



HISTORICALLY UNDERREPRESENTED GROUPS ALUMNI ENGAGEMENT SURVEY

SURVEY REPORT

In the fall of 2020, the Brown Alumni Association, in partnership with the Alumni Relations Department, released the first-ever historically underrepresented groups alumni engagement survey. The purpose of this survey was to gain a greater understanding of the perspectives, experiences, and needs of Brown's alumni of color, LGBTQ+, and First-Generation college constituencies.

Table of Contents

Executive Summary	3
Survey Overview	6
Methodology	6
Summary of Survey Findings	7
Conclusions, DEIB Strategic Goals Statement, and Recommendations.....	15
Appendix A: Demographic Overview and Trends	17
Appendix B: Open-ended Responses to the Impact of Bias Incidents on Alumni Sense of Belonging at Brown	22
Acknowledgements/Multicultural Alumni Committee List.....	25

Executive Summary

Over the last 200 years, the Brown Alumni Association and the alumni relations department's work has evolved to meet the needs of an ever-changing alumni population. While the student body has grown increasingly diverse since the 1960s, the Brown community has reached an inflection point in its history that mirrors the changing demographics of the American population. Brown's enrollment factbook statistics reveal that in the fall of 2020, only 39.6% of enrolled students were white, 39.7% were students of color (the race/ethnicity data for the remaining 20.7% students is unknown¹). 52% of enrolled students were women, and 13% of the undergraduate population were first-generation college students.

As an increasingly diverse population of students graduate from Brown and become a part of the alumni community, it is imperative that Brown University evaluate the extent to which its alumni engagement programs engage the interests and meet the needs of alumni from diverse and historically underrepresented groups (HUGs) at Brown.

To that end, the Brown Alumni Association and the alumni relations department released the first-ever historically underrepresented groups² alumni engagement survey in the fall of 2020 with the purpose of understanding the perspectives, experiences, and needs of these constituencies. The survey responses provide invaluable insights into historically underrepresented groups' student and alumni experiences over the last 70 years. These insights will inform the diversity, equity, inclusion, and belonging strategic goals statement for the Brown Alumni Association moving forward.

The survey was sent to all undergraduate, graduate, and international alumni who identify as first-generation college, LGBTQ+, or alumni of color³ in the alumni database. Of the 20,028 alumni who received the survey, 1,670 alumni responded (an 8.3% response rate).

Key findings and conclusions

- Overall, Historically Underrepresented Groups (HUGs) alumni are very proud of their affiliation with Brown and had a positive student experience. **Engagement with student support programs like the Third World Transition Program significantly shaped the HUGs student experience. Incorporating these nostalgic connections in our alumni engagement programming will be key in reinforcing a sense of connection and belonging with the HUGs alumni community.**
- **There is a clear alignment with student needs and alumni interests around career mentorship and development.** Survey respondents did not feel well supported in their transition out of Brown into the professional world. They also felt that Brown should prioritize alumni support of HUGs students around initiatives focused on mentorship and career development.
- Brown is at a good starting point on matters relating to DEI and the alumni engagement program. 50% of the HUGs alumni constituency feel a sense of belonging and believe alumni engagement programs meet their needs. **That being said, survey results indicate that the Brown Alumni Association and the Alumni Relations department must enhance programming and communications to engage the interests and meet the needs of a broader segment of the HUGs alumni constituency.**

¹ Race/ethnicity information was sourced from the Race and Ethnicity Federal Reporting All Students Chart (Fall 2020) found in the Enrollment Factbook under the Diversity tab: <https://oir.brown.edu/institutional-data/factbooks/enrollment>

² For the purposes of this survey the Historically Underrepresented Groups include: alumni of color, international alumni, LGBTQ+, First Generation college

³ Alumni of color include the following race/ethnicity categories: Asian/Asian American, Black/African American/African, Hispanic/Latino/Latinx, Middle Eastern, Native American, Native Hawaiian/Pacific Islander, Multiracial, and International (International is an identity category in the student database that is imported into the alumni database).

- Alumni volunteer groups are involved in creating the majority of Brown's alumni engagement programming. The demographic composition of volunteer groups and their sensitivity to diversity, equity, and inclusion significantly impact the alumni community's engagement experience. **Survey responses indicated room for improvement regarding volunteer group composition and sensitivity to diversity and inclusion matters.**
- The survey results indicate that affinity groups significantly impact the level of engagement and overall sense of connection alumni feel with the University. **Black alumni have the strongest affiliation with their Affinity Group, the Inman Page Black Alumni Council (IPC) and consistently had higher average scores across survey question categories in comparison to the other race/ethnicity constituencies.**
- **38.1% of respondents indicated they had experienced at least one incident of bias. The impact of these bias encounters extends far beyond the 38.1% of alumni who directly experienced the event. In the open-ended responses, alumni shared how they turned to their network of friends for support. The impact of an individual's experiences would have reverberated across the HUGs student and alumni communities.** Numerous narratives mentioned challenges and negative experiences students had around racism, sexism, homophobia, and classism. Respondents frequently talked about classism combined with issues of racism, sexism, and homophobia. Classism was often referred to in terms of a "hidden problem" that significantly impacted the respondent's sense of belonging.
- **Compared to other generations, the 2010-2020 alumni constituency is less satisfied with their student and alumni experiences and is less engaged with Brown today.** Particular areas of concern are the 2010-2020 alumni constituency's response to the belonging, diversity, inclusion questions, and current engagement levels.
- **The Transgender/Queer/Nonbinary alumni constituency has the lowest average scores across all survey question categories and all constituencies.** This constituency had the highest percentage of survey respondents who have experienced bias (67%) which is undoubtedly impacting their relationship with the Brown community. The Transgender, Bisexual, Gay, and Lesbian Alumni Association has the lowest level of engagement across affinity groups, which may be affecting this constituency's connection to Brown.
- **A high proportion of the survey respondents read Brown's email and print communications and have a high level of satisfaction with their experience.** Survey data indicates that we can do a better job at making the HUGs alumni feel like they are an important part of the Brown community. One area where we can enhance our communication strategy is increasing communications about Brown's diversity, equity, and inclusion priorities.

DEIB Strategic Goals Statement

Based on the survey results, the Multicultural Alumni Committee is putting forward the following diversity, equity, and inclusion strategic goals statement to the Brown Alumni Association Board of Governor's executive officers for adoption:

Brown Alumni Association Diversity, Equity, Inclusion, and Belonging Strategic Goals Statement

The Brown Alumni Association is committed to building and maintaining an alumni engagement program that embraces the alumni community's myriad identities, experiences, and backgrounds and is embedded in the principles of diversity, equity, inclusion, and belonging.

Guided by the historically underrepresented groups alumni survey conducted in 2020, the Brown Alumni Association has established the following Diversity, Equity, Inclusion, and Belonging Strategic Goals:

1. Build and sustain strong and engaged alumni communities by supporting and collaborating with Brown's affinity groups. Look for opportunities to grow affinity groups and shared interest group networks.
2. Foster diversity, equity, inclusion and belonging practices across all levels of alumni volunteer leadership.

3. Create communications that encompass the interests of alumni from historically underrepresented groups and help foster a sense of belonging and connection to the Brown community.
4. Engage recent graduates through programming that appeals to their interests and aligns with their diversity, equity, inclusion, and belonging values.
5. Expand alumni engagement in career development and mentorship programs for students and recent graduates from historically underrepresented groups.
6. Continue to gather feedback from historically underrepresented and diverse alumni. Share this feedback with University leadership, faculty, and administrators to help guide the evolution and emergence of initiatives and policies at Brown to address the needs and interests of Brown's diverse and historically underrepresented student and alumni communities.

Recommendations

- Explore the expansion of Career mentorship programs for Historically Underrepresented Groups students.
- Identify ways Brown can provide greater support for the Transgender, Queer, and Nonbinary student and alumni communities.
- Analyze the Inman Page Black Alumni Council engagement model and explore ways to replicate best practices across Affinity Groups.
- Survey results show a significant drop in recent alumni engagement with the Third World Transition Program. Given how central this program has been to the student experience in past generations recommend Brown explore ways to increase student participation in the program.

Survey Overview

Over the last 200 years, the Brown Alumni Association and the alumni relations department's work has evolved to meet the needs of an ever-changing alumni population. While the student body has grown increasingly diverse since the 1960s, the Brown community has reached an inflection point in its history that mirrors the changing demographics of the American population. Brown's enrollment factbook statistics reveal that in the fall of 2020, only 39.6% of enrolled students were white, 39.7% were students of color (the race/ethnicity data for the remaining 20.7% students is unknown⁴). 52% of enrolled students were women, and 13% of the undergraduate student population were first-generation college.

