

# CMCAA Black Alumni Survey 2022

# Background

The Alumni Steering Committee, a part of the President's Initiative on Anti-Racism, requested that CMCAA 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

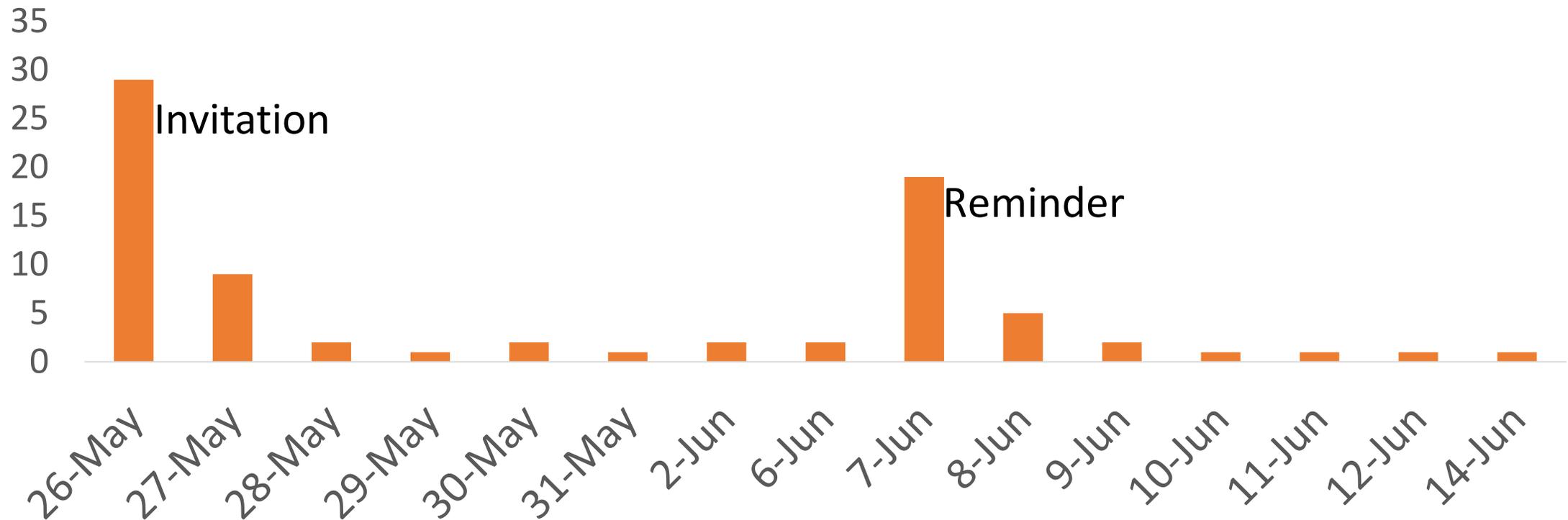
- Black Alumni
- Bachelor's degree
- Valid email address
- Living
- Active/receiving CMC emails



