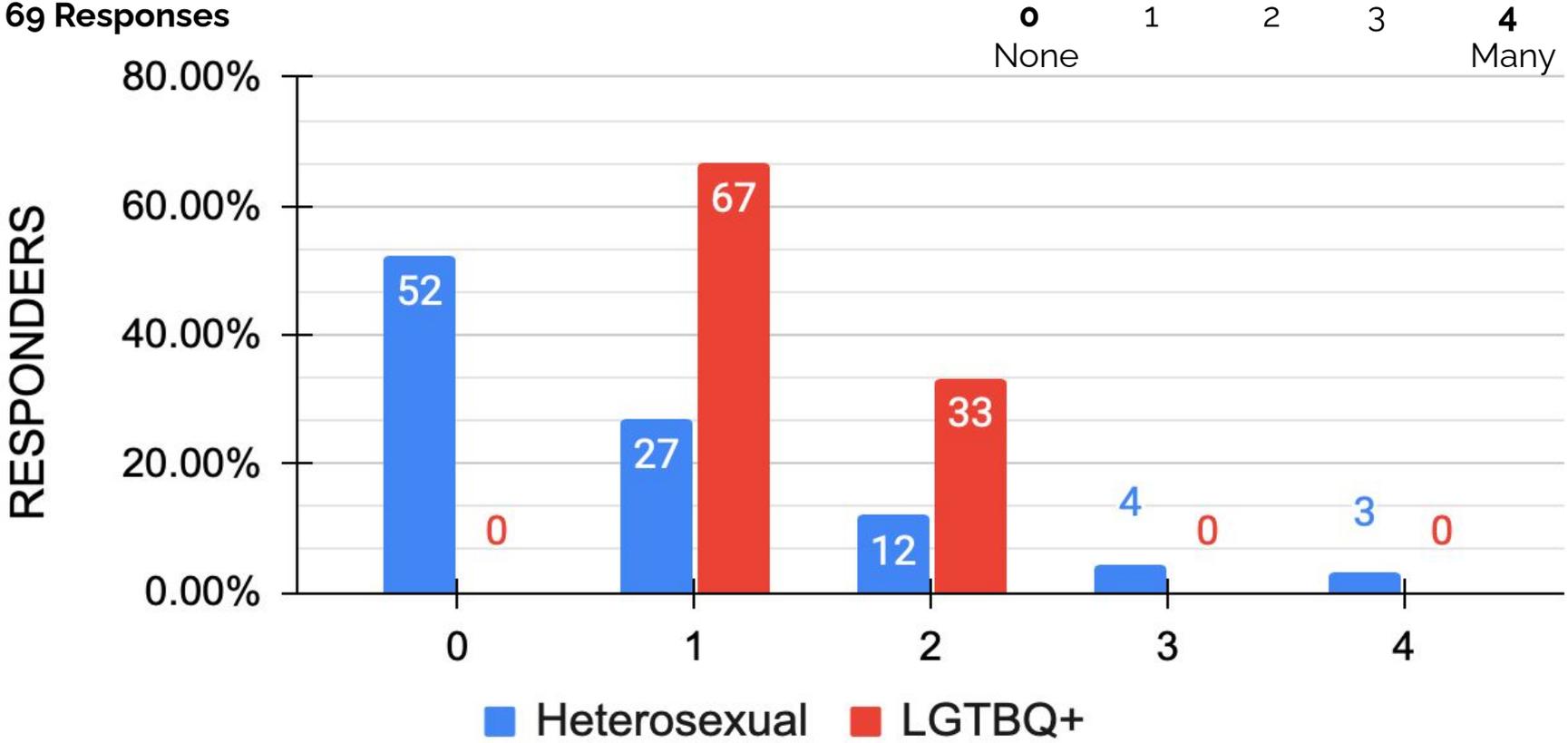
70 Responses

0 Not at all Inclusive  
1  
2  
3  
4 Very Inclusive



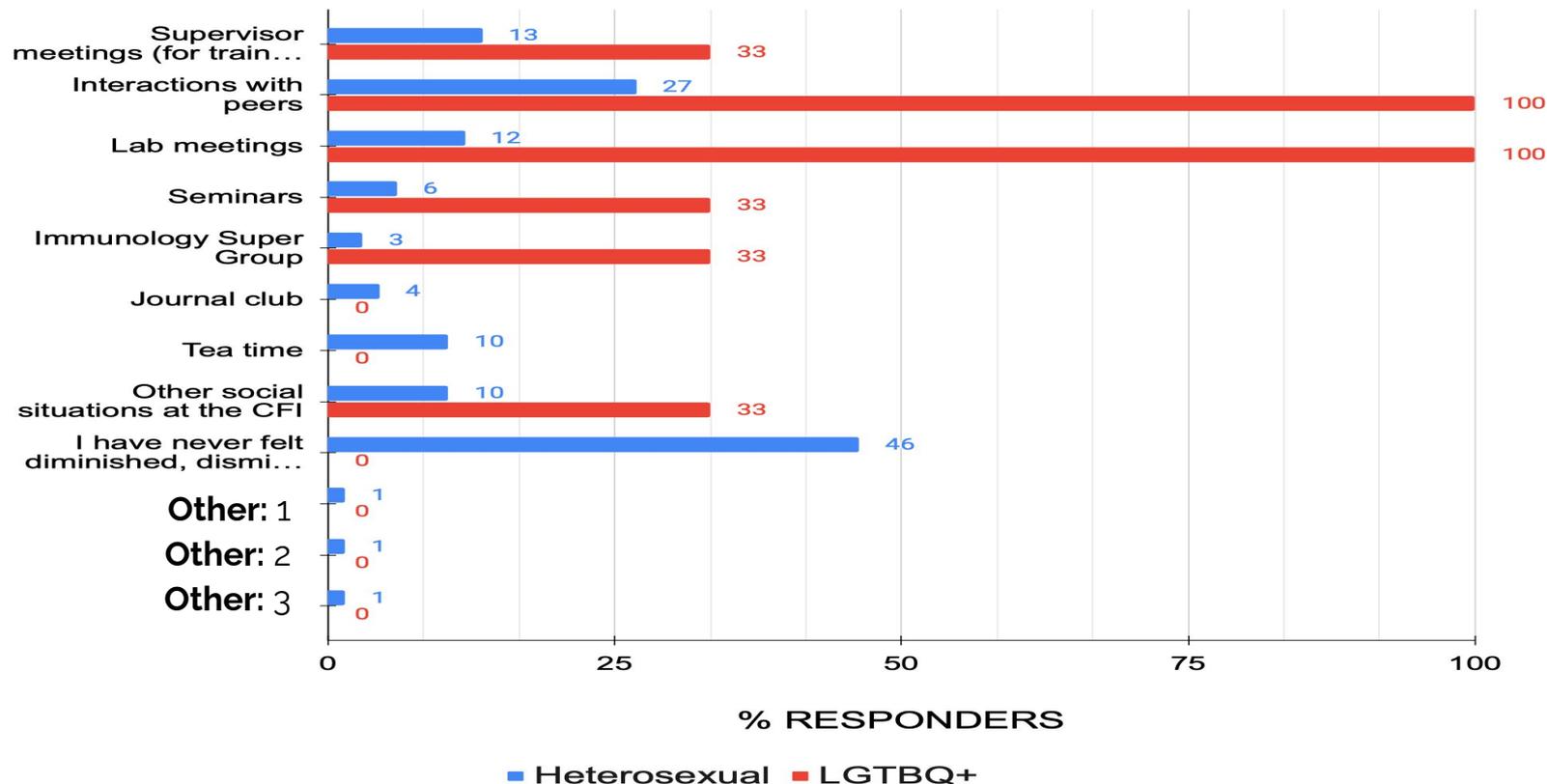
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69 Responses



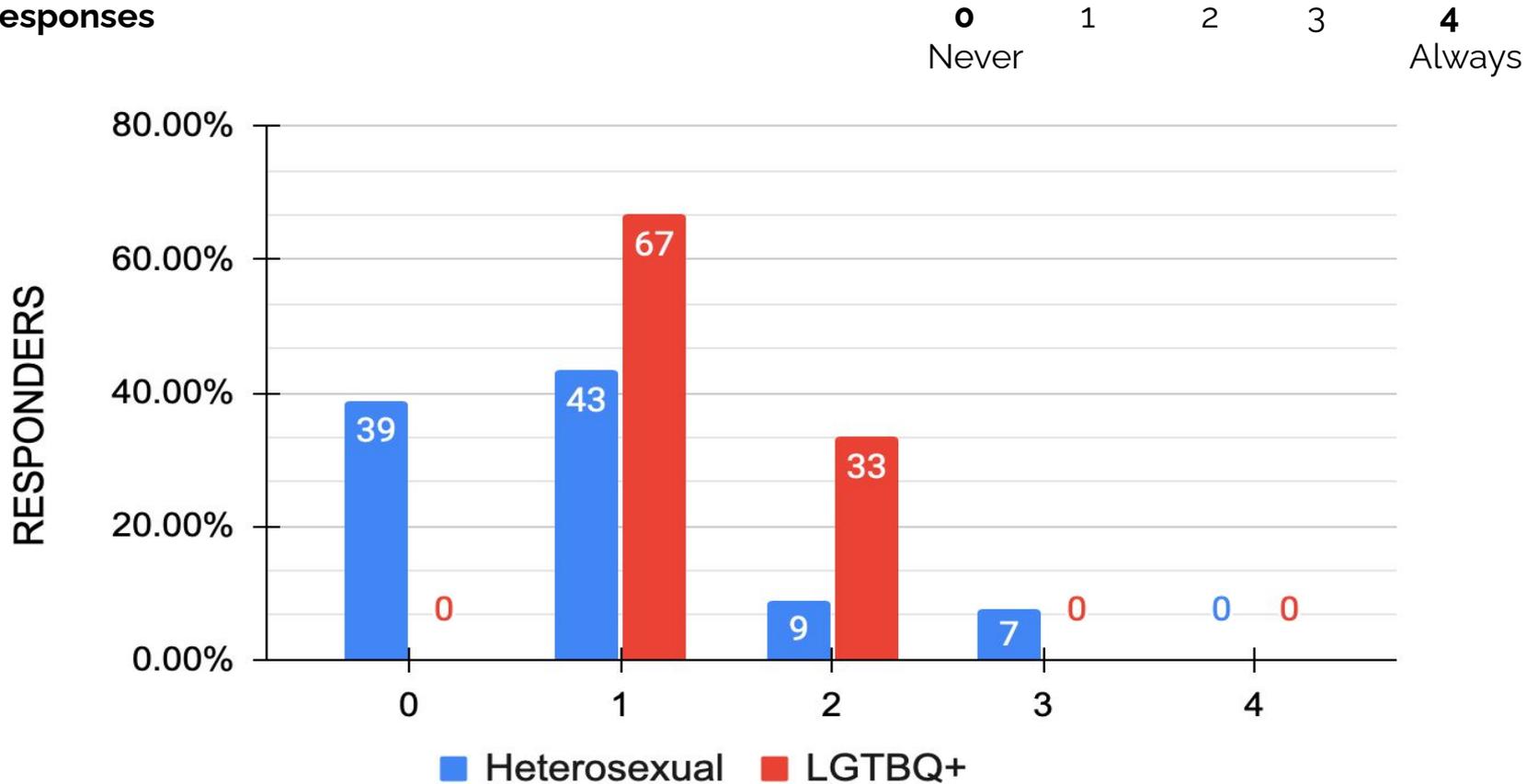
In relation to the previous question, please select the situation in which you felt diminished, dismissed, or ignored (choose ALL that apply):