As an increasingly diverse population of students graduate from Brown and become a part of the alumni community, it is imperative that Brown University evaluate the extent to which its alumni engagement programs engage the interests and meet the needs of alumni from historically underrepresented groups (HUGs) at Brown. It is also crucial to center the principles of diversity, equity, and inclusion in the work of staff and volunteer communities.

To that end, the Brown Alumni Association and the alumni relations department released the first-ever historically underrepresented groups⁵ alumni engagement survey in the fall of 2020 with the purpose of understanding the perspectives, experiences, and needs of these constituencies. The survey responses provide invaluable insights into historically underrepresented groups' student and alumni experiences over the last 70 years. These insights will inform the diversity, equity, inclusion, and belonging strategic goals statement for the Brown Alumni Association moving forward.

Methodology

Respondents: The survey was sent to all undergraduate, graduate, and international alumni who identify as first-generation college, LGBTQ+, or alumni of color⁶ in the alumni database. Of the 20,028 alumni who received the survey, 1,670 alumni responded (an 8.3% response rate).

Demographic characteristics of respondents

	Response rates
Gender	<ul style="list-style-type: none">• Men: 574 (34.4%)• Transgender/Queer/Nonbinary: 36 (2.2%)• Women: 903 (54.1%)• Prefer not to disclose/no response: 157 (9.4%)
Race/Ethnicity	<ul style="list-style-type: none">• Asian/Asian American: 553 (33.1%)• Black/African American/African: 296 (17.7%)• Hispanic/Latino/Latinx: 208 (12.5%)• Middle Eastern: 4 (0.2%)• Multiracial: 152 (9.1%)• Multiracial (Asian/Asian American & White/ European): 58 (3.5%)• Native American: 8 (0.5%)

⁴ Race/ethnicity information was sourced from the Race and Ethnicity Federal Reporting All Students Chart (Fall 2020) found in the Enrollment Factbook under the Diversity tab: <https://oir.brown.edu/institutional-data/factbooks/enrollment>

⁵ For the purposes of this survey the Historically Underrepresented Groups include: alumni of color (see definition in footnote 2), international alumni, LGBTQ+, First Generation college

⁶ Alumni of color include the following race/ethnicity categories: Asian/Asian American, Black/African American/African, Hispanic/Latino/Latinx, Middle Eastern, Native American, Native Hawaiian/Pacific Islander, Multiracial, and International (International is an identity category in the student database that is imported into the alumni database).

	<ul style="list-style-type: none"> • White/European: 219 (13.1%) • Prefer not to disclose/no response: 168 (10.1%)
First Generation College	<ul style="list-style-type: none"> • First-Generation College: 249 (14.9%) • Not First-Generation College: 929 (55.6%) • Unknown: 492 (29.5%)
Year of Graduation	<ul style="list-style-type: none"> • 1950-1979: 117 (7.0%) • 1980-1989: 192 (11.5%) • 1990-1999: 279 (16.7%) • 2000-2009: 380 (22.8%) • 2010-2020: 554 (33.2%) • Unknown: 148 (8.9%)
Sexual Orientation	<ul style="list-style-type: none"> • Bisexual: 69 (4.1%) • Gay: 123 (7.4%) • Heterosexual: 958 (57.4%) • Lesbian: 28 (1.7%) • Multi sexual orientation/other: 73 (4.4%) • Queer: 54 (3.2%) • Prefer not to disclose/no response: 365 (21.9%)
Degree type	<ul style="list-style-type: none"> • Undergraduate only: 1329 (79.6%) • Graduate only: 132 (7.9%) • Undergraduate and Graduate degrees: 76 (4.6%) • Unknown/no response: 133 (8%)

Summary of Survey Findings

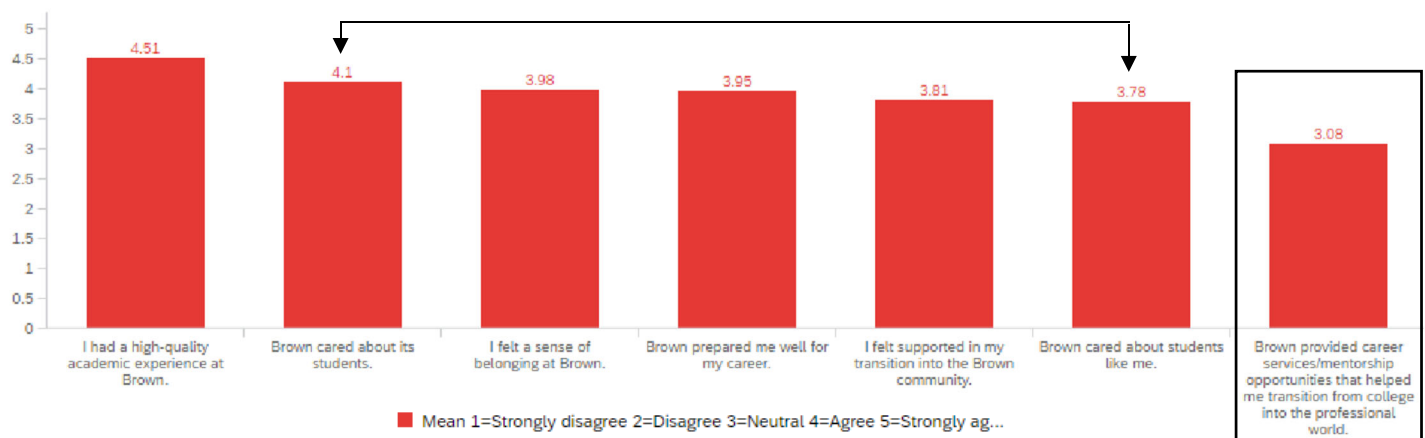
Student experience and support

Alumni were asked about their student experience at Brown. Survey responses provide insights into the student experiences of historically underrepresented groups over the last 70 years. These insights are invaluable because alumni can apply the wisdom and knowledge they gained after leaving Brown to reflect on their student experience. Recent alumni reflections are particularly important in helping the University understand the current student experience.

Student experience reflection

Reflecting on their student experience overall, survey respondents felt Brown provided them with a high-quality academic experience (4.51), and they felt a sense of belonging at Brown (3.98) (Figure 1).

Figure 1: Reflecting on your time as a student at Brown University, please respond to the following statements.



- While survey respondents felt they were supported in their transition into the Brown community (3.81), **survey respondents did not feel well supported in their transition from Brown to the professional world (3.08). This is the second-lowest score across all survey questions using the 5-point scale of agree/disagree options.** What is particularly striking about this score is that 56% of the 2010-2020 alumni constituency participated in career advising programs (double the rate of any other generational constituency); however, their average rating for this statement was not significantly different from other generations.
- **While respondents strongly felt that "Brown cared about its students" (4.1), there was a decrease in the average score when respondents evaluated the statement "Brown cared about students like me" (3.78).** In particular, there was a significant drop in average scores of Black/African American/African alumni (3.68), Hispanic/Latino/Latinx alumni (3.65), and multiracial alumni (3.68) respondents.
- **The Transgender/Queer/Nonbinary alumni constituency did not feel supported when they were students, and their overall average score for all of the statements is lower than any other demographic.**