# Response Rate

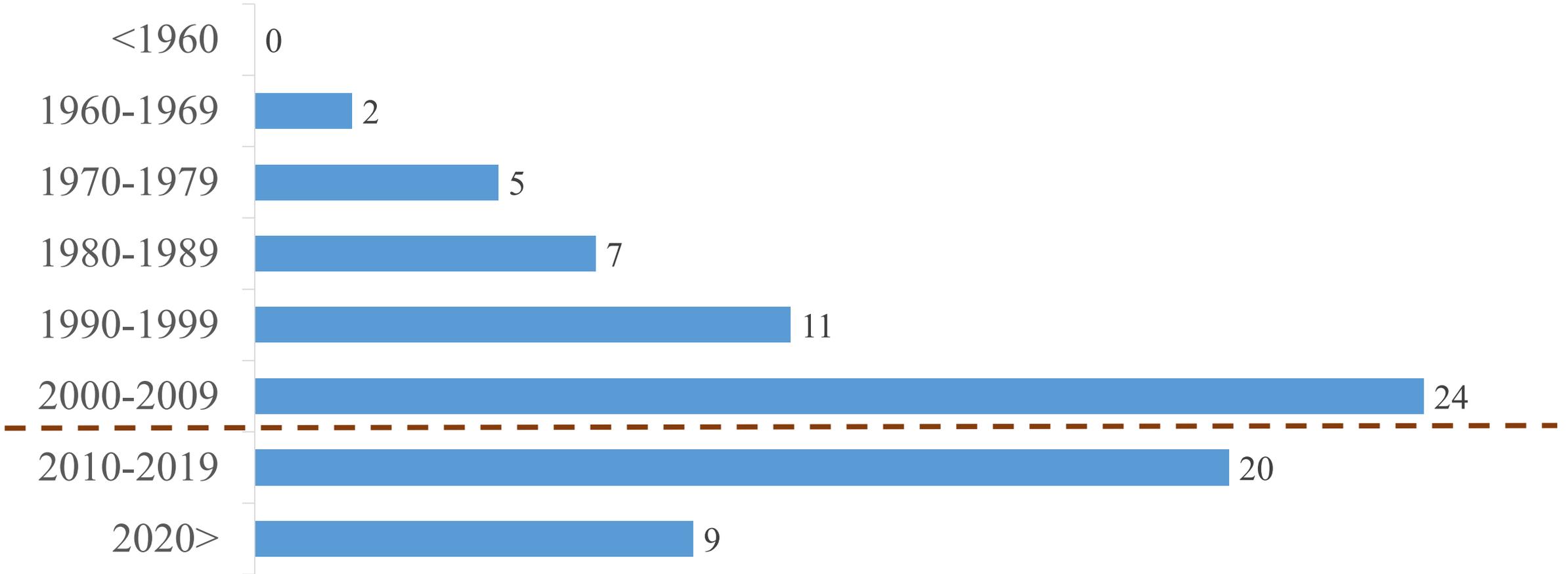
$$78 / 433 = 18\%$$

10%, 18% National  
alumni survey  
response rates



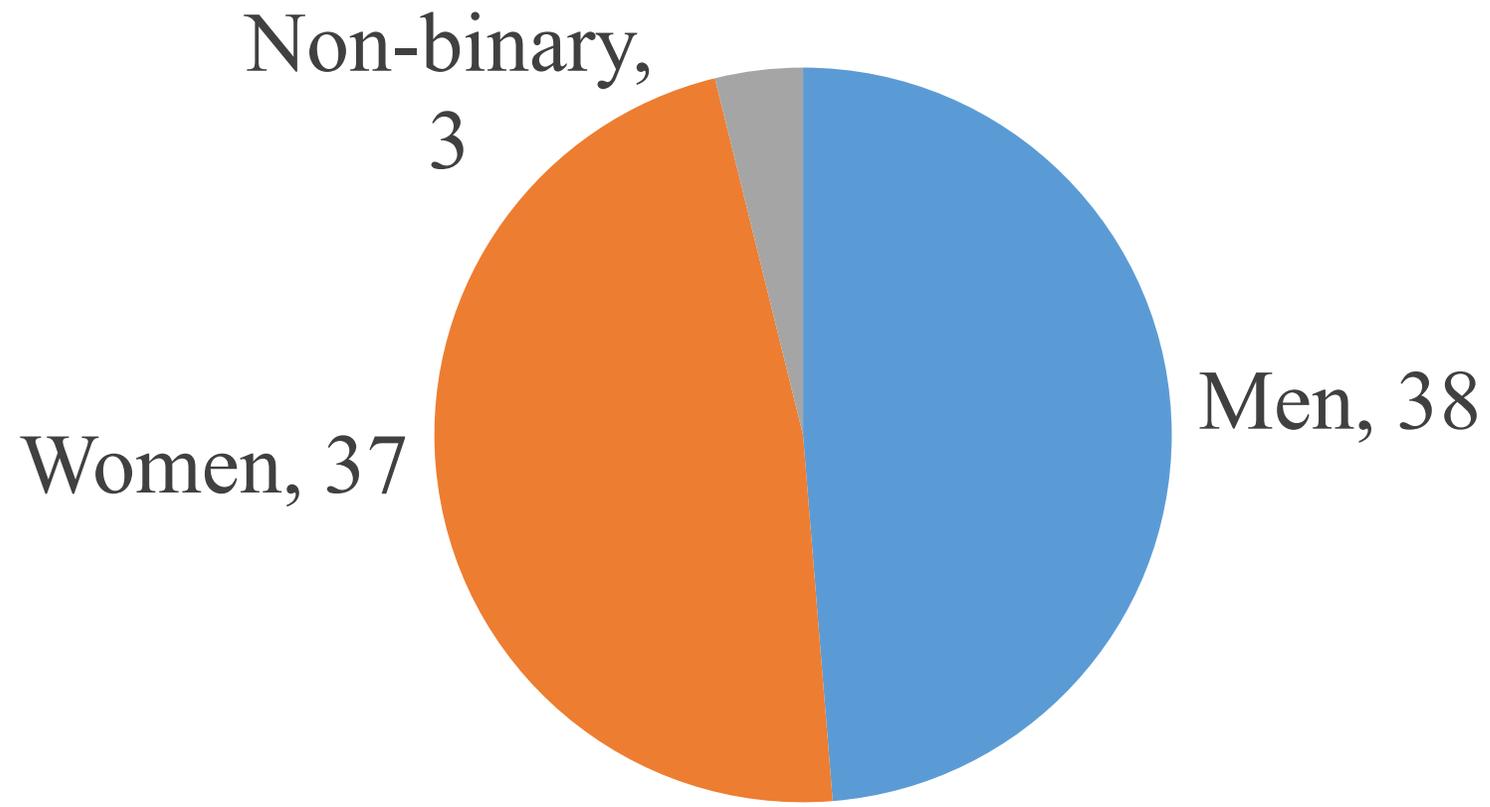


# 1. Class Year

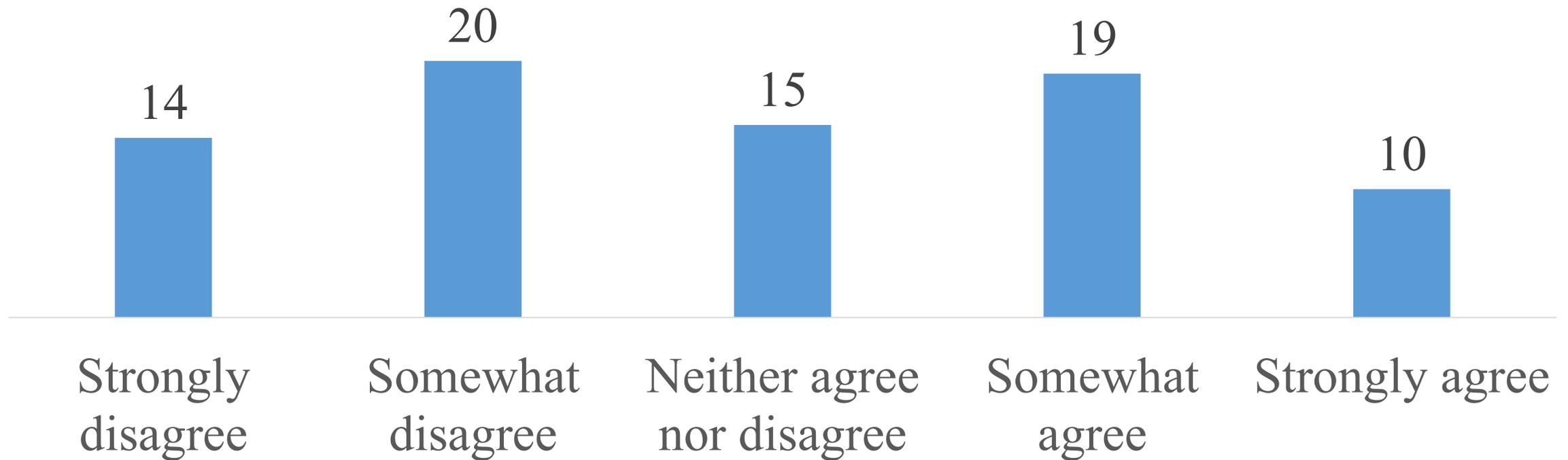