### 64 Responses



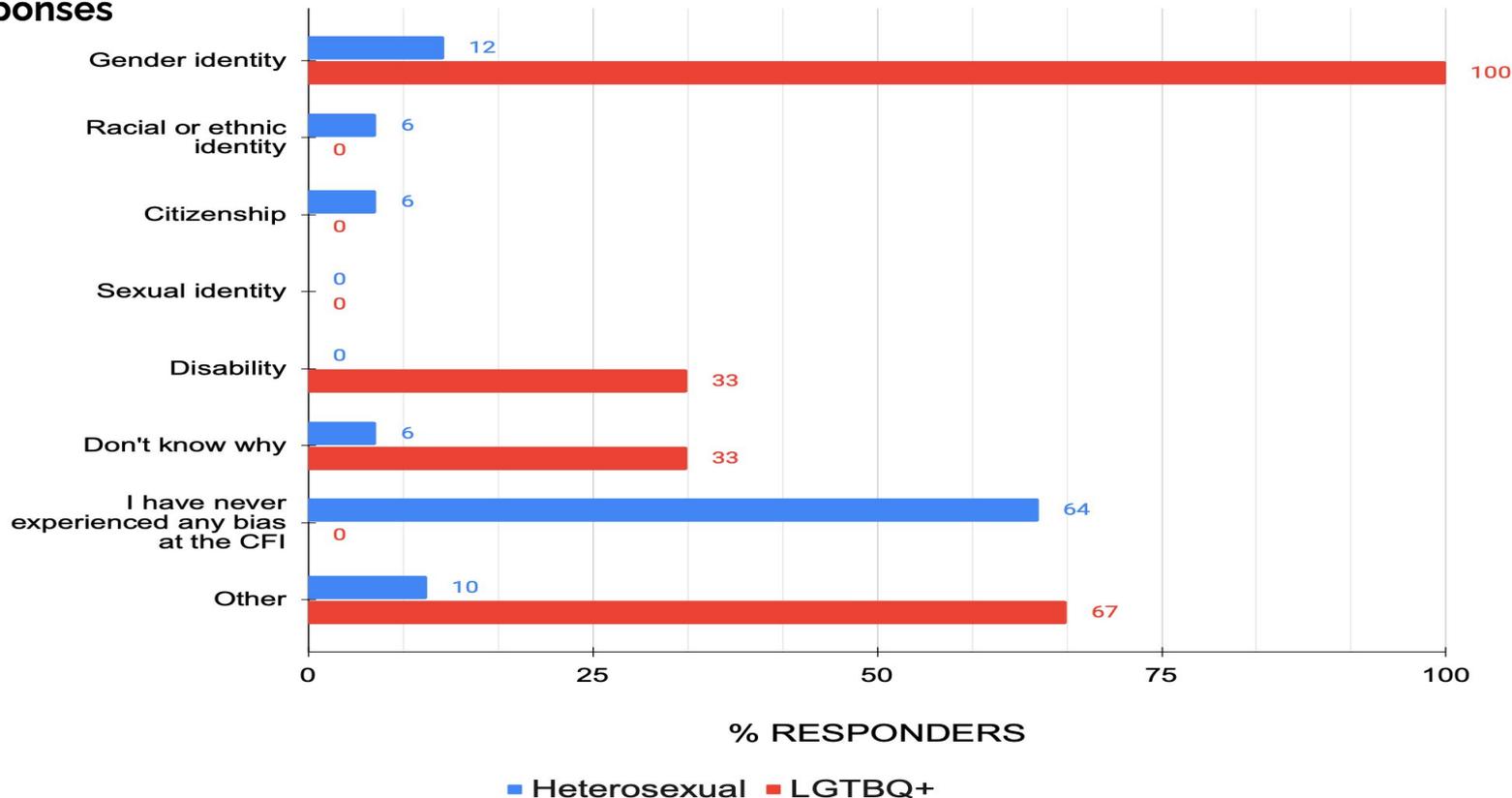
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69 Responses



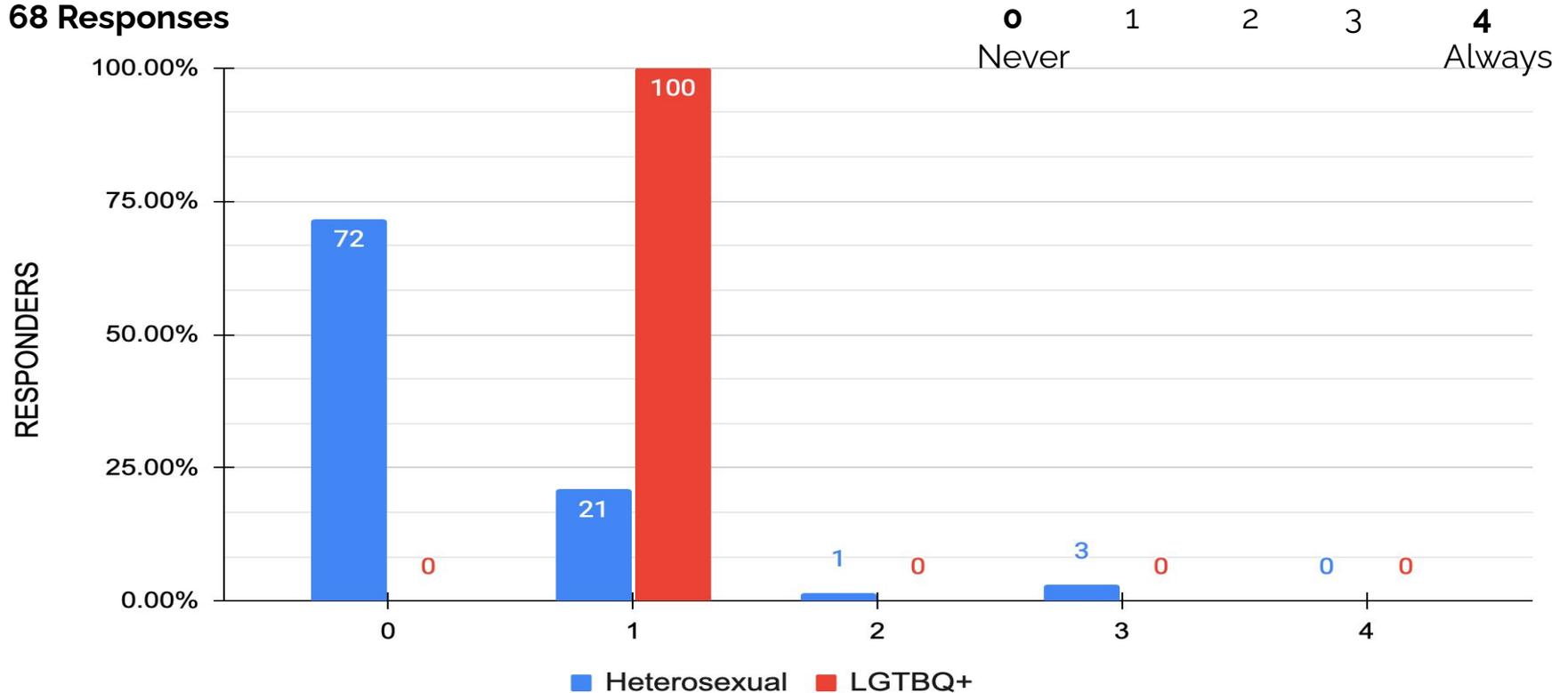
I have experienced bias or discrimination at the CFI based on the following parameters. Select ALL that apply.

### 66 Responses



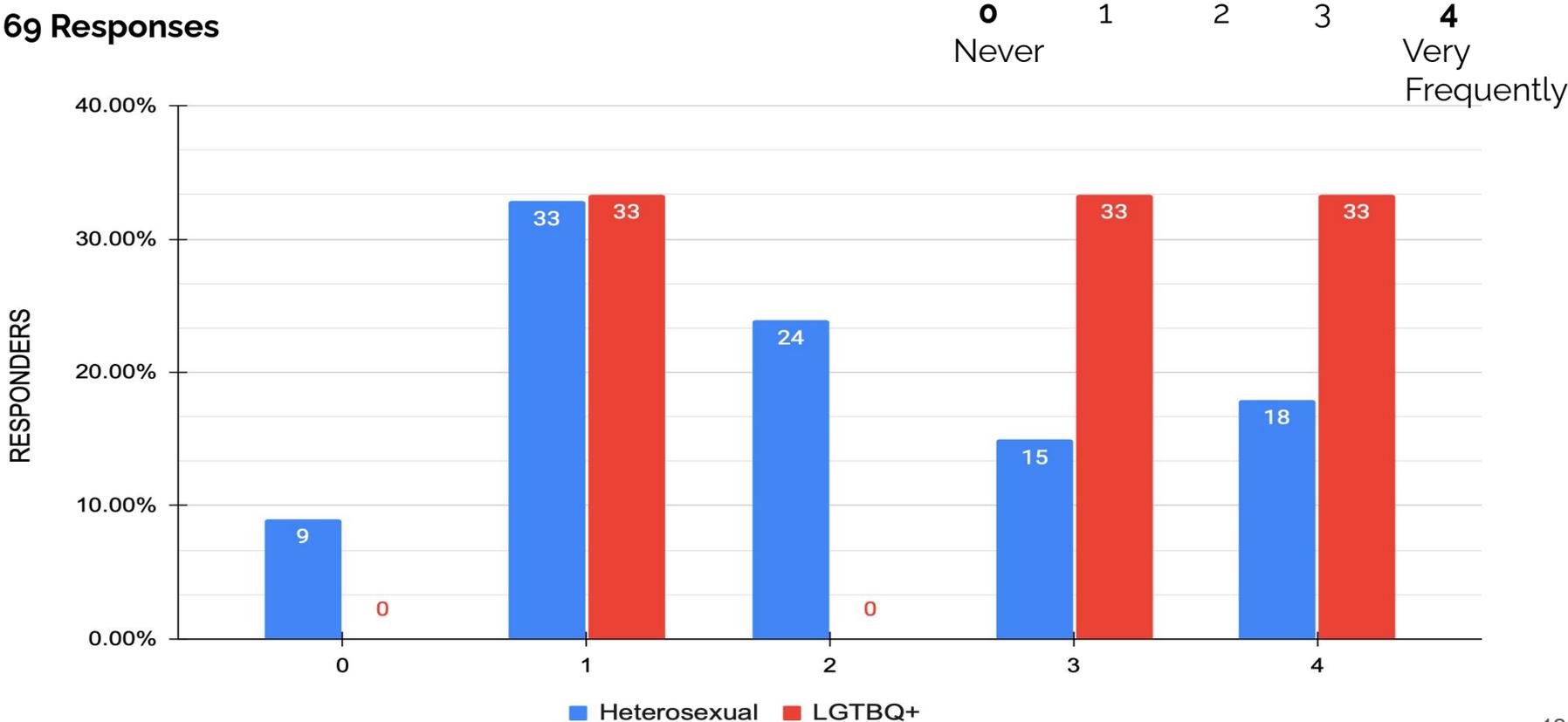
# How frequently do you experience bias or discrimination at the CFI based on any of the aforementioned parameters?