Support Programs, services, and networks

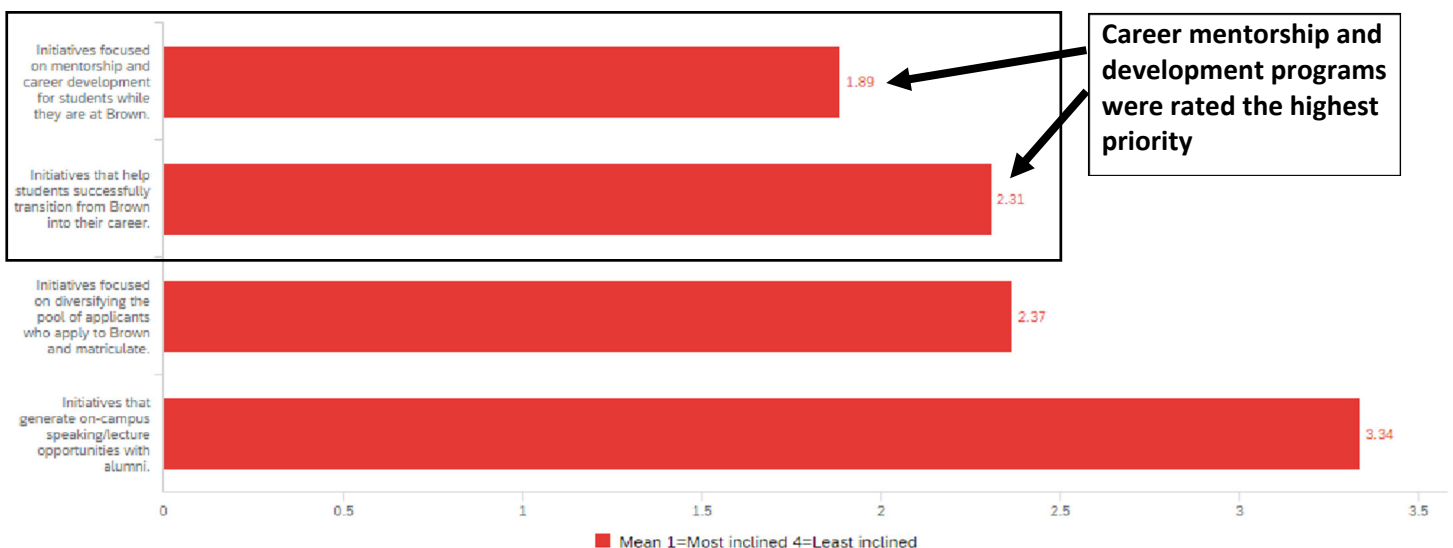
There are a wide variety of support programs and services available to students, and 89.9% of survey respondents participated in at least one support program or service during their time at Brown. Also, respondents indicated that the Brown community was supportive, with 79% of respondents indicating they felt supported by fellow students, followed by faculty (69%), staff (57%), and alumni (33%).

Alumni prioritization of HUGs student support

Survey respondents ranked how Brown should prioritize its work with alumni to support HUGs students (Figure 2). **Alumni feel they can best support HUGs students around mentorship and career development initiatives.**

There is a clear alignment with student needs and alumni interests in the area of career mentorship and development.

Figure 2: How do you recommend Brown prioritize its work with alumni to support students from historically underrepresented groups? Please rank initiatives by the area you would be most inclined to get involved with.

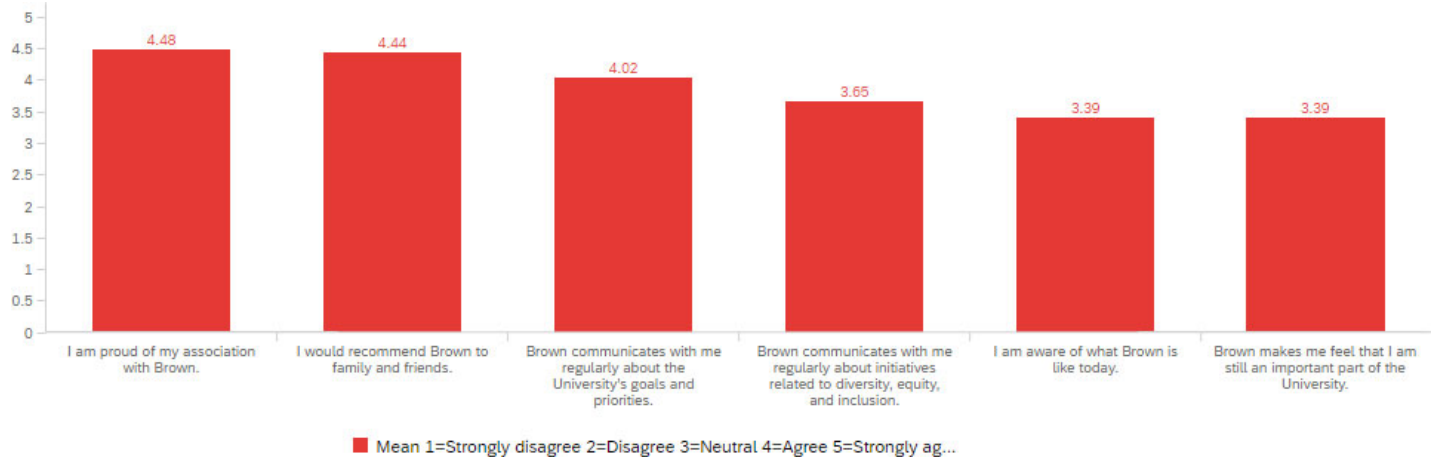


Perceptions, connections, and engagement with Brown today

Perceptions

91% of survey respondents feel a sense of pride in their affiliation with Brown, and overall, respondents had very positive feelings about the University (figure 3).

Figure 3: Reflecting on your perceptions of Brown University today, please respond to the following statements:



- Brown communicates with alumni regularly about University goals and priorities (4.02). **These communications can be more effective at making alumni feel like they are an important part of the University (3.39), and there is room for improvement in communicating DEI priorities (3.65).**
 - Engagement data reveals that communications are key to shaping alumni perceptions. In the last 12 months, alumni are more likely to have read a Brown publication or email (73%) or visited the website (54%) than attended an event of any kind (41%).
- **The Transgender/Queer/Nonbinary alumni constituency was significantly below average on every statement regarding their perceptions of Brown today.**

Connections

Survey respondents have a strong connection to their friends (2.47⁷) and overall feel connected to Brown (2.06). Respondents have weaker affiliations with their Class (1.79); Regional club (1.44), and the weakest affiliation is with Affinity Groups (1.41). **However, the average score for connection to Affinity Groups varies widely across race/ethnicity constituencies. Black/African American/African alumni had the highest average (1.75) across all race/ethnicity constituencies, and the Asian/Asian American alumni constituency had the lowest average score (1.25).**

Engagement and Satisfaction

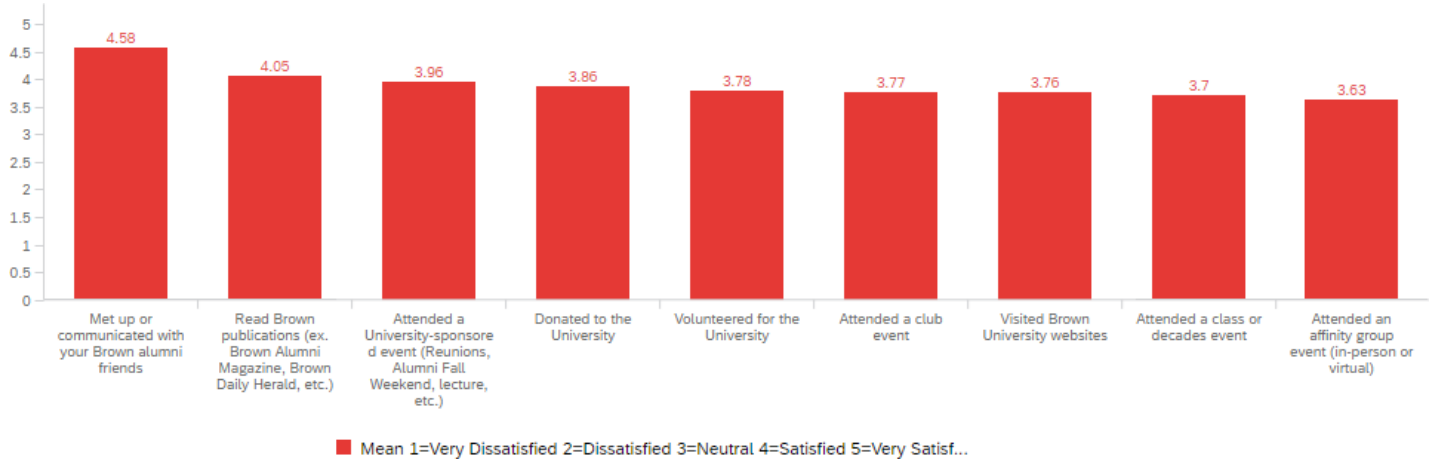
When it comes to engagement, 69% of survey respondents engage with Brown at least once a month, with 28% engaging weekly.

- The 2010-2020 alumni constituency had the lowest engagement percentages across the generational constituencies and was also on the lower range of satisfaction scores with engagement activities except for those involving friends.
- The Black/African American/African alumni constituency is the most engaged cohort across race/ethnicity constituencies, and they have higher engagement satisfaction ratings.