- - - significant differences

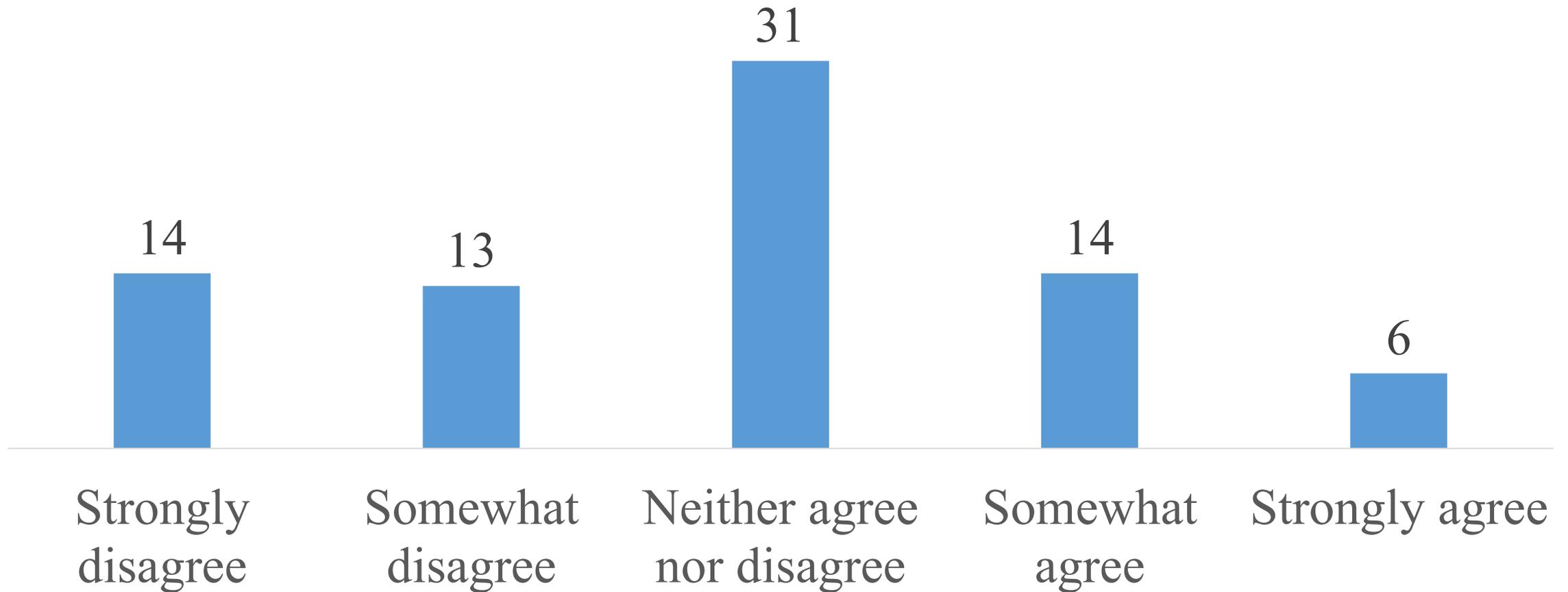
# 2. Gender



### 3. Recruitment of historically marginalized students, faculty, and staff is a CMC priority.