68 Responses



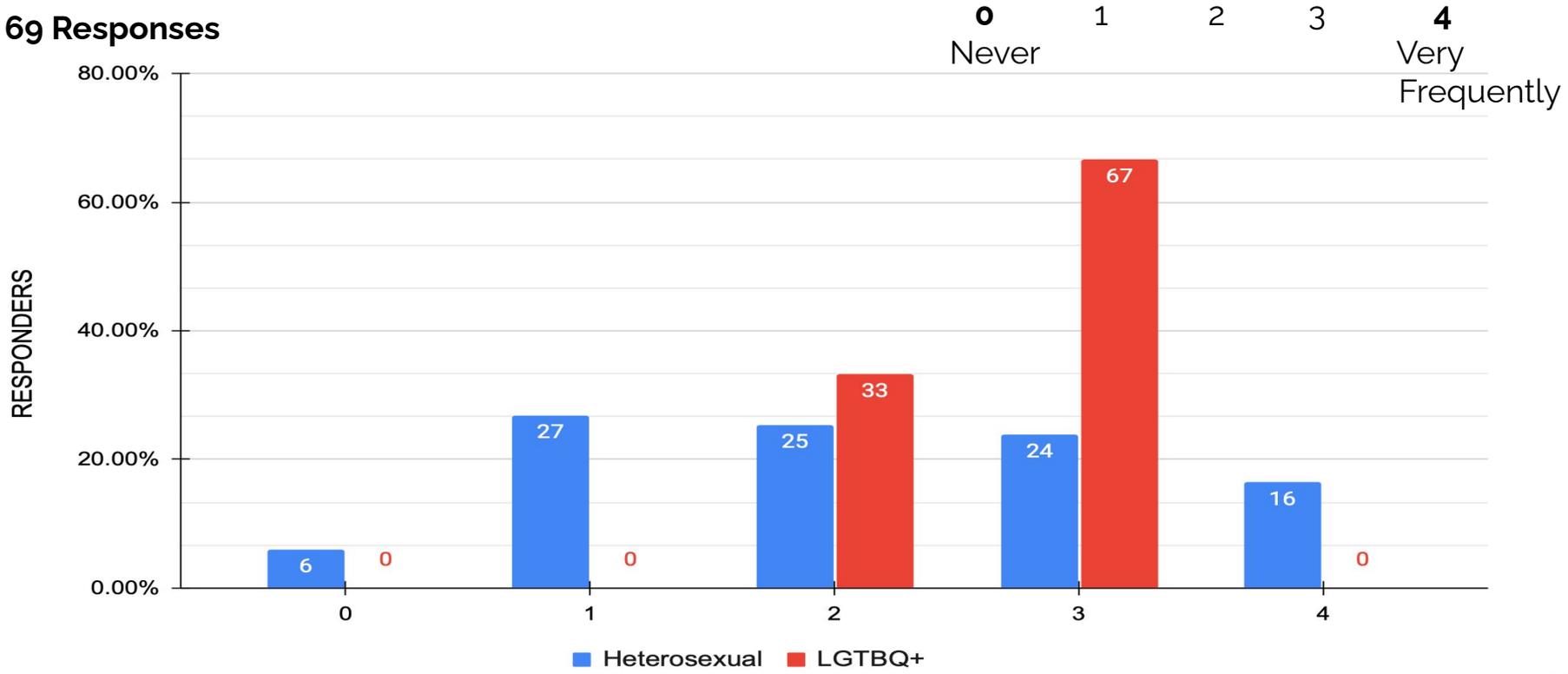
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69 Responses



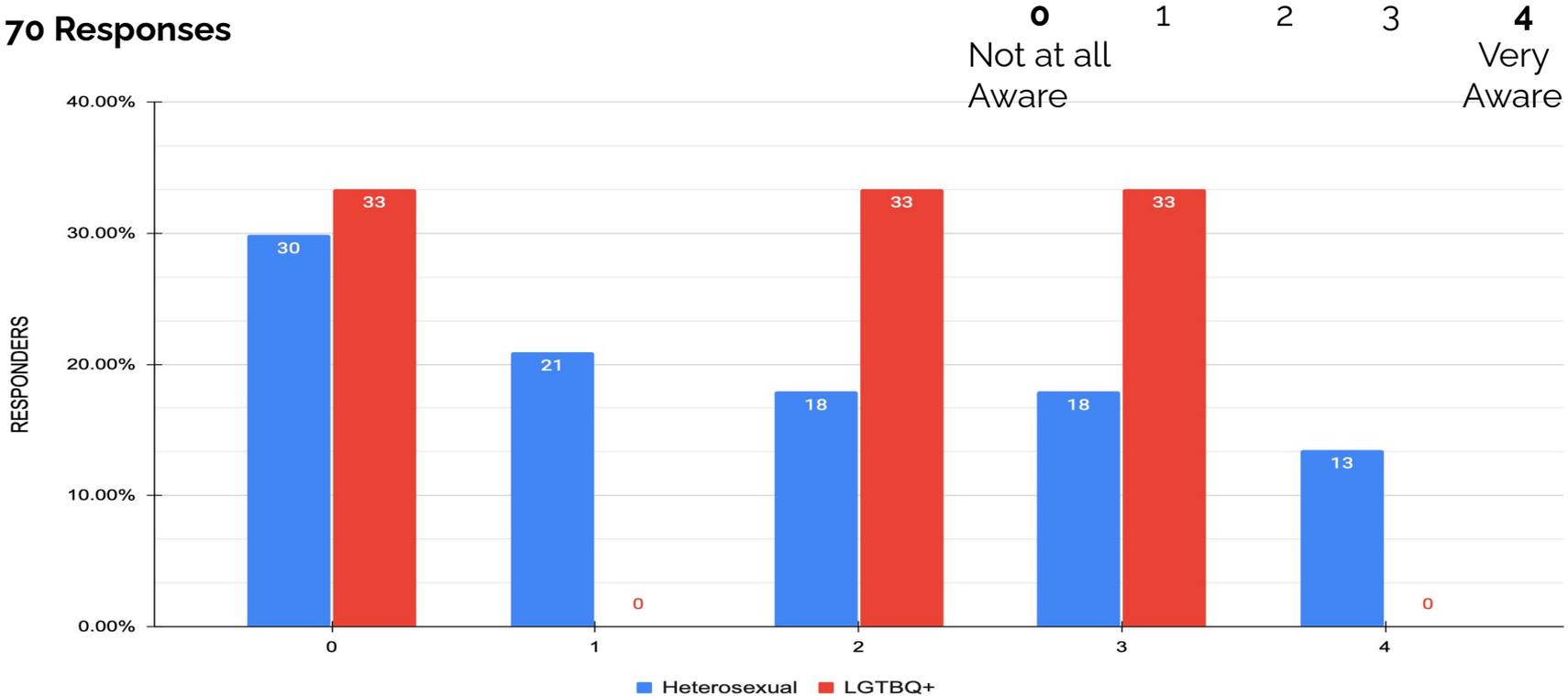
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69 Responses



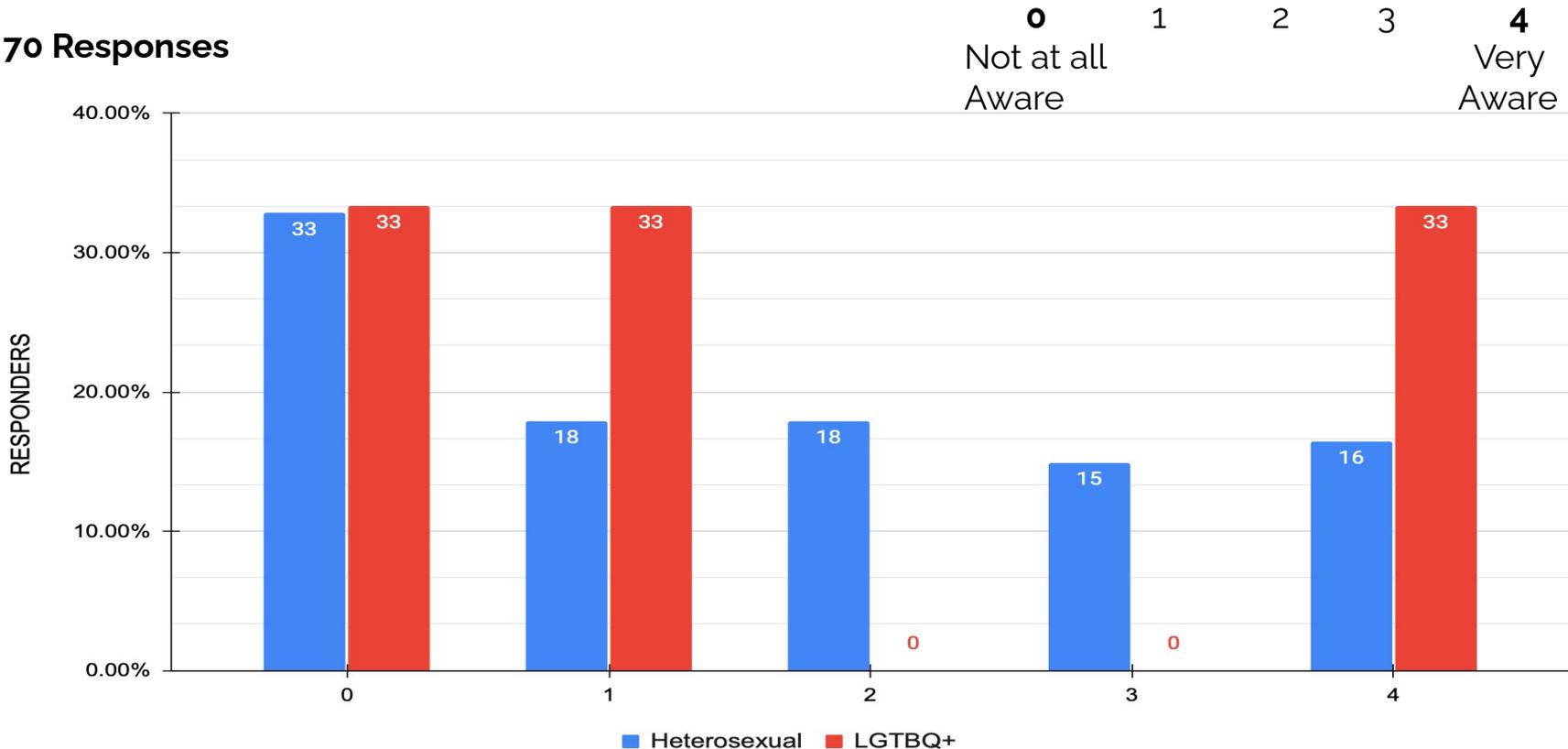
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70 Responses