⁷ The scale is 1=No connection; 2=Connected; 3= Very Connected

Overall, respondents were satisfied with the Brown activities they engaged in over the last 12 months (figure 4). Alumni were most satisfied with their engagement with Brown friends (4.58), but they also had high levels of satisfaction with reading Brown publications (4.05) and attending University-sponsored events (3.96).

Figure 4: If you have engaged in any of the following activities in the past 12 months, please indicate your level of satisfaction with the experience.

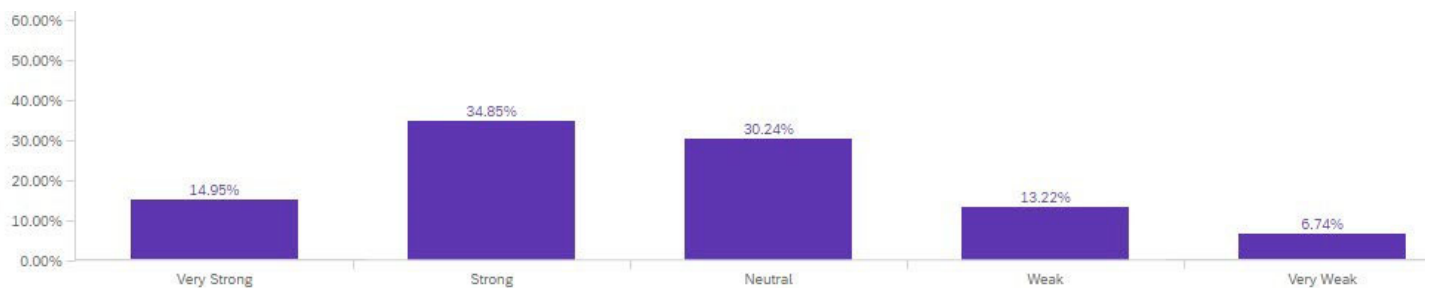


Sense of belonging, diversity, inclusion, and bias

Sense of belonging

While 76% of survey respondents agreed or strongly agreed with the statement "I found a sense of belonging at Brown" when they were students, only 50% of respondents felt a strong/very strong sense of belonging when reflecting on alumni engagement programming (figure 5).

Figure 5: In regard to the Brown alumni engagement opportunities available to you or that you have participated in, how strong is your sense of belonging within the Brown community context?



Diversity and Inclusion

Only a little over 50% of the survey respondents feel that programming meets the needs of a diverse community or are comfortable with the level of diversity at events (figures 6 and 7).

Figure 6: Do you feel Brown alumni groups and programs are engaging the interests and meeting the needs of a diverse alumni community?

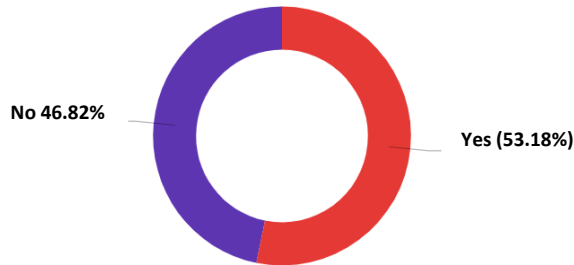
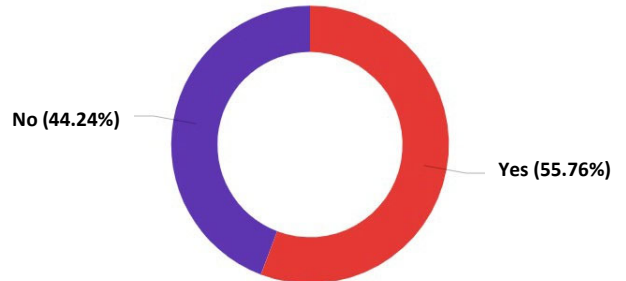


Figure 7 - Do you feel comfortable with the level of diversity at Brown alumni events?



Bias

Survey respondents were asked if they experienced bias during their time as students or as alumni of Brown. **38.1% of respondents indicated they had experienced at least one incident of bias.** 413 respondents shared additional information in an open-ended question regarding how the incident(s) impacted their sense of belonging at Brown. The overwhelming majority of narratives shared occurred when respondents were students. **The impact of these bias encounters extends far beyond the 38.1% of alumni who directly experienced the event. In the open-ended responses, alumni shared how they turned to their network of friends for support. The impact of an individual's experiences would have reverberated across the HUGs student and alumni communities.**

- In the open-ended responses, numerous narratives mentioned challenges and negative experiences students had around racism, sexism, homophobia, and classism. Respondents frequently talked about classism combined with issues of racism, sexism, and homophobia. Classism was often referred to in terms of a "hidden problem" that significantly impacted the respondent's sense of belonging. Below are a couple of examples that highlight how socio-economic class differences affected students.



Survey data provides some important insights into which alumni constituencies are the least satisfied and/or faced the most adversity within the Brown community:

- The Transgender/Queer/Nonbinary alumni constituency has the highest percentage of alumni (67%) who have experienced bias across all demographic groups. Only 21% of the Transgender/Queer/Nonbinary alumni constituency feel a sense of belonging within the Brown alumni community context. 24% of respondents think Brown is meeting the needs of a diverse community, and only 26% are comfortable with diversity at Brown events.
- Across the generational constituencies, the 2010-2020 alumni constituency had the lowest percentage of alumni who feel a sense of belonging (43%), thought alumni programming is meeting the needs of a diverse community (48%), and are comfortable with the level of diversity at events (51%).
- A significantly higher percentage of Black/African American/African alumni respondents have experienced bias (54%) compared to the percentage of overall survey respondents (38.11%).
 - Interestingly 56% of Black/African American/African alumni feel a sense of belonging (higher than the overall survey average of 50%). Also, 55% percent think that alumni programming meets the needs of a diverse community (slightly higher than the overall survey average of 53%).

Volunteer groups: diversity and inclusion

Respondents who have volunteered for Brown were asked to evaluate the extent to which volunteer groups reflect the constituencies they serve and how sensitive these groups are to matters relating to diversity and inclusion.

Regarding volunteer group composition and diversity (Figure 8), the combined average score across volunteer groups is (2.31). In terms of awareness and sensitivity to matters relating to diversity and inclusion (Figure 9), volunteer groups received a slightly higher combined average score of (2.39). **Affinity Groups and Brown Alumni Association are the only volunteer groups where 50% or more of the respondents agreed that the group reflected the diversity of their constituency and are sensitive to diversity and inclusion matters.**

Figure 8: I felt the composition of the volunteer group I served with was generally reflective of the diversity of the constituents we served.

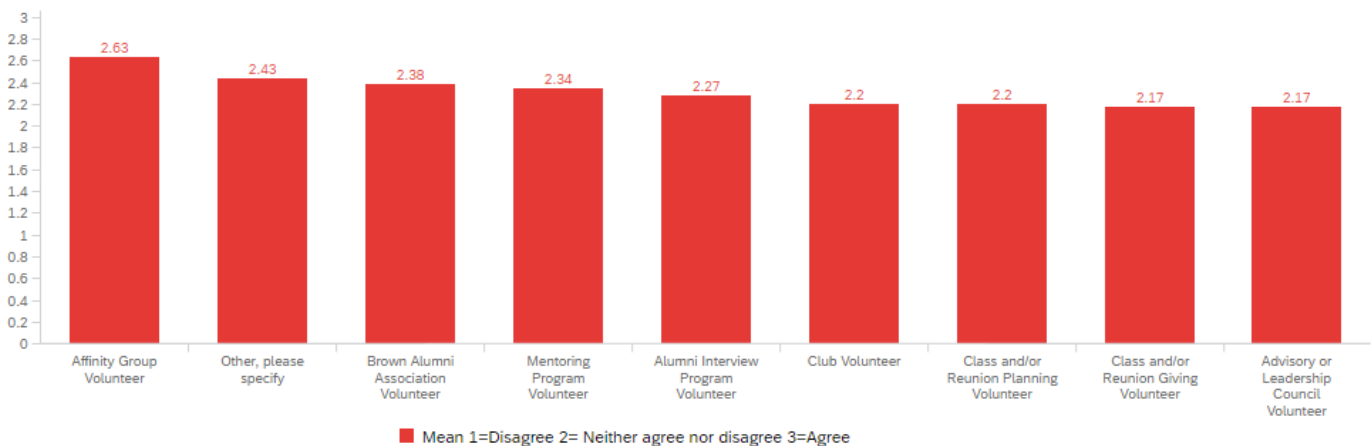
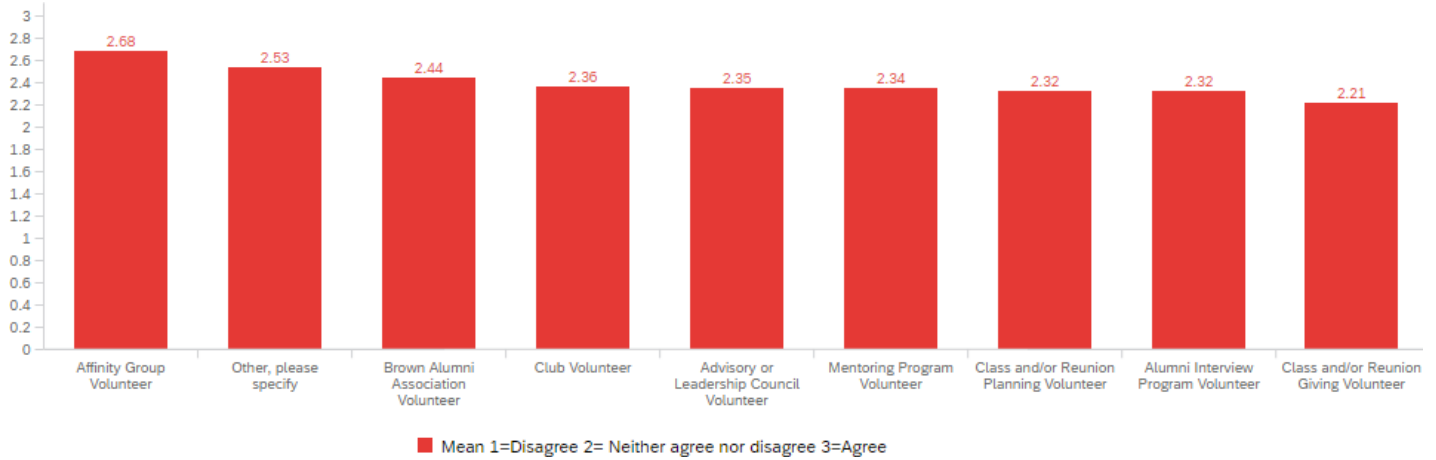


