



7 TAKEAWAYS FROM DUKE'S CAMPUS CLIMATE SURVEY

In 2021, Duke University launched its largest equity survey to date—the [Duke Campus Climate Survey](#)—to assess the experience and current climate of students, faculty and staff on campus. Nearly 40% of the Duke community —12,751 faculty, staff and students—responded to Duke's new equity survey.

Ushered by Duke's commitment to address social and racial equity following the death of George Floyd, the survey was the first time the university implemented an evidence-based approach to evaluate inequity.

Here are 7 key takeaways from Duke's Campus Climate Survey:

1 Duke is committed to building more diverse and inclusive leadership in all units.

Asian and white staff currently report the greatest satisfaction with racial and ethnic diversity of unit/department/program leadership.

2 We are investing in faculty hiring and development to confront discrimination and bias that undermine our values and goals.

Black faculty, staff, and students report the least satisfaction with the racial and ethnic diversity of the faculty.

3 Duke is committed to uplifting women and all gender identity groups.

More than 60% of female staff and students say they are satisfied with Duke's commitment to promote women.

4 We seek to provide opportunities for underrepresented racial and ethnic groups.

Nearly 60% of Hispanic students feel opportunities for underrepresented groups are at least as good as majority groups. Only 28% of Black faculty agreed.

5 Duke is investing in training for all members of the community and seeks to become a leader in education and research in racial equity.

Most Asian, Black, Hispanic and white members of the campus community reported attending diversity programs in the past year.

6 We are getting educated about microaggressions.

In the past year, most members of the Duke community reported educating themselves about microaggressions and discrimination "often" or "very often."

7 We are committed to making the criteria for advancement and promotions transparent and clear.

More than 70% of Hispanic faculty agree or strongly agree that the criteria for career advancement is clear (highest) compared to 40% of Black staff (lowest).

Continuing Our Progress

The Duke Campus Climate Survey is just a starting point, and Duke President Vincent E. Price has pledged to put his full support behind advancing equity at Duke. But to be successful, Duke's efforts must be focused and transparent to engage the entire community.

PRIORITY	RESULT
The university is looking at how to significantly expand the diversity of its faculty, staff, and students; increase need-based student financial aid at all levels; build diverse leadership by promoting women; provide training so that every Duke person can become a leader in racial equity, and more.	<i>The inaugural Cue Faculty Fellows—established by Apple executive Eddy Cue '86 and his wife Paula '86—have made it possible to establish early-career, diverse faculty hires in the sciences. Their gifts are part of a more than \$270 million effort, Duke Science and Technology, to help grow the pipeline of diverse faculty at Duke.</i>
Over the past year in particular, Duke has organized a wide range of activities dedicated to addressing inequities in hiring, learning, career and professional advancement, access to opportunities and resources, community engagement, patient care and research.	<i>Duke has established a new council—the Duke Racial Equity Advisory Council (REAC), comprised of faculty, staff and students that serve as advisors to the university's leadership. The council is tasked with operationalizing Duke's commitment to anti-racism—including leading the campus climate survey and other key priorities such as university policies addressing diversity, equity and inclusion.</i>
Regular surveying and assessment like the 2021 Duke Campus Climate Survey will help the university track progress and hold leaders accountable for creating a more equitable and welcoming Duke.	<i>As a direct result of the inaugural survey, Duke launched a plan in 2022 to conduct pay equity analyses across the university. In addition, it has developed a toolkit to assist leaders in translating survey data into measurable actions. The toolkit is helping Duke leaders think deeply and creatively about how to effectively translate the data into actions that will create longitudinal changes in the climate of their units.</i>

The Power of Us: Join This Important Work Now

Duke alumni are an extension of the community on campus and are important drivers of partnership and change. Together, we can create a Duke and a world where everyone regardless of wealth, status, or location is valued.

Learn specific ways you can get involved at alumni.duke.edu/social-equity.