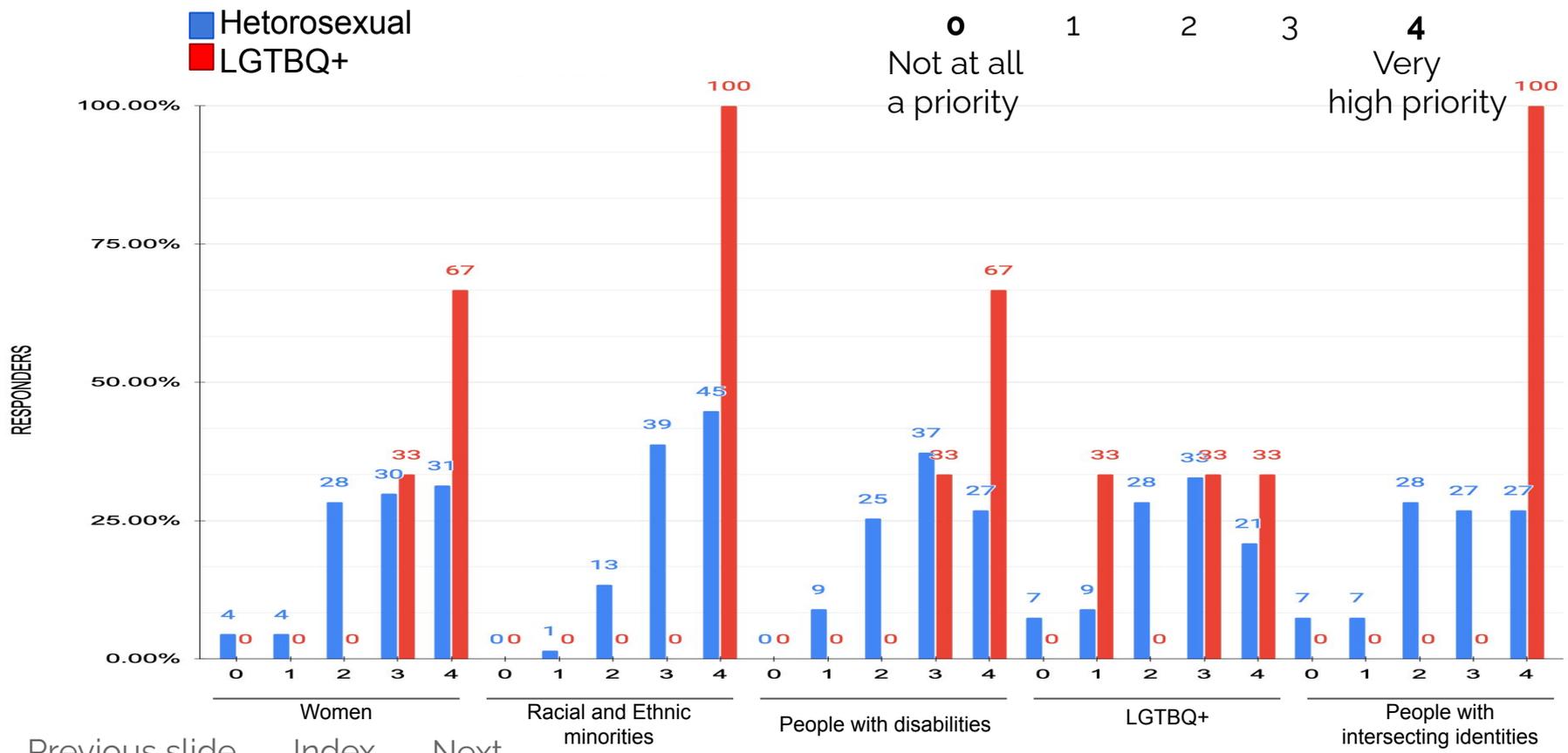
# How aware were you that NIH grants awarded between 2006 and 2017 to first-time female PIs was 24 percent less than the grants awarded to first-time male PIs?

70 Responses



# SECTION 2. CHANGING THE WORK AND TRAINING ENVIRONMENT AT THE CFI.

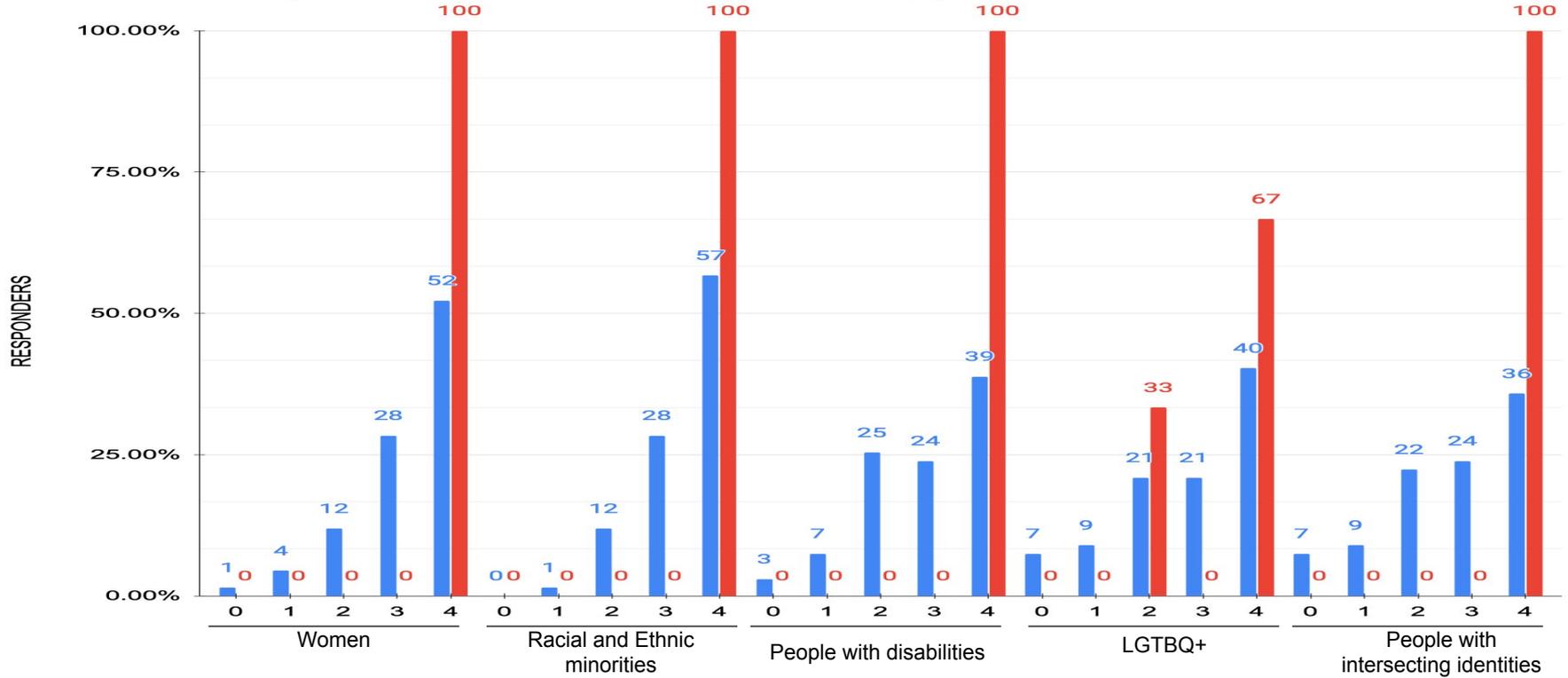
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The CFI should make a priority to recruit, retain and promote FACULTY from the following underrepresented groups in science? Please select ALL that may apply.