Figure 9: The volunteer group I served with was aware of and sensitive to matters relating to diversity and inclusion



Affinity Group engagement

The Inman Page Black Alumni Council (IPC) constituents have a very strong connection with their affinity group; 82% indicated they have engaged with the group in the last 12 months. Engagement levels for other affinity groups are much lower; (Brown University Latino Alumni Council (BULAC) (57%), Transgender, Bisexual, Gay, and Lesbian Alumni Association (TBGALA) (25%), the Asian/Asian American Alumni Alliance (A4) (34%) and Native American Brown Alumni (32%). Although there is variation in current engagement levels between affinity groups, there is strong interest in future engagement across all affinity groups.

Respondents ranked the top 3 engagement activities affinity groups should focus on to strengthen the community. 59% of constituents ranked Educational/intellectual events in their top three choices, followed by Professional networking events (53%) and social events (53%). There were some significant differences in the rankings across constituencies:

- First-Generation college alumni (56%) and 2010-2020 alumni (60%) ranked career advising events as a priority.
- Only 48% of the 2010-2020 alumni constituency are interested in educational/intellection events compared to 59% of all respondents, and a significantly higher percentage of this constituency want social events (62%).

Interests and inclination to engage

Engagement Areas of interest

When it comes to the general alumni engagement programs, survey respondents are most interested in Educational/intellectual events (66%), social events (58%), and Professional networking events (49%). There was also a strong interest in shared identity/affinity group events (45%) (Figure 10).

Figure 10: What type of alumni engagement opportunities are of the greatest interest to you?

Intellectual/educational events	66%
Events that facilitate socializing with friends and classmates	58%
Professional networking	49%
Events that facilitate connections with a shared identity community (ex. affinity groups)	45%
Volunteer opportunities focused on supporting current students	38%
Volunteer opportunities focused on supporting and strengthening the alumni community	28%
Engagement with Brown athletics	6%

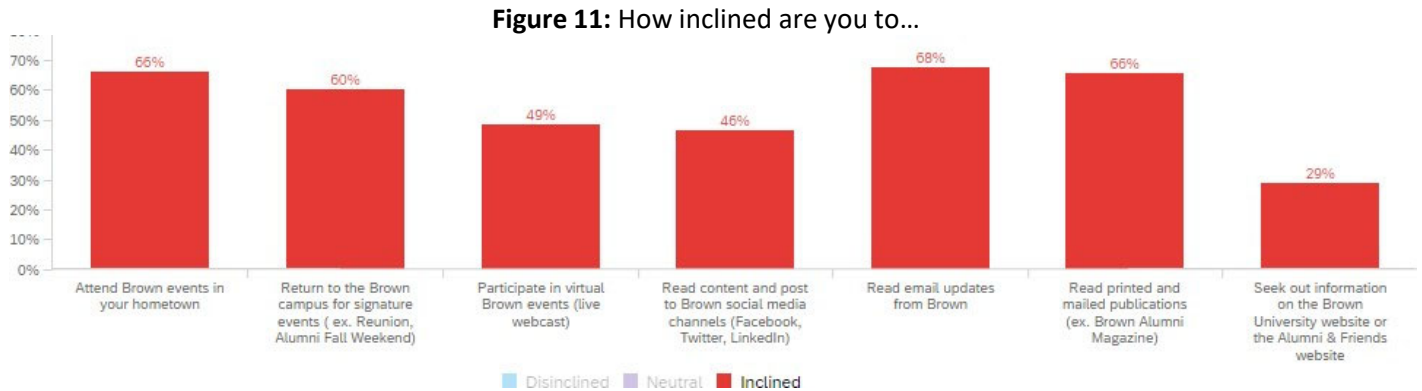
There were some differences across constituencies in terms of activity interests.

- A higher percentage of the 2010-2020 alumni constituency (58%) is interested in professional networking events and socializing with friends and classmates (63%) compared to other generational constituencies. This constituency also had the lowest interest in intellectual/educational events (58%).

Activity interests

Alumni indicate they are inclined to engage with the Brown community through activities ranging from reading email updates (68%) and printed publications (66%) to attending events in their hometown (66%) and returning to the Brown campus for signature events like reunions (60%) (Figure 11).

- The 2010-2020 alumni constituency is significantly less inclined to read email communications (56%) or print materials (47%). Only 49% of respondents are inclined to read content posted to social media channels.



Inspire/Enable Engagement

The top three factors that would inspire/enable greater engagement with Brown are activities where survey respondents can meet people with shared interests/backgrounds (67%), activities that align with respondents' interests (57%), and more activities in their geographic region. Interestingly only 33% of respondents identified "having more time to engage with Brown" as a barrier to engagement.

Philanthropic Interests

In terms of philanthropic interests, respondents are most inclined to give to Affinity scholarships (46%) and the Brown Annual Fund (46%) followed closely by student support funds (44%).

There were some differences across constituencies regarding philanthropic interests:

- 69% of Black/African American/African alumni and 61% of Hispanic/Latino/Latinx alumni are inclined to give to Affinity Scholarships.
- The 2010-2020 alumni constituency was the least inclined to give to the Brown Annual Fund and had a greater interest in student support funds across generational constituencies. The 2000-2009 alumni constituency is also less inclined to donate to the Brown Annual Fund