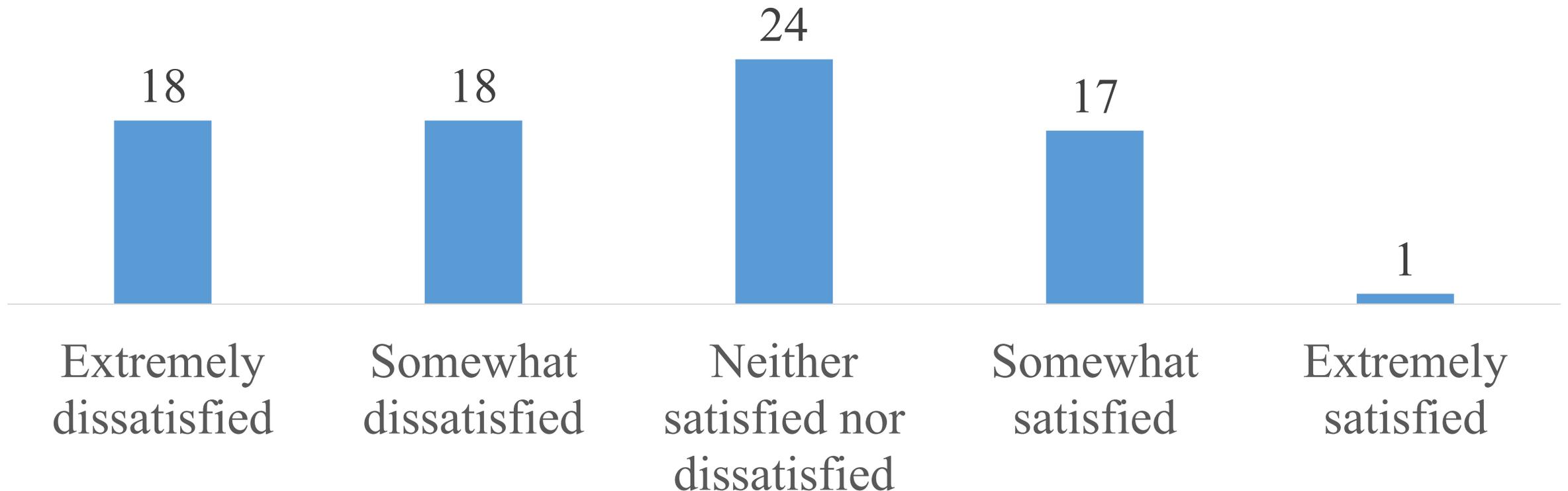


## 4. Senior leadership currently demonstrates a commitment to diversity and equity at CMC.\*



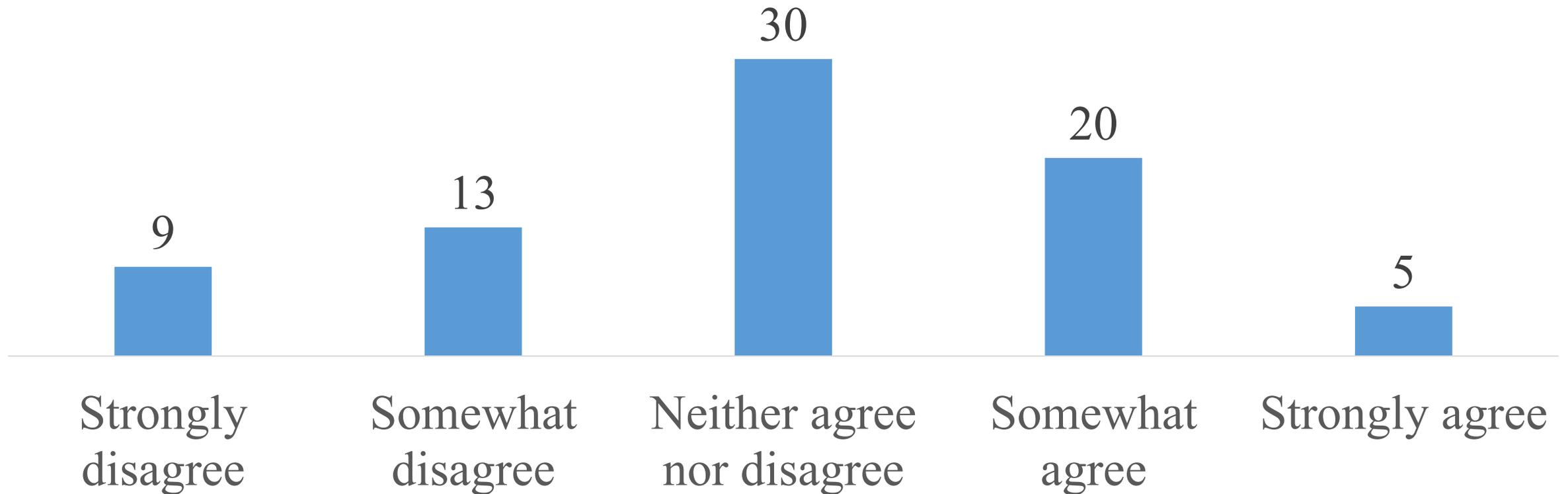
\* Significant differences by class year