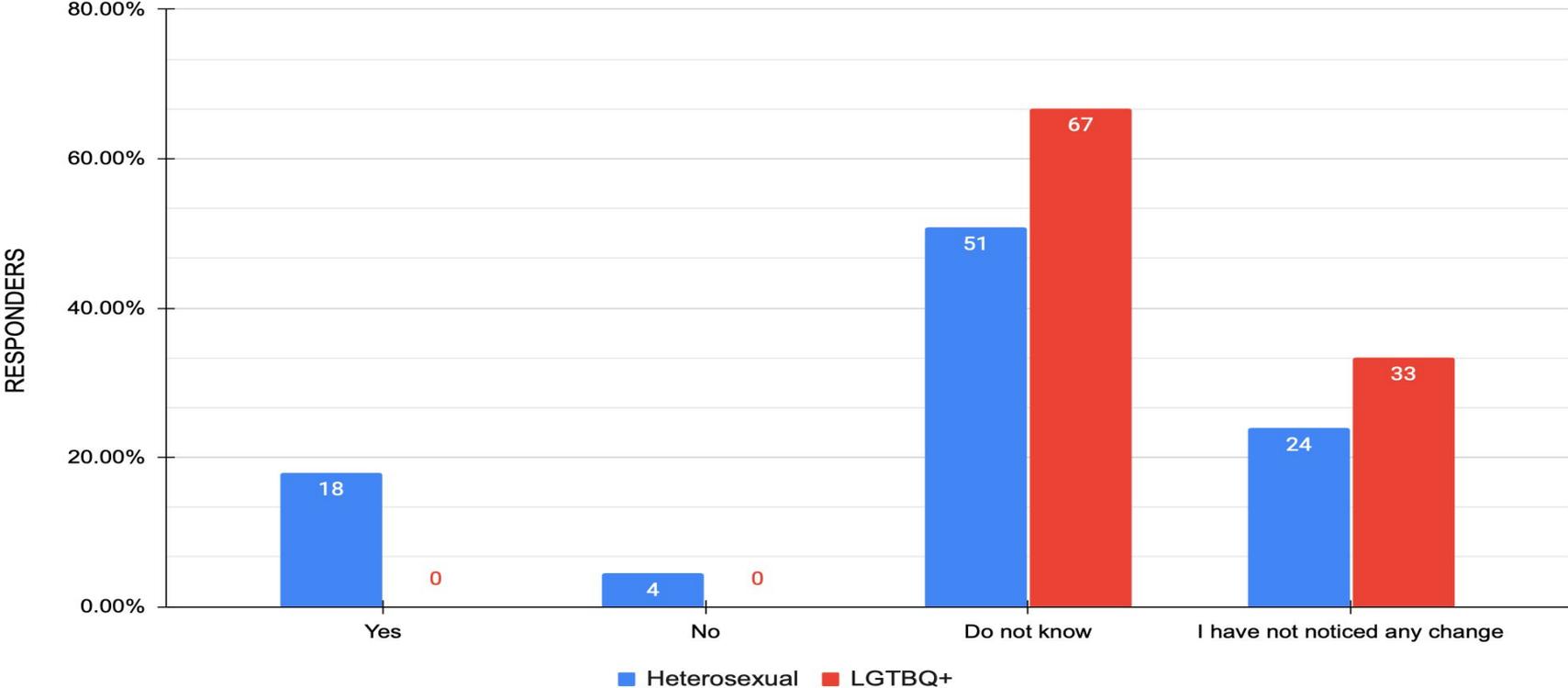
■ Heterosexual  
■ LGBTQ+

0 Not at all a priority  
 1  
 2  
 3  
 4 Very high priority



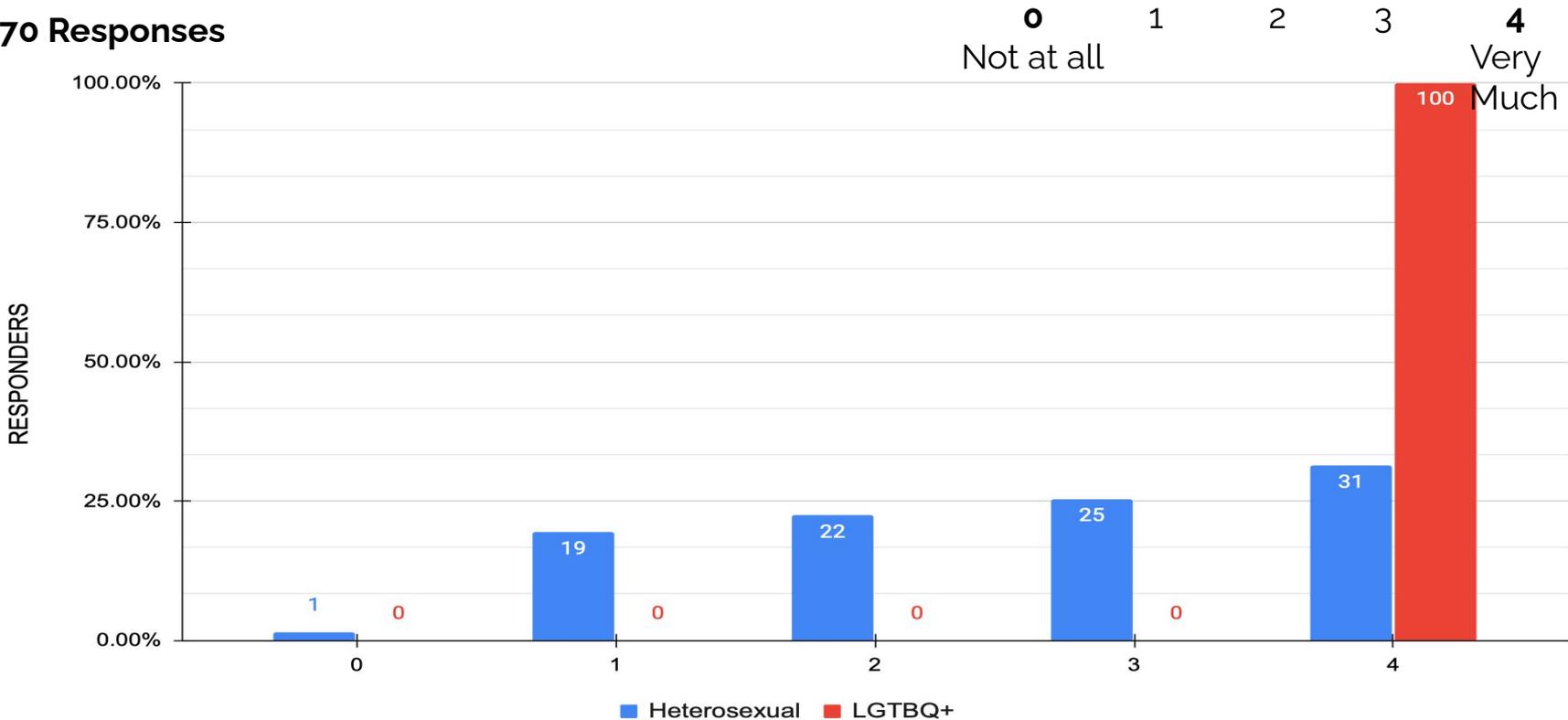
Since the formation of EWIS 3 years ago, the CFI has recruited more women as faculty or postdocs.

**68 Responses**



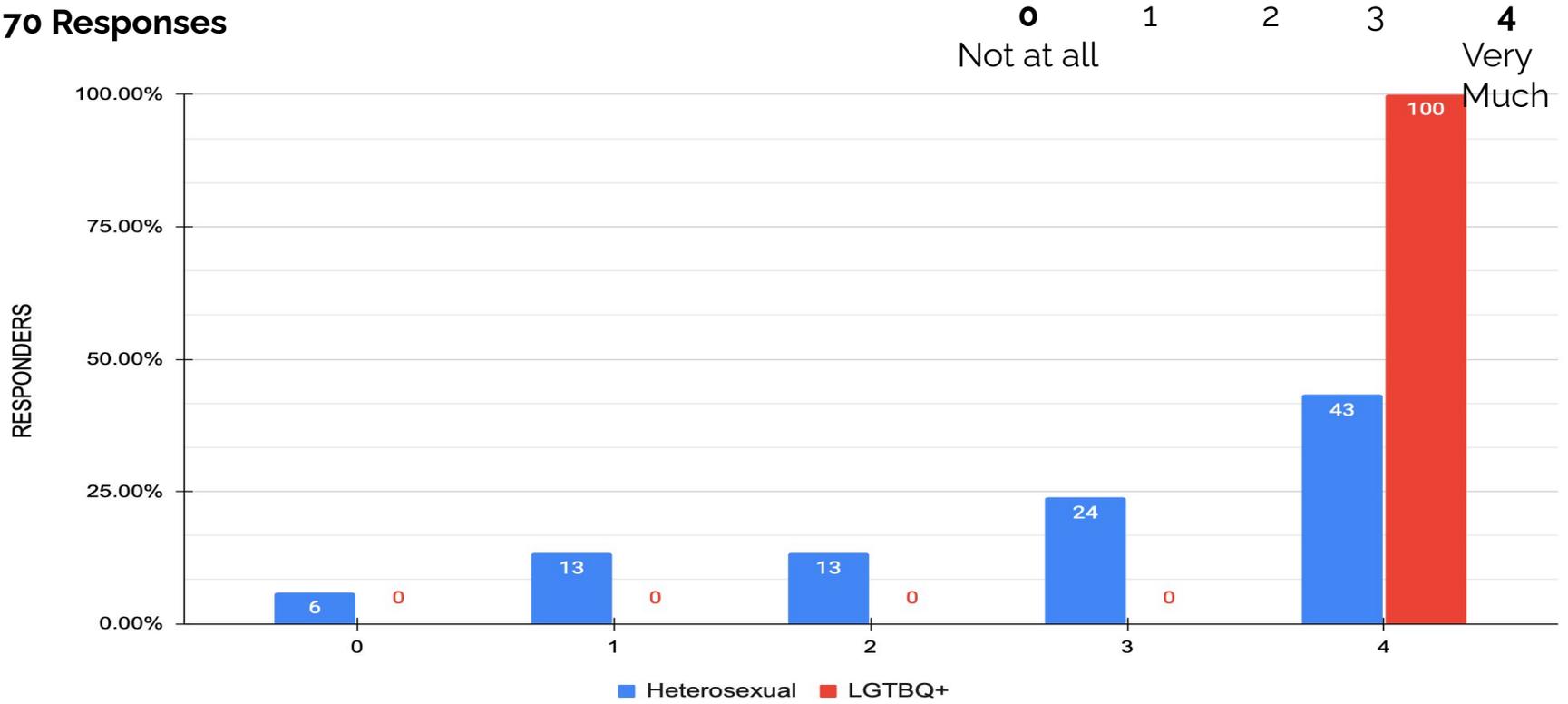
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70 Responses



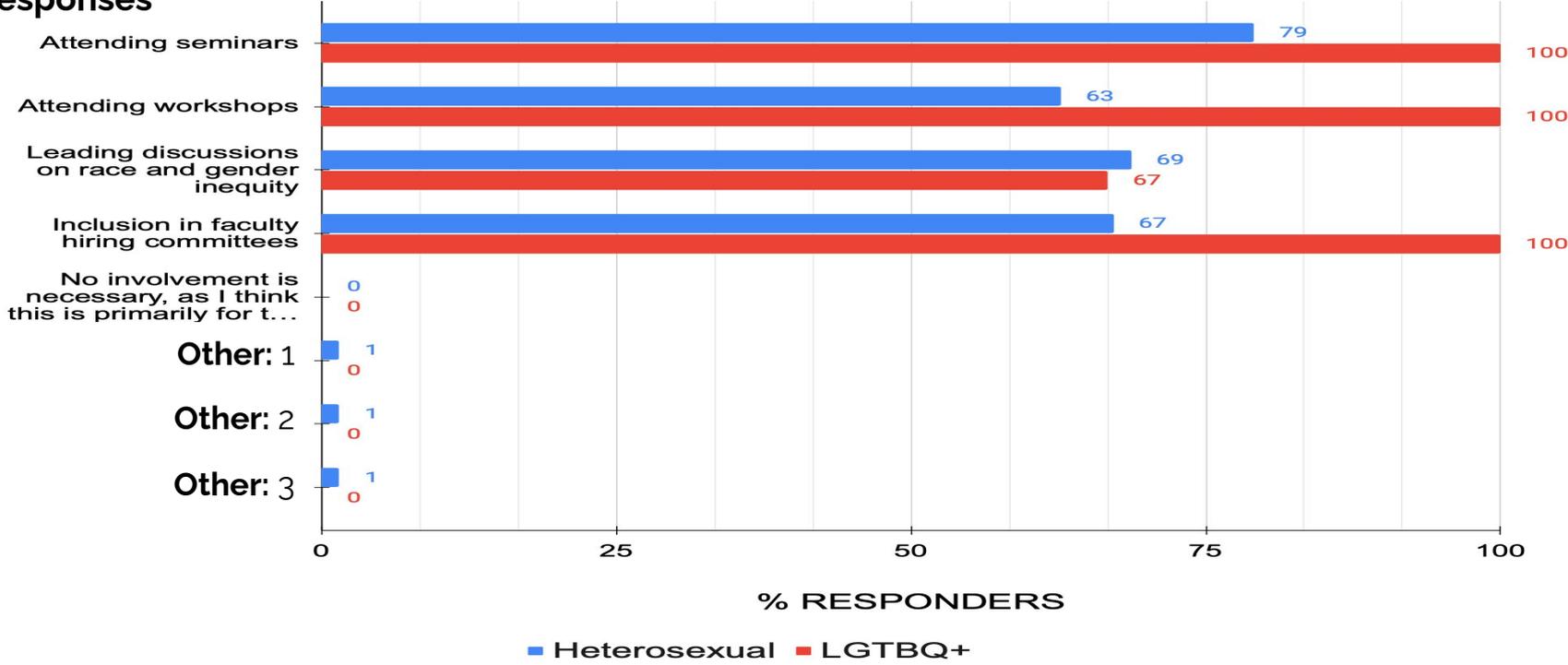
# How important is it to you that CFI faculty lead some of the discussions on racial and gender inequity, in effect demonstrating leadership and commitment?