Conclusions

- Overall, Historically Underrepresented Groups (HUGs) alumni are very proud of their affiliation with Brown and had a positive student experience. **Engagement with student support programs like the Third World Transition Program significantly shaped the HUGs student experience. Pulling on those nostalgic connections in our alumni engagement programming will be key in reinforcing a sense of connection and belonging with the HUGs alumni community.**
- **There is a clear alignment with student needs and alumni interests around career mentorship and development.** Survey respondents did not feel well supported in their transition out of Brown into the professional world. They also felt that Brown should prioritize alumni support of HUGs students around initiatives focused on mentorship and career development.
- Brown is at a good starting point on matters relating to DEI and the alumni engagement program. 50% of the HUGs alumni constituency feel a sense of belonging and believe alumni engagement programs meet their needs. **That being said, survey results indicate that the Brown Alumni Association and the Alumni Relations department must enhance programming and communications to engage the interests and meet the needs of a broader segment of the HUGs alumni constituency.**
- Alumni volunteer groups are involved in creating the majority of Brown's alumni engagement programming. The demographic composition of volunteer groups and their sensitivity to diversity, equity, and inclusion significantly impact the alumni community's engagement experience. **Survey responses indicated room for improvement regarding volunteer group composition and sensitivity to diversity and inclusion matters.**
- The survey results indicate that affinity groups significantly impact the level of engagement and overall sense of connection alumni feel with the University. **Black alumni have the strongest affiliation with their Affinity Group, the Inman Page Black Alumni Council (IPC) and consistently had higher average scores across survey question categories in comparison to the other race/ethnicity constituencies.**
- **38.1% of respondents indicated they had experienced at least one incident of bias. The impact of these bias encounters extends far beyond the 38.1% of alumni who directly experienced the event. In the open-ended responses, alumni shared how they turned to their network of friends for support. The impact of an individual's experiences would have reverberated across the HUGs student and alumni communities.** Numerous narratives mentioned challenges and negative experiences students had around racism, sexism, homophobia, and classism. Respondents frequently talked about classism combined with issues of racism, sexism, and homophobia. Classism was often referred to in terms of a "hidden problem" that significantly impacted the respondent's sense of belonging.
- **Compared to other generations, the 2010-2020 alumni constituency is less satisfied with their student and alumni experiences and is less engaged with Brown today.** Particular areas of concern are the 2010-2020 alumni constituency's response to the belonging, diversity, inclusion questions, and current engagement levels.
- **The Transgender/Queer/Nonbinary alumni constituency has the lowest average scores across all survey question categories and all constituencies.** This constituency had the highest percentage of survey respondents who have experienced bias (67%) which is undoubtedly impacting their relationship with the Brown community. The Transgender, Bisexual, Gay, and Lesbian Alumni Association has the lowest level of engagement across affinity groups, which may be affecting this constituency's connection to Brown.
- **A high proportion of the survey respondents read Brown's email and print communications and have a high level of satisfaction with their experience.** Survey data indicates that we can do a better job at making the HUGs alumni feel like they are an important part of the Brown community. One area where we can enhance our communication strategy is increasing communications about Brown's diversity, equity, and inclusion priorities.

DEIB Strategic Goals Statement

Based on the survey results, the Multicultural Alumni Committee is putting forward the following diversity, equity, and inclusion strategic goals statement to the Brown Alumni Association Board of Governor's executive officers for adoption:

Brown Alumni Association Diversity, Equity, Inclusion, and Belonging Strategic Goals Statement

The Brown Alumni Association is committed to building and maintaining an alumni engagement program that embraces the alumni community's myriad identities, experiences, and backgrounds and is embedded in the principles of diversity, equity, inclusion, and belonging.

Guided by the historically underrepresented groups alumni survey conducted in 2020, the Brown Alumni Association has established the following Diversity, Equity, Inclusion, and Belonging Strategic Goals:

1. Build and sustain strong and engaged alumni communities by supporting and collaborating with Brown's affinity groups. Look for opportunities to grow affinity groups and shared interest group networks.
2. Foster diversity, equity, inclusion and belonging practices across all levels of alumni volunteer leadership.
3. Create communications that encompass the interests of alumni from historically underrepresented groups and help foster a sense of belonging and connection to the Brown community.
4. Engage recent graduates through programming that appeals to their interests and aligns with their diversity, equity, inclusion, and belonging values.
5. Expand alumni engagement in career development and mentorship programs for students and recent graduates from historically underrepresented groups.
6. Continue to gather feedback from historically underrepresented and diverse alumni. Share this feedback with University leadership, faculty, and administrators to help guide the evolution and emergence of initiatives and policies at Brown to address the needs and interests of Brown's diverse and historically underrepresented student and alumni communities.

Recommendations

- Explore the expansion of Career mentorship programs for Historically Underrepresented Groups students.
- Identify ways Brown can provide greater support for the Transgender, Queer, and Nonbinary student and alumni communities.
- Analyze the Inman Page Black Alumni Council engagement model and explore ways to replicate best practices across Affinity Groups.
- Survey results show a significant drop in recent alumni engagement with the Third World Transition Program. Given how central this program has been to the student experience in past generations recommend Brown explore ways to increase student participation in the program.

Appendix A: Demographic Overview and Trends

Class Demographics

The highest proportion of survey respondents are in class years 2010-2020 (554 respondents or 33.2% of all respondents), and overall, 934 survey respondents (or 56%) graduated from Brown between 2000-2020.

Some factors may have had an impact on generational differences in response rates. Diversification of the student population regarding race/ethnicity, socio-economic class, sexual orientation, and gender has increased over time. It is also important to note that Brown only started tracking First Generation College status in the early 2000s, and demographic data tracking has improved significantly over the last 20 years at Brown.

It is also important to note that 36.8% (204) of the 2010-2020 alumni constituency identify as Asian/Asian American, and 4.5% (20) identify as Asian/Asian American and White/European. 12.3% identify as Black/African American/African, and 15% identify as Hispanic/Latino/Latinx.

Class Year	n	%
1950-1979	117	7.0%
1980-1989	192	11.5%
1990-1999	279	16.7%
2000-2009	380	22.8%
2010-2023	554	33.2%
Unknown	148	8.9%
Grand Total	1,670	100.0%

Class Trends

The 1980-1989 and the 1990-1999 generation of classes tended to be the most engaged and satisfied with their Brown student and alumni experience.

The 1950-1979 generation of classes tended to be the least satisfied with their Brown student experience. There were fewer student support programs available to Brown students during this time, which may account for the fact that this constituency had the lowest percentage of respondents participate in student support programs. Overall this constituency feels Brown does a good job communicating with them, and they are engaged with the various alumni programs and, in particular, Affinity Groups.

The 2010-2020 generation of classes had lower levels of satisfaction with their Brown student experience. Across question categories, this constituency tended to have lower average ratings regarding alumni engagement and experiences than the other generational cohorts. The 2010-2020 alumni constituency is the least satisfied with the level of diversity at events. The lowest percentage of respondents feel the University is meeting the interests and needs of a diverse community. Also, a high percentage of the 2010-2020 alumni Constituency experienced incidents of bias either as students or alumni.

The 2010-2020 alumni constituency had the highest percentage of alumni who ranked shared interests/background in their top 3 choices (71%) on the question of what would inspire/enable people to connect more. This constituency also

had the highest percentage of alumni who wanted personalized outreach (32%). Given the strength of the 2010-2020 alumni constituency's connection to college friends, this may be an area where a more personalized engagement approach is needed.

Race/Ethnicity Demographics & Trends

To ensure the survey respondents' anonymity, Brown's survey reporting prohibits displaying the survey results of groups with less than 5 respondents. As a result, an analysis of respondents who identify as Middle Eastern or Pacific Islander was not possible. While the number of Native American respondents exceeded 5, given the low number of respondents (8), this analysis will not focus on this demographic beyond noting larger trends.

Respondents who identify as Black/African American/African have an even distribution of survey responses across all class decades. 60%+ of respondents who identify as Asian/Asian American, Hispanic/Latino/Latinx, or White European graduated between 2000-2020.

Race/Ethnicity	n	%
Asian/Asian American	553	33.1%
Black/African American/African	296	17.7%
Hispanic/Latino/Latinx	208	12.5%
Middle Eastern	4	0.2%
Multi Race	152	9.1%
Multi Race-Asian/Asian American/White/European	58	3.5%
Native American	8	0.5%
Native Hawaiian/Pacific Islander	4	0.2%
Prefer not to disclose/no response	168	10.1%
White/European	219	13.1%
Grand Total	1,670	100.0%

Race/ethnicity Trends

Asian/Asian American alumni generally reflect positively on their time at Brown, have a strong sense of belonging, and positive perceptions of Brown. 65% of Asian/Asian American alumni felt comfortable with the level of diversity at Brown alumni events compared with 56% of overall respondents. While this constituency is fairly connected and engaged, **the opportunity exists to increase engagement with their affinity group, the Asian American Alumni Alliance (A4).**

In terms of the student experience, Hispanic/Latino/Latinx alumni feel very strongly that they received a high-quality education (highest average score). While the Hispanic/Latino/Latinx alumni constituency felt Brown cared about its students, there was a significant drop in the average score when asked if Brown cared about students like me. **Overall the Hispanic/Latino/Latinx alumni constituency has a strong sense of pride in Brown and is engaged and connected with the University. Survey responses indicate a solid foundation of connection with BULAC and interest in further engagement.**

The Black/African American/African alumni constituency has a positive perception of Brown, a strong sense of connection, and a high level of engagement despite the fact that this constituency has the second-highest percentage of constituents who have experienced bias (54%) and is not always comfortable with the level of diversity at events. Survey results indicate that this constituency has the strongest connection with their Affinity Group, the Inman Page Black Alumni Council.