## 5. What is your level of satisfaction with CMC communication of diversity and equity goals and progress?\*



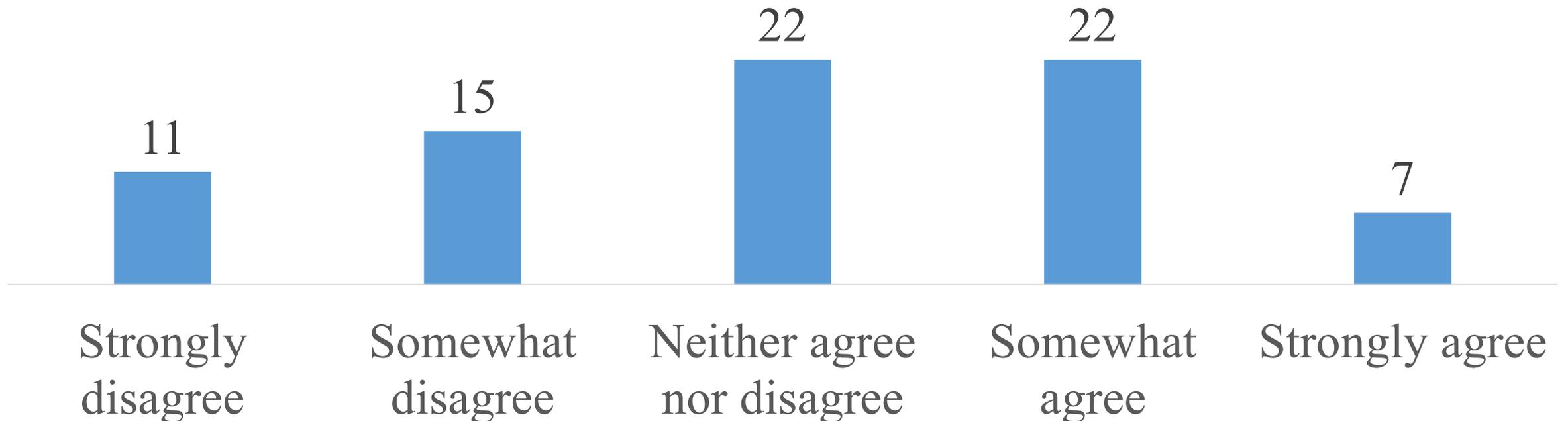
\* Significant differences by class year

## 6. The Claremont McKenna College Alumni Association's (CMCAA) practices, policies, and dialogue foster an inclusive, welcoming alumni community.\*