70 Responses

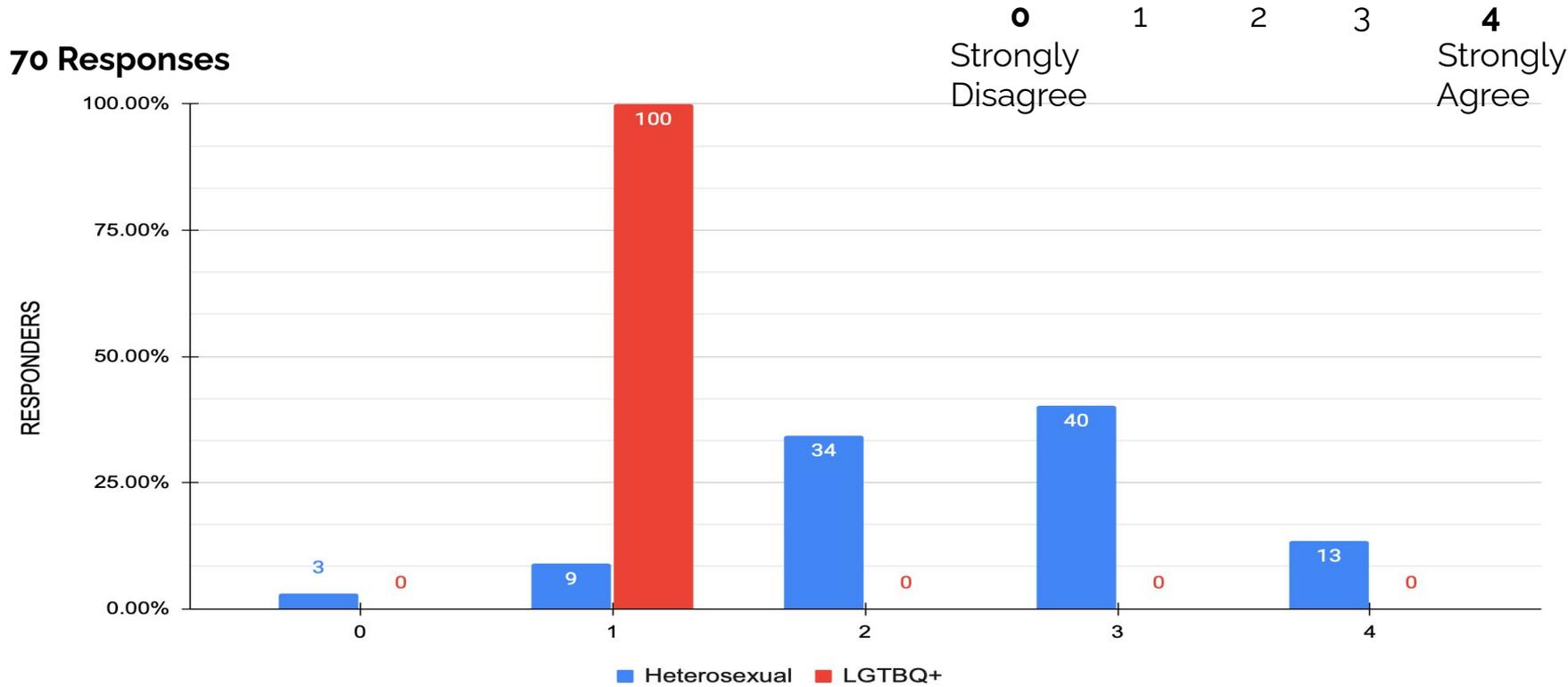


At what level of involvement would you like to see CFI FACULTY participating in EWIS/ReJUS events, demonstrating their leadership and commitment to equity and diversity through their actions? Select ALL that apply .

**66 Responses**

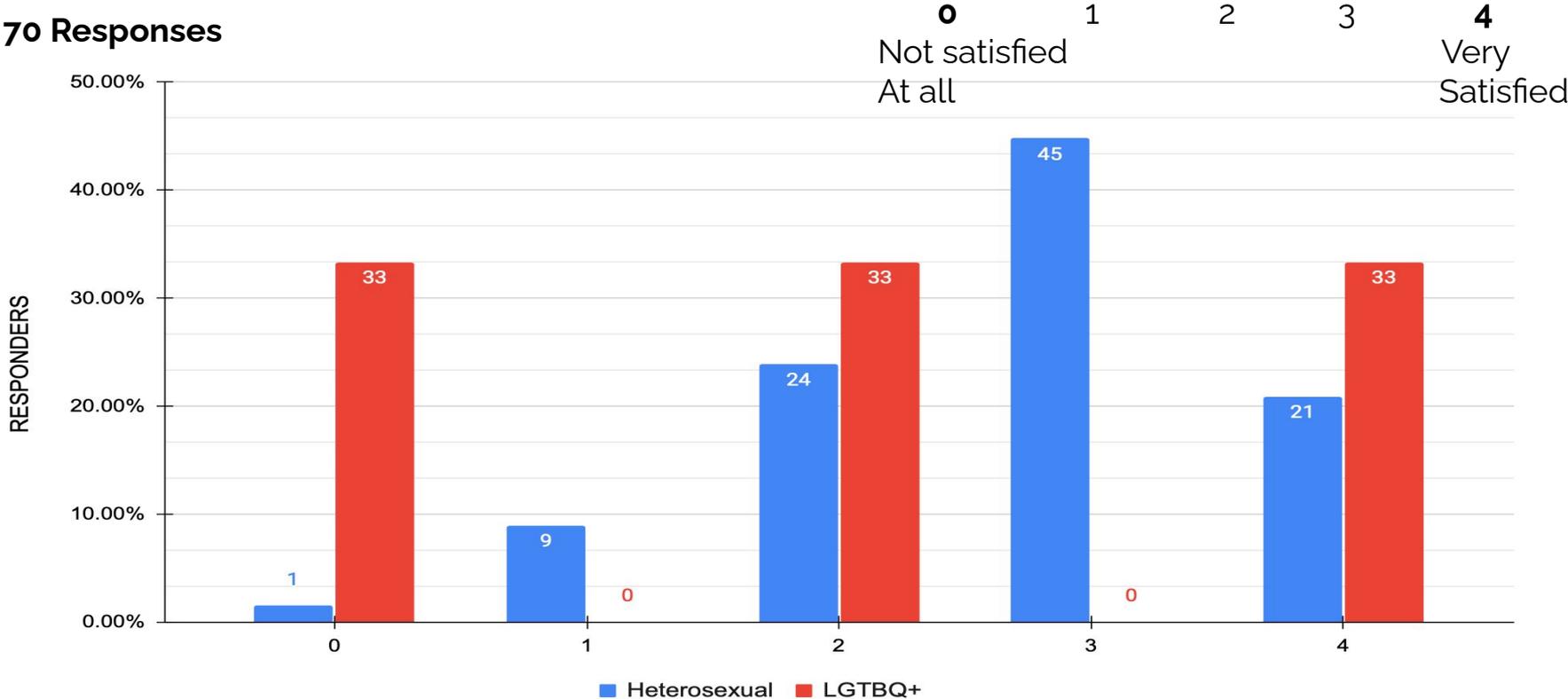


Faculty in the CFI are comfortable and knowledgeable about working with trainees regardless of racial, ethnic, gender, socioeconomic, immigrant, international, sexual orientation, ability/disability, and religious backgrounds.

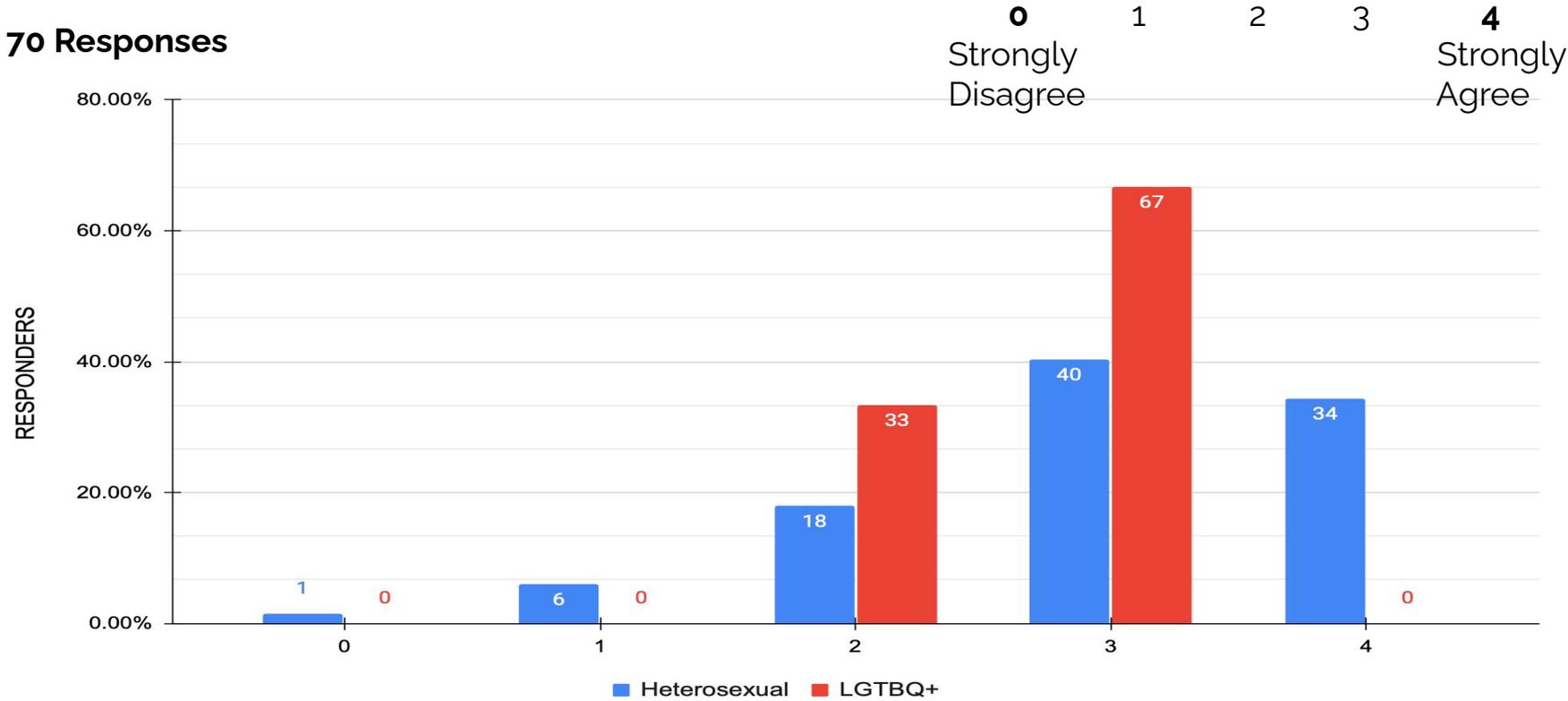


# How satisfied are you with the CFI leadership in setting the tone for creating an engaging and inclusive environment for all groups?