Gender Demographics & Trends

There is a significant difference in response rates between women (54%) and men (34.4%). The difference in response rates between women and men may be partially due to the fact that women volunteer for Brown at higher rates than men, and a higher proportion of survey respondents have volunteered for Brown (65%).

In terms of sexual orientation, 27% of men identify as gay, bisexual, transgender, or queer, and 57.7% identify as Heterosexual. 69% of women identify as heterosexual, while 16.2% identify as lesbian, gay, bisexual, transgender, or queer.

88% of the Transgender/Queer/Nonbinary alumni constituency graduated from Brown between 2010-2020.

Gender	n	%
Men	574	34.4%
Prefer not to disclose/no response	157	9.4%
Transgender/Queer/Nonbinary	36	2.2%
Women	903	54.1%
Grand Total	1,670	100.0%

Gender Trends

Women overall felt less supported as students than men and have a slightly weaker sense of belonging. Except for their pride in affiliation with Brown, women also have lower ratings regarding their perceptions of Brown today. Women have a strong connection to college friends, and overall, Women report a higher level of satisfaction with engagements than men or the Transgender/Queer/Nonbinary constituencies.

On average, Men have the weakest connection with college friends (0.16 points below women and 0.18 points below Transgender/Queer/Nonbinary). Men have the lowest percentage of alumni who have experienced an incident of bias 33%. Overall, 60%+ feel that Brown alumni groups meet the needs of a diverse population and are comfortable with diversity at events.



While the Transgender/Queer/Nonbinary alumni constituency has a very weak sense of belonging, survey responses did reveal areas where this cohort has a strong sense of connection. **This constituency had one of the highest averages in**

terms of strength of connection with college friends. They also have a significantly higher connection to student groups and academic departments than other groups.

Sexual Orientation Demographics & Trends

Overall 20.7% of survey respondents identify as LGBTQ+ and 57.4% as heterosexual.

In terms of gender, women make up a significantly higher percentage of people who identify as bisexual (73.9%) and multi-sexual (58.9%).

75.5% of all respondents who identify as LGBTQ graduated between 2000-2020. 21% of LGBTQ respondents are first-generation college

In regards to race/ethnicity, 59% of the LGBTQ survey respondents are alumni of color.

Sexual Orientation

	n	%
Bisexual	69	4.1%
Gay	123	7.4%
Heterosexual	958	57.4%
Lesbian	28	1.7%
Multi Sexual Orientation Selections/Other	73	4.4%
Prefer not to disclose/no response	365	21.9%
Queer	54	3.2%
Grand Total	1,670	100.0%

Sexual Orientation Trends

The Queer alumni constituency did not feel supported when they were students and consistently had lower average scores in evaluating their experiences as Brown students and alumni. **While the Queer alumni constituency has a very weak sense of belonging, this constituency had one of the highest averages in terms of strength of connection with college friends.** The Queer alumni constituency had a significant divergence in their satisfaction levels with engagement. This constituency had the highest satisfaction rating for Class and Clubs events but had the lowest satisfaction rating for the other engagement activities listed in question 8.

Less than 50% of the bisexual, lesbian, queer, and gay alumni constituencies feel Brown is meeting the needs of a diverse alumni community.

The Lesbian alumnae constituency has very positive perceptions of Brown today and has the strongest sense of connection with Brown. The Lesbian alumnae constituency also expressed the highest level of satisfaction with engagement, and they have a strong connection with college friends.

First Generation College Demographics & Trends

Tracking of First-Generation College status began in 2000, and 100% of first-generation survey respondents graduated between 2000-2020.

63% of First-Generation respondents identify as women, which is higher than the overall percentage of women (54%) respondents to the survey.

18.9% of First-Generation College survey respondents identify as Asian/Asian American; 10.4% identify as Black/African American/African; 21.7% identify as Hispanic/Latino/Latinx, and 33.7% identify as White/European.

21.6% of the first-generation alumni constituency identify as LGBTQ, and 61.8% identify as heterosexual.

First Generation Trends

The First-Generation alumni constituency reflected more poorly about their time as a student at Brown, particularly about their entrance to Brown and their transition to the working world compared to the not First-Generation alumni constituency. They feel less connected to the Brown community today and are less aware of what Brown is like today compared to their not-First Generation counterparts.

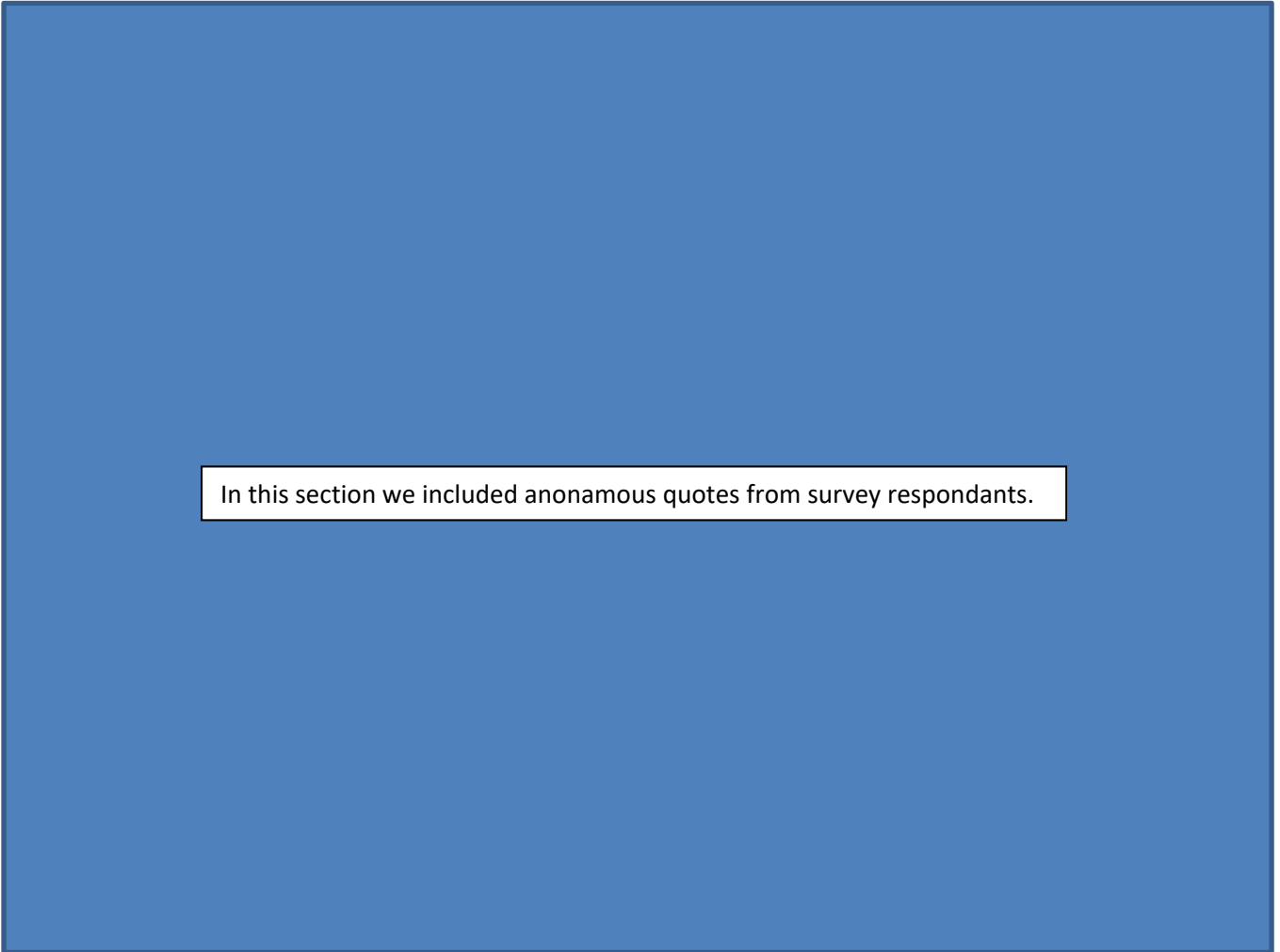
That said, the First-Generation alumni constituency feels proud of its connection with Brown. They expressed greater satisfaction with event and friend engagement experiences than their not First Generation counterparts. Interestingly a higher percentage of the First-Generation alumni constituency volunteered for the University (67% compared to 63%) in the last 12 months.