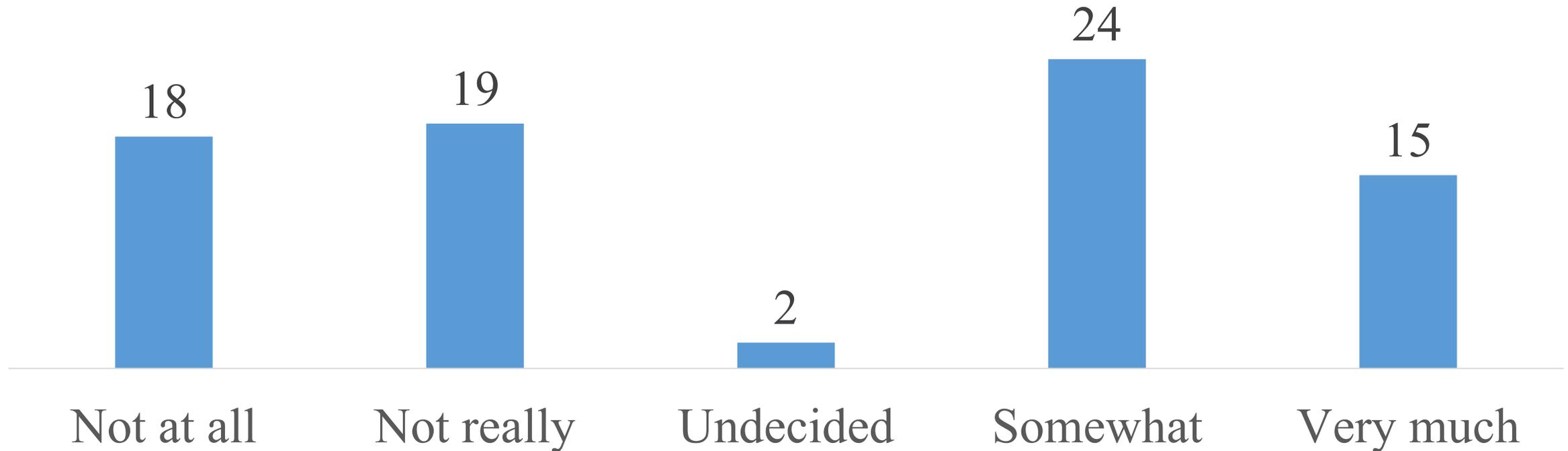


\* Significant differences by class year

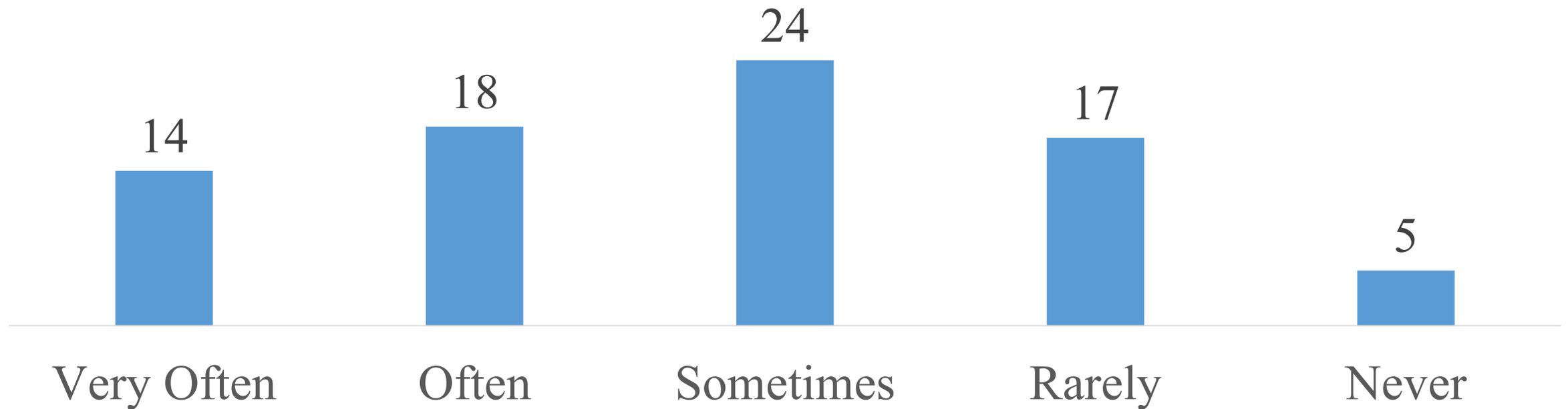
7. The CMCAA's programming promotes responsible leadership, strong role models for students, and sustained alumni engagement across a range of identities and experiences.



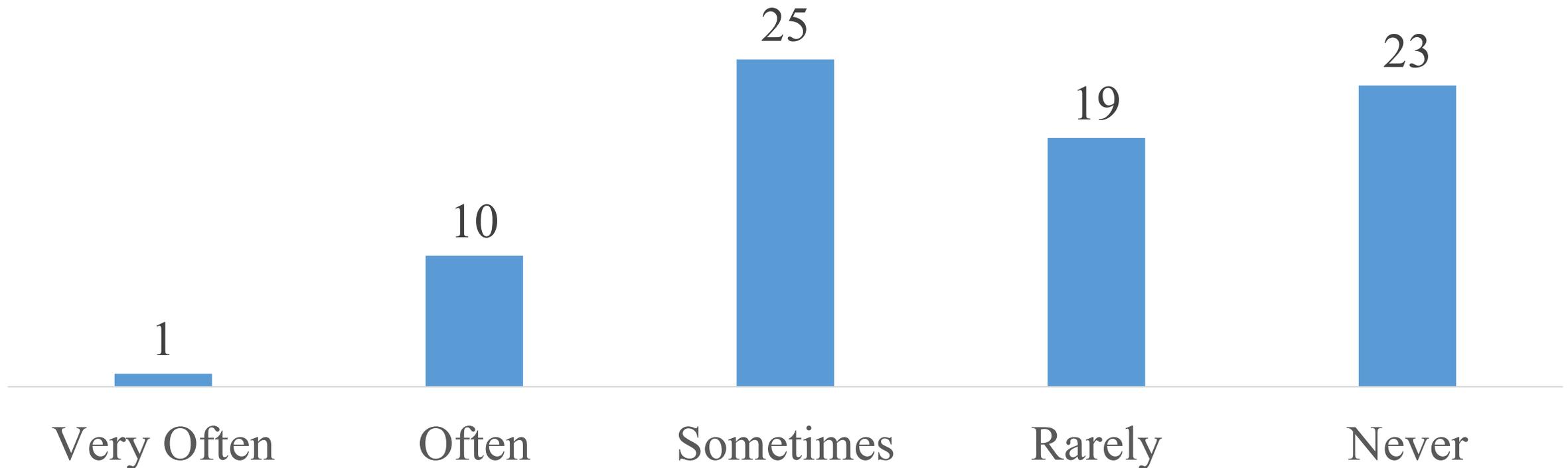
8. Please indicate the extent to which you experienced a sense of belonging or community while attending CMC.



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?



