CMCAA
Black Alumni Survey
2022
Background

The Alumni Steering Committee, a part of the President’s Initiative on Anti-Racism, requested that CMCA-A conduct a study of the Black Experience at CMC by surveying and speaking with Black alumni.
Goal

We seek to listen to and understand the collective experiences of CMC’s Black alumni. We want to gauge sentiment about their experience and their view of the College in order to learn how to best support that cohort moving forward.

From the Alumni Steering Committee and DEI Ad Hoc Subcommittee
Topics

• Post graduate experience
• CMCAA
• Time on campus

• Personal experiences
• CMC perceptions
Population

• Black Alumni
• Bachelor’s degree
• Valid email address
• Living
• Active/receiving CMC emails
Response Rate

$\frac{78}{433} = 18\%$

10%, 18% National alumni survey response rates
1. Class Year

- <1960: 0
- 1960-1969: 2
- 1970-1979: 5
- 1980-1989: 7
- 1990-1999: 11
- 2000-2009: 24
- 2010-2019: 20
- 2020+: 9

--- significant differences
2. Gender

Men, 38
Women, 37
Non-binary, 3
3. Recruitment of historically marginalized students, faculty, and staff is a CMC priority.
4. Senior leadership currently demonstrates a commitment to diversity and equity at CMC.*

- Strongly disagree: 14
- Somewhat disagree: 13
- Neither agree nor disagree: 31
- Somewhat agree: 14
- Strongly agree: 6

* Significant differences by class year
5. What is your level of satisfaction with CMC communication of diversity and equity goals and progress?*

- Extremely dissatisfied: 18
- Somewhat dissatisfied: 18
- Neither satisfied nor dissatisfied: 24
- Somewhat satisfied: 17
- Extremely satisfied: 1

* Significant differences by class year
6. The Claremont McKenna College Alumni Association’s (CMCAA) practices, policies, and dialogue foster an inclusive, welcoming alumni community.*

* Significant differences by class year
7. The CMCAA’s programming promotes responsible leadership, strong role models for students, and sustained alumni engagement across a range of identities and experiences.

- Strongly disagree: 11
- Somewhat disagree: 15
- Neither agree nor disagree: 22
- Somewhat agree: 22
- Strongly agree: 7
8. Please indicate the extent to which you experienced a sense of belonging or community while attending CMC.

- Not at all: 18
- Not really: 19
- Undecided: 2
- Somewhat: 24
- Very much: 15
9. During your time at CMC, about how often did you hear someone make an insensitive or disparaging remark about people of your racial and/or ethnic identity?

- Very Often: 14
- Often: 18
- Sometimes: 24
- Rarely: 17
- Never: 5
10. How often were you discriminated against or harassed at CMC because of your racial and/or ethnic identity?
## 11. Discrimination or harassment

<table>
<thead>
<tr>
<th>Item</th>
<th>Count</th>
<th>Other forms of discrimination or harassment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Derogatory remarks</td>
<td>35</td>
<td>Intimidated/bullied</td>
</tr>
<tr>
<td>Singhled out as the &quot;resident authority&quot;</td>
<td>29</td>
<td>Feared for your physical safety</td>
</tr>
<tr>
<td>Derelytetely ignored, isolated, left out, or excluded</td>
<td>27</td>
<td>Threatened with physical violence</td>
</tr>
<tr>
<td>Stared at</td>
<td>22</td>
<td>Sexual assault/harassment</td>
</tr>
<tr>
<td>Racial/ethnic profiling</td>
<td>22</td>
<td>Denied service or access to resources</td>
</tr>
<tr>
<td>Received a poor grade because of a hostile classroom environment</td>
<td>14</td>
<td>Derogatory phone calls</td>
</tr>
<tr>
<td>Graffiti or other forms of vandalism on campus</td>
<td>9</td>
<td>Derogatory/unsolicited e-mails</td>
</tr>
<tr>
<td>Derogatory written comments</td>
<td>9</td>
<td>Fear for your family's safety</td>
</tr>
<tr>
<td>Derogatory posts on social media</td>
<td>8</td>
<td>Physical violence</td>
</tr>
</tbody>
</table>
12. Was the source of the insensitive or disparaging remark or discrimination/harassment a member of the following group(s)? (Check all that apply)

- Students: 53
- Faculty: 26
- Staff: 9
- Administration: 9
- Local community: 9
15. What one word or sentence would you use to describe your relationship to CMC?

- A community
- Tepid
- Pretty much non-existent
- Complex
- Distanced
- I still feel very connected to CMC. Good experience
- Not as close as I wish it was.
- I do not have a relationship with CMC.
- Solid
- I feel like black people like belong in a small corner of CMC
- Negative
- Improving
- Close
- Nonexistent
- Complicated
- Bad
- Cautious
- Positive experience while attending but mostly removed now
- Bittersweet. CMC opened amazing opportunities, and yet was hard to endure.
- Truly treasure my time at CMC
- Traumatizing
- Distant but in touch
- Positive
- Unique and happy experience
- Extended Family
- I had a pretty good time at CMC and think I got a good education but don’t have a lot of school ‘pride.’
- I’m grateful for the amazing relationships I made and lessons I learned, but I’m deeply disturbed and disappointed by the school’s failure to meaningfully invest in DEI in all aspects, particularly regarding BIPOC communities in the US.
- Terse
- CMC has a monumental presence that extends tools and resources to empower and accelerate me in the path of my choosing.
- Positive, but mixed.
- I sent 5 students there, because it doesn’t matter what elite institution you go to as a person of color.
- In addition to annual financial contributions, I have attended various CMC alumni events. Committed not supported.
- Estranged
- Pride
- Incredibly close relationship and giving back
- Non-existent
- I made some good friends through CMC but majored at PO and SC.
- I’m an alumni of color.
- BEST EDUCATIONAL EXPERIENCE EVER.
- Complicated
- An understudied chapter of my life.
- Ambivalent
- Transactional
- Distant
- Non-existent
- Good
- Loving
- Strong
16. What one change would you make in order to enhance the sense of community in the Alumni Association?

• Affinity outreach and events
  “Increase transparency by providing meaningful opportunities for all alumni, particularly alumni of color, to take leadership roles, provide feedback, and connect with/support students, faculty, etc.”

• Diversity, equity and engagement work
  “Demonstrated efforts of understanding and creating equal voice and space for diversity”
We seek to listen to and understand the collective experiences of CMC’s Black alumni. We want to gauge sentiment about their experience and their view of the College in order to learn how to best support that cohort moving forward.
Collective Experiences

Varied

8. Sense of belonging or community

9. Insensitive or disparaging remark

10. Discriminated against or harassed at CMC
Views of CMC

Differences by class years

- Recruitment of diverse faculty, staff, and students: 3.14 (Before 2010) vs. 2.45 (2010-2021)
- Commitment to diversity & equity: 3.10 (Before 2010) vs. 2.31 (2010-2021)
- Communication about diversity and equity: 2.86 (Before 2010) vs. 2.03 (2010-2021)
Support Moving Forward

• Acknowledge perceptions and experiences
• Create opportunities for Alumni of Color to connect with one another and CMC
• “Follow through with commitments. Show representation.”
• Actions should reflect that DEI is a priority