70 Responses



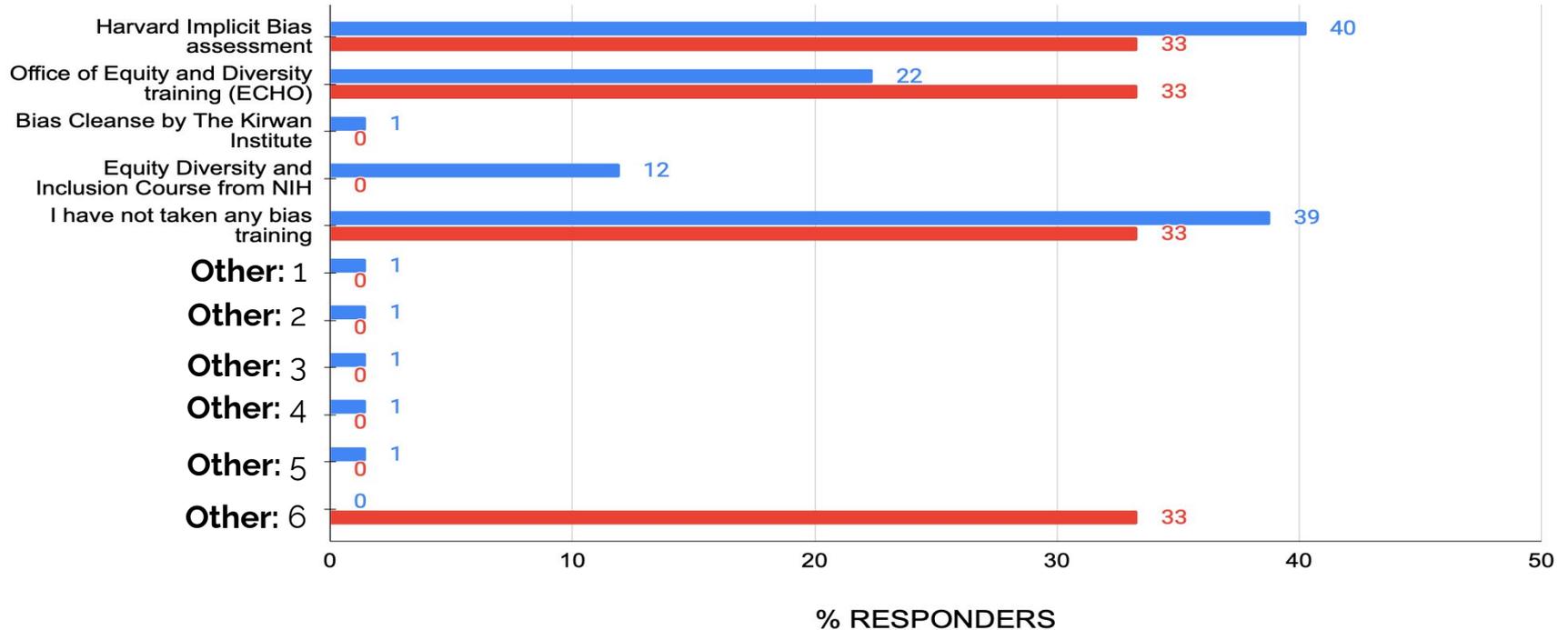
To the best of your knowledge, do individual PIs within the CFI help set the tone for creating an engaging and inclusive environment for all people in their labs?



## SECTION 3. BIAS.

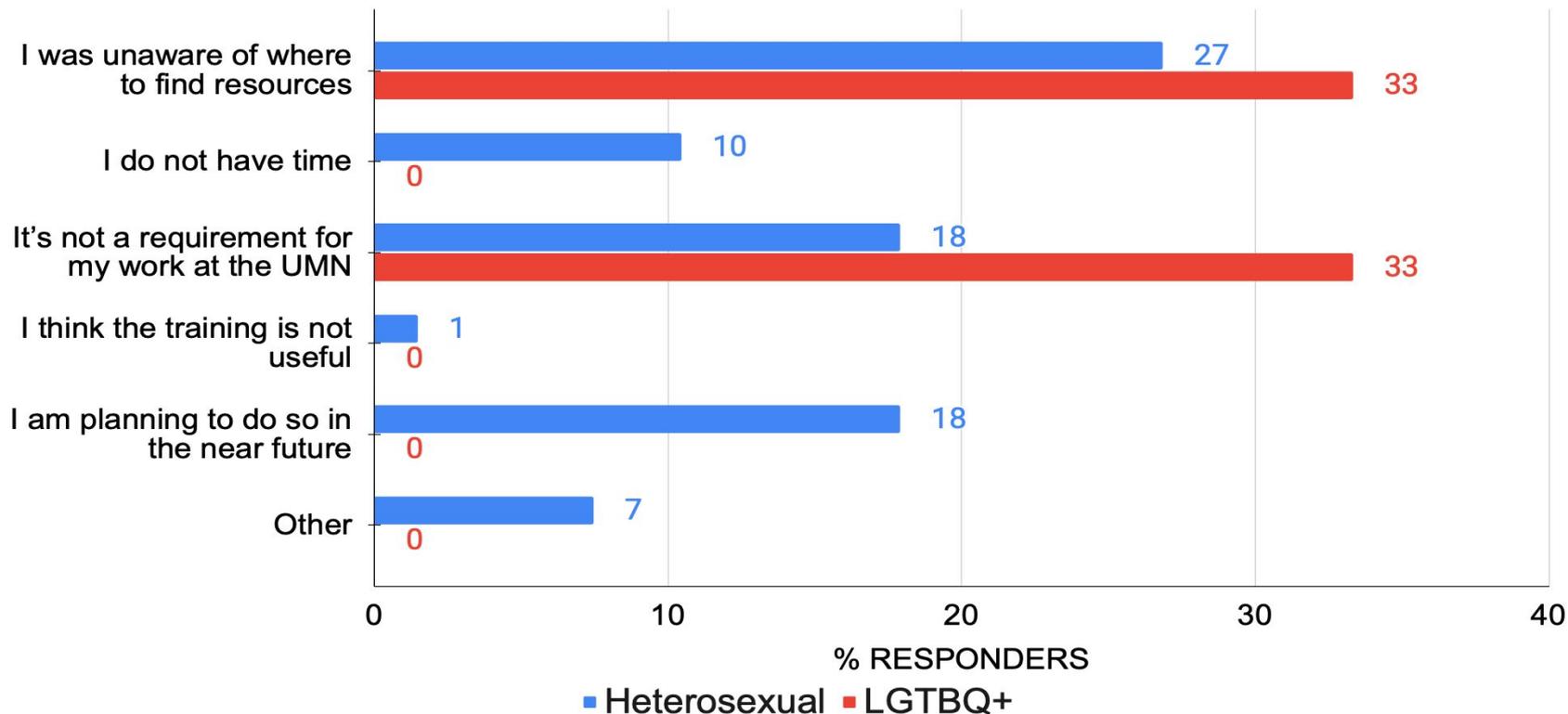
In your time at the CFI, have you engaged in any implicit bias training?  
This could include taking any of the following training or others

### 67 Responses



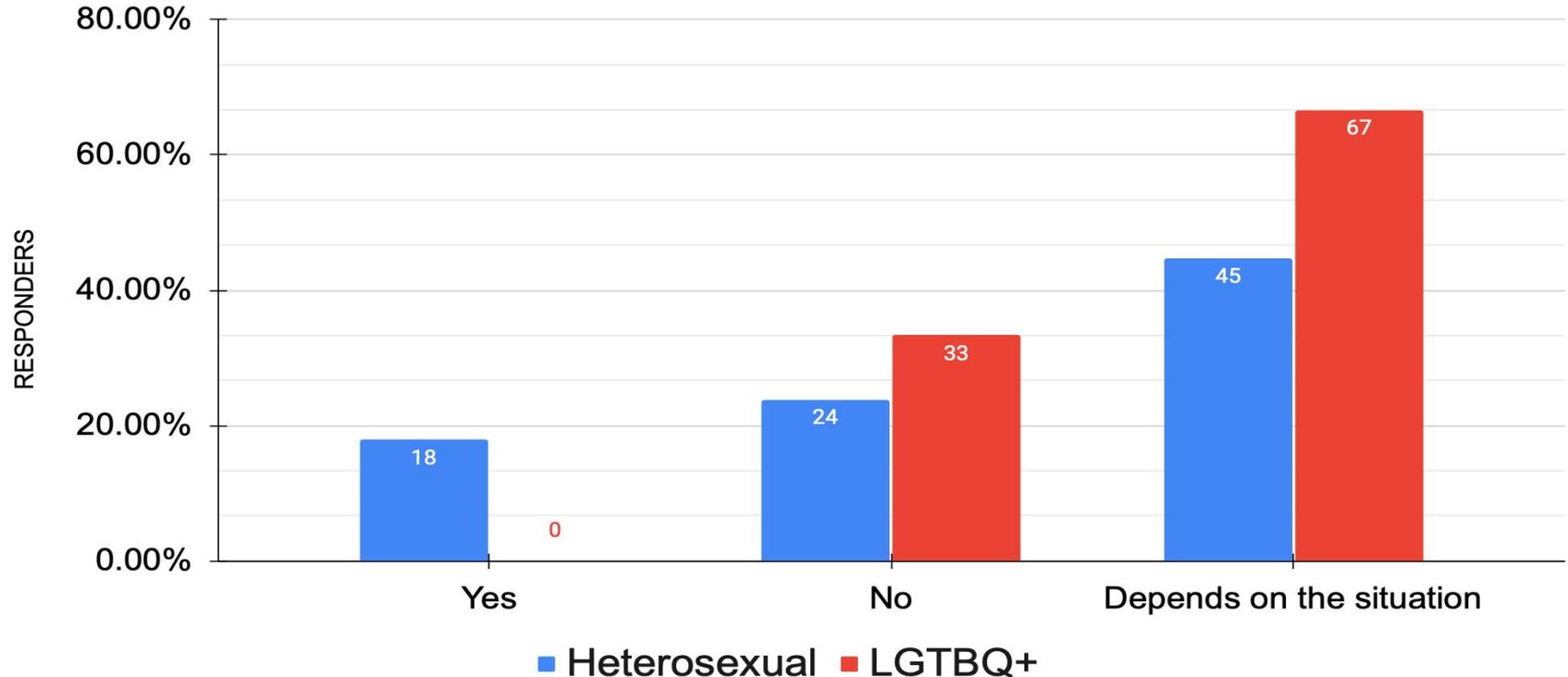
# If applicable to you, why you have not engaged in any implicit bias training at the CFI? Select as many as are applicable