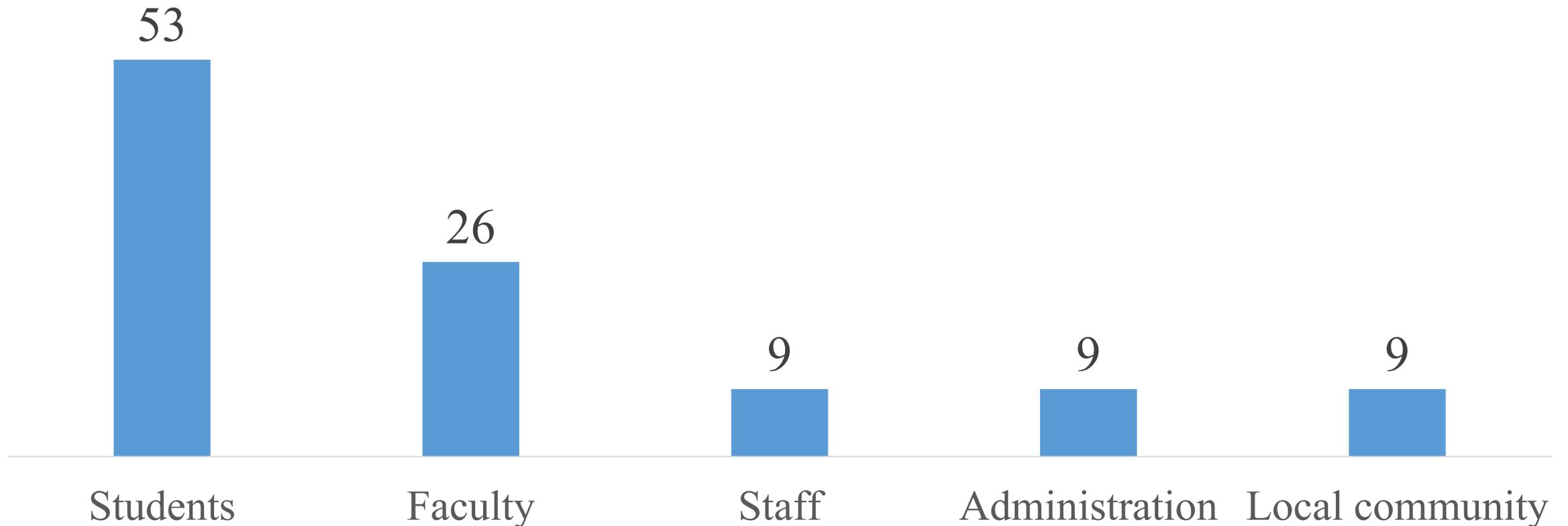
10. How often were you discriminated against or harassed at CMC because of your racial and/or ethnic identity?



# 11. Discrimination or harassment

Item	Count	Other forms of discrimination or harassment	
			8
Derogatory remarks	35	Intimidated/bullied	6
Singled out as the "resident authority"	29	Feared for your physical safety	5
Deliberately ignored, isolated, left out, or excluded	27	Threatened with physical violence	4
Stared at	22	Sexual assault/harassment	4
Racial/ethnic profiling	22	Denied service or access to resources	2
Received a poor grade because of a hostile classroom environment	14	Derogatory phone calls	1
Graffiti or other forms of vandalism on campus	9	Derogatory/unsolicited e-mails	1
Derogatory written comments	9	Fear for your family's safety	0
Derogatory posts on social media	8	Physical violence	0

12. Was the source of the insensitive or disparaging remark or discrimination/harassment a member of the following group(s)? (Check all that apply)





# 15. What one word or sentence would you use to describe your relationship to CMC?

Gender  
■ Woman  
■ Non-binary  
■ Man

a community  
 tepid Pretty much non-existent Complex  
 Distanced I still feel very connected to CMC. Good experience  
 I do not have a relationship with CMC Not as close as I wish it was. negative  
 Solid I feel like black people like belong in a small corner of cmc Cordial Improving Close  
 Nonexistent Complicated  
 bad Cautious Positive experience while attending but mostly removed now Truly treasure my time at CMC Traumatizing  
 Constructive Bittersweet. CMC opened amazing opportunities, and yet was hard to endure. Distant but in touch Positive  
 I love my institution and my time at CMC, but the relationship is complicated in some ways. unique and happy experience  
 Extended Family I had a pretty good time at CMC and I think I got a good education but I 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. love/hate. Opportunity Terrible Distant  
 Complicated An understudied chapter of my life. distant Non-existent Good Loving  
 Ambivalent Transactional  
 disconnected 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”

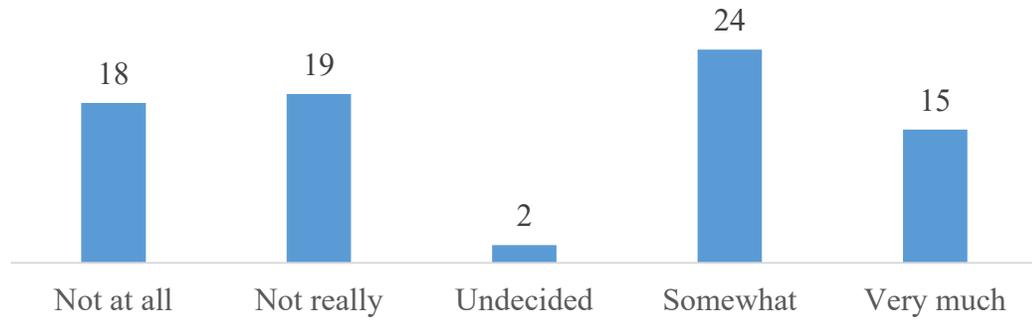
# Closing the loop: Goal

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.

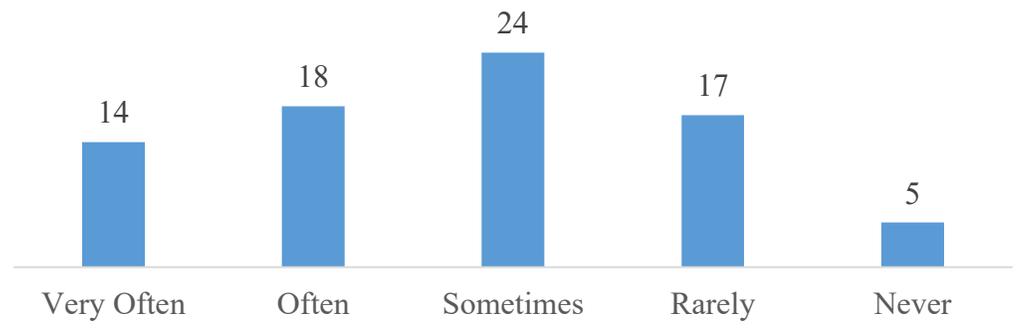
# Collective Experiences

Varied

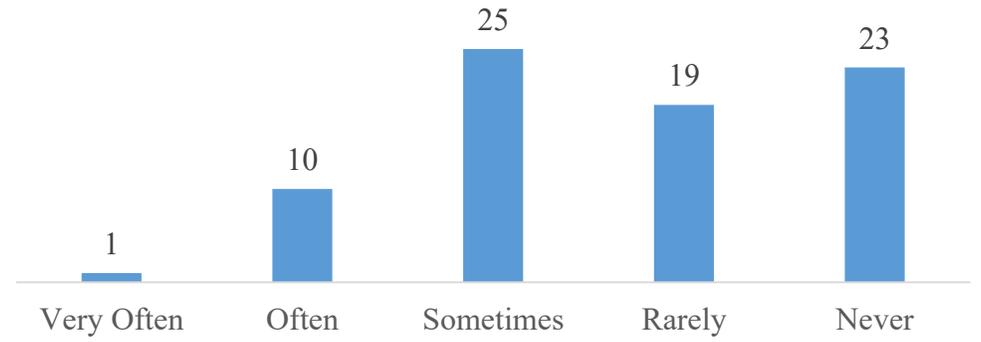
8. Sense of belonging or community



9. Insensitive or disparaging remark

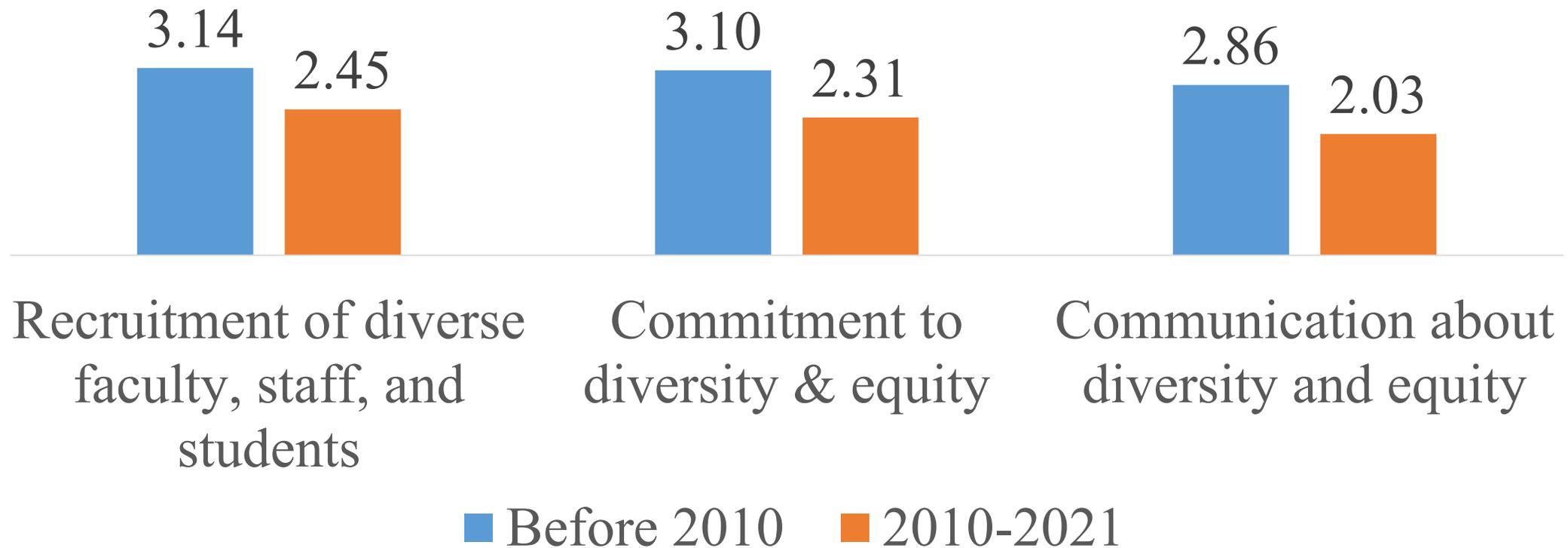


10. Discriminated against or harassed at CMC



# Views of CMC

## Differences by class years



# 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