## 34 Responses



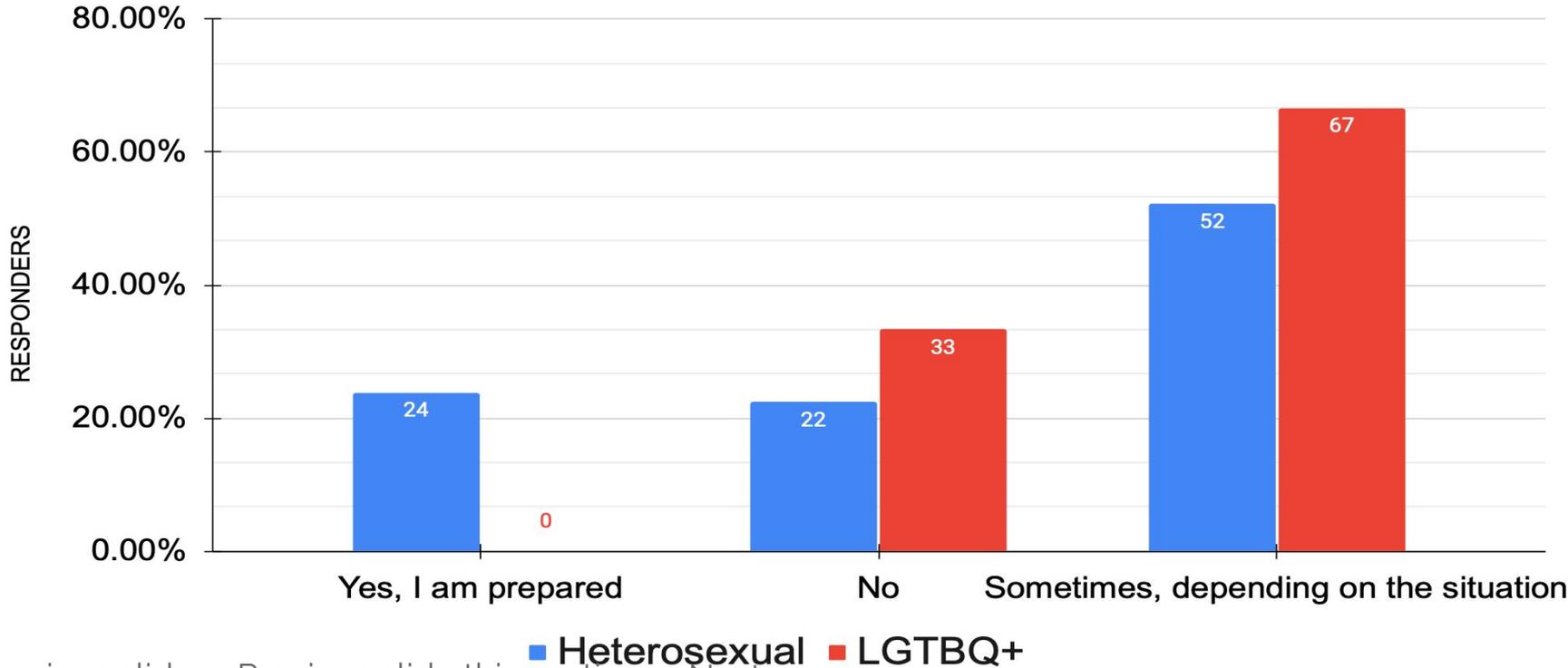
If you were suffering from bias, such as microaggressions, invalidation, or microassaults, do you feel prepared or equipped to deal with the situation in a productive manner?

61 Responses



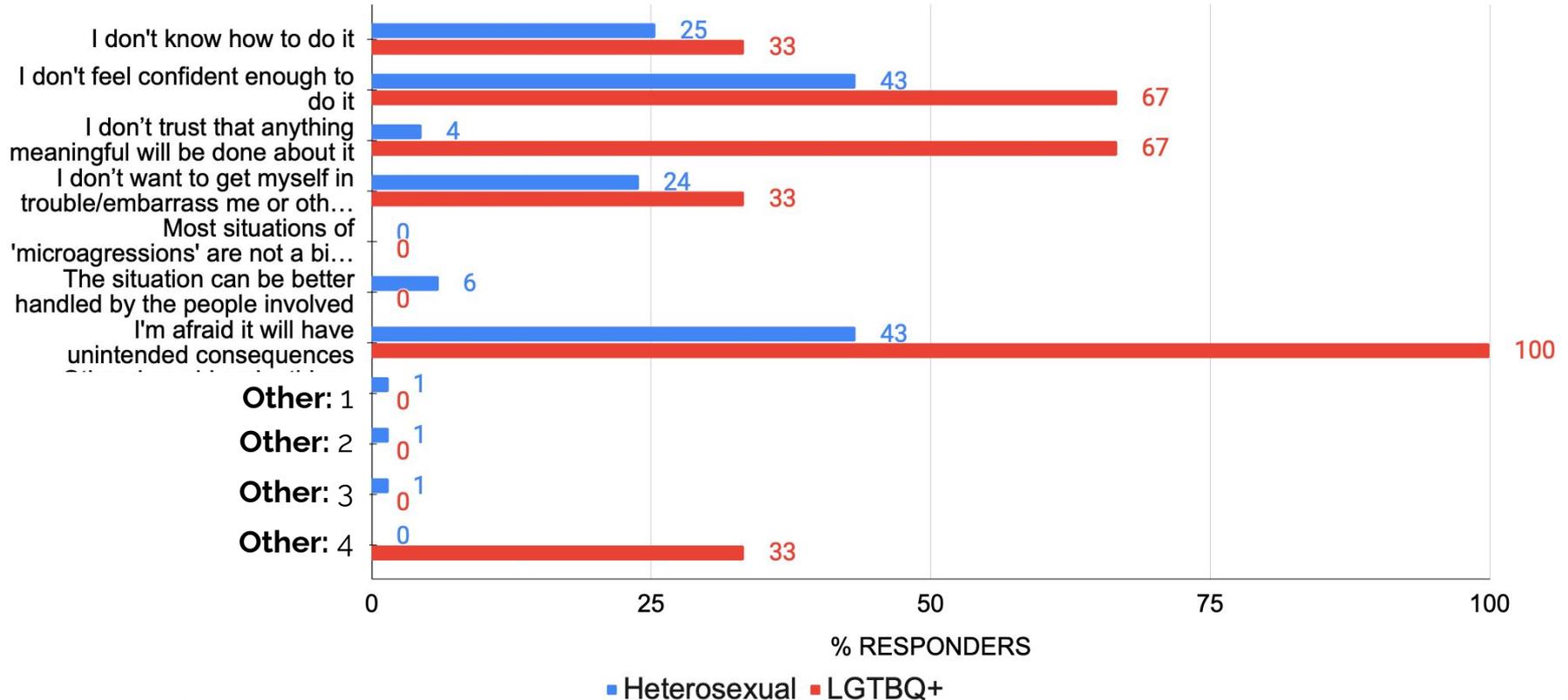
If you were a bystander, do you feel prepared or equipped to intervene in a situation of implicit bias such as microaggressions, invalidation, or microassaults?

69 Responses



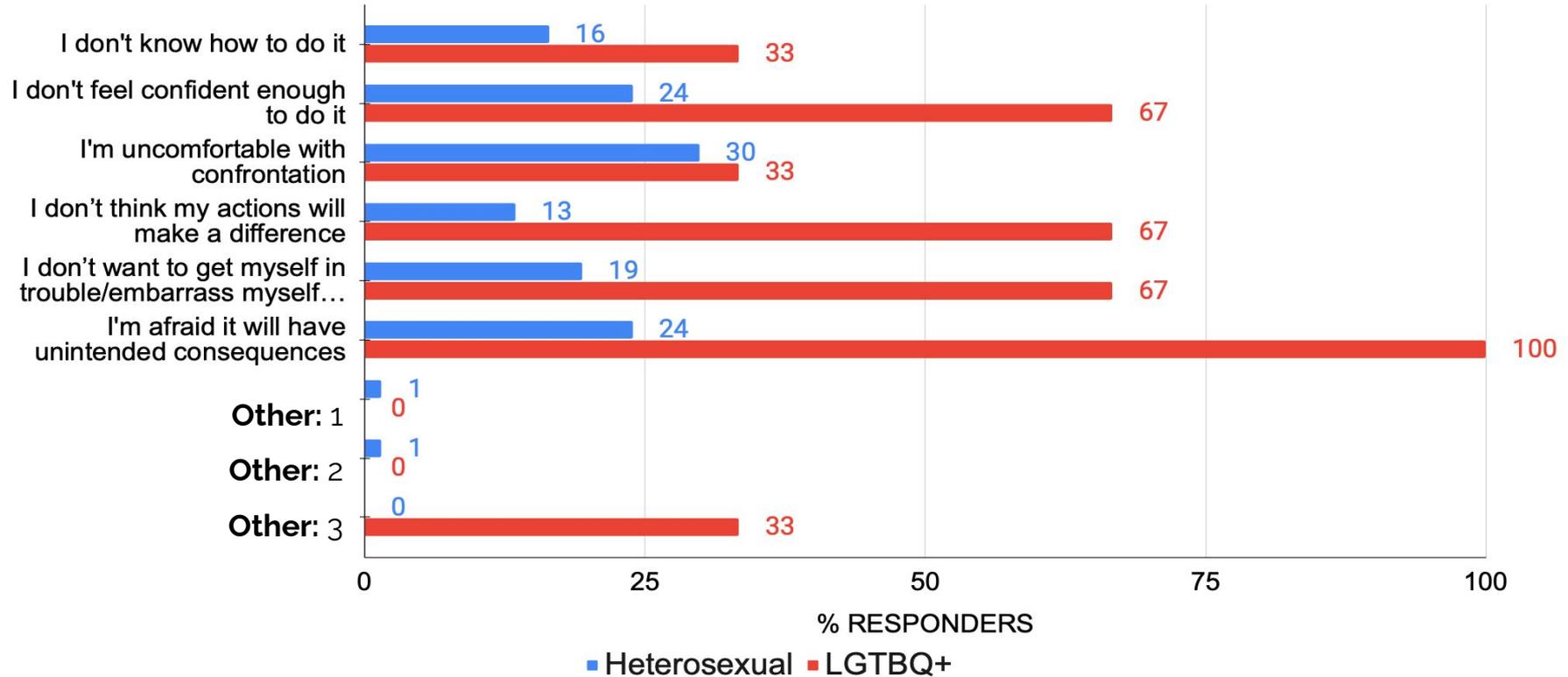
# If applicable to you, why do you NOT feel prepared to intervene as a bystander in a situation of bias? Select as many as are applicable

## 54 Responses



# 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



# 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.