Appendix B: Open-ended responses to the impact of bias incidents on alumni sense of belonging at Brown

38% of survey respondents reported having experienced bias at Brown due to their race/ethnicity, sexual orientation, gender, citizenship status, religious identity, or economic status. These respondents were provided an opportunity to share how these incidents impacted their sense of belonging at Brown, and in reviewing the 413 open-ended responses, some key themes emerged.

Theme: Alumni who experienced bias incidents at Brown felt excluded and unwelcomed, impacting their ability to fully immerse themselves in the college experience and enjoy life as a college student. These experiences were deeply hurtful for a significant segment of the HUGs community. Our alumni engagement programming needs to focus on reinforcing and strengthening a sense of belonging and connection with HUGs alumni.

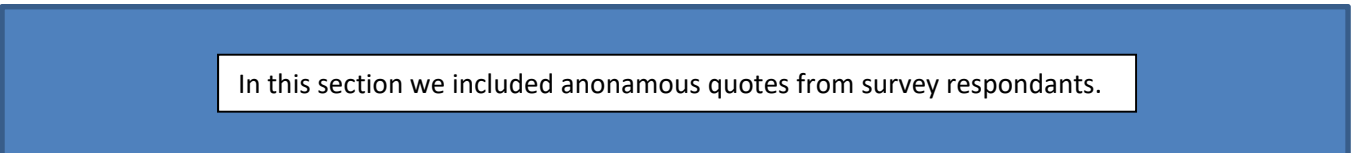
-
-
-



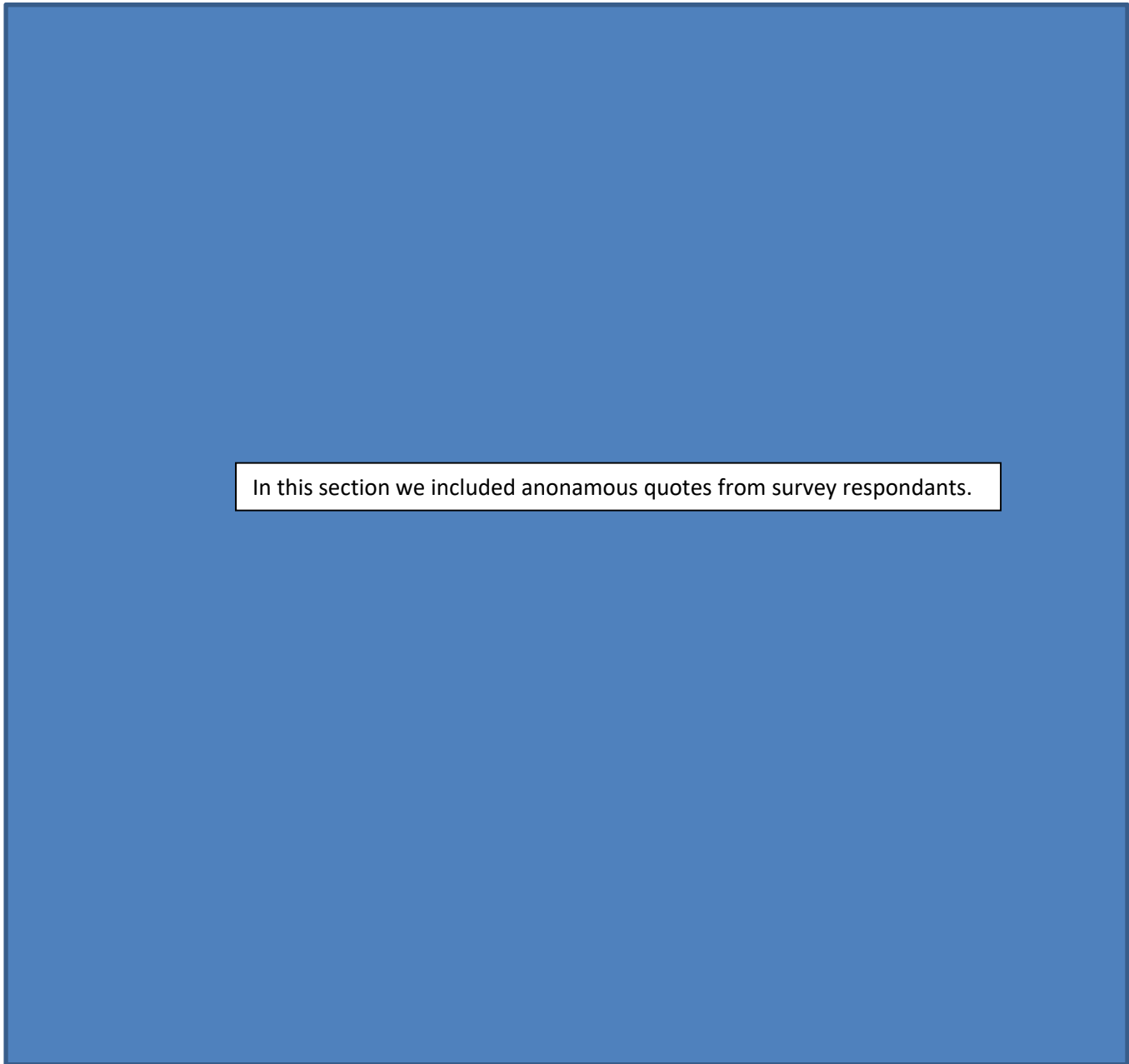
In this section we included anonymous quotes from survey respondents.

Theme: Support programs like the Third World Transition Program helped students who experienced bias develop strong student, faculty, and staff support networks. Overall, 89% of survey respondents participated in a student support program or service, and these programs are vitally important for HUGs students.

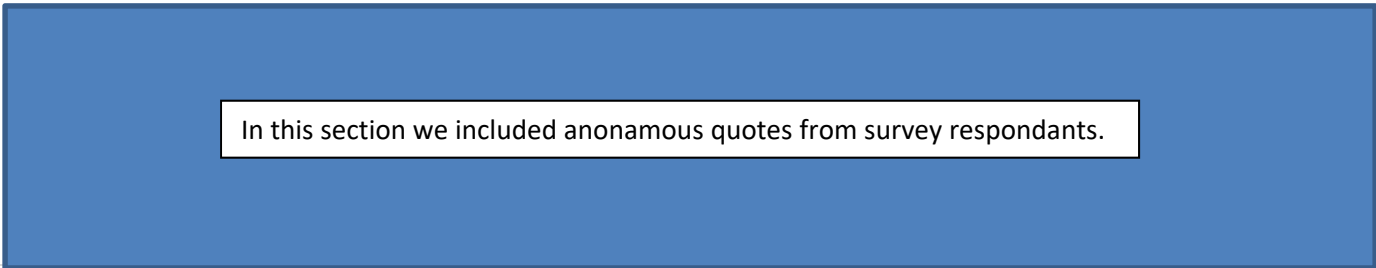
-



In this section we included anonymous quotes from survey respondents.



Theme: Respondents frequently talked about classism combined with issues of racism, sexism, and homophobia. Classism was often referred to in terms of a "hidden problem" that significantly impacted the respondent's sense of belonging. Only recently has Brown created the Undocumented, First-Generation College, and Low-Income Student Center (U-FLi) center focused on addressing the needs of undocumented, first-generation college and low-income students. Enhancing alumni engagement programming by increasing alumni opportunities to support Undocumented, first-generation college, and low-income students will help foster a great sense of belonging among the HUGs alumni community.



-
-

In this section we included anonymous quotes from survey respondents.

Acknowledgments

The Multicultural Alumni Committee committed to building and launching the first historically underrepresented groups alumni engagement survey with the ultimate goal of defining the DEI Strategic Goals that would help guide the evolution of alumni engagement at Brown.

Through times of uncertainty and turmoil, the Multicultural Alumni Committee members continued to work on this endeavor. Thank you for your commitment and dedication to Brown University and the alumni community.

Multicultural Alumni Committee members

Carlos Lejnieks '00 (Committee chair)

Mary Ward (Staff Liaison)

Mateus Baptista '14

Kwame K. Campbell '92

David Chy '16

Benjamin C. Dalley '03 AM'04

Walter Edwards '00

John Goncalves '13 MAT'15

Marisa B. Hernández-Stern '05

Araceli Hintermeister '12

Harry W. Holt '84, P'16

Nicole Isaac '00

Jill U. Javier '07

M. Adrienne Jones '93

Melisa W. Lai-Becker '94 MD'99

Matthew J. Lyddon AM'11 PhD'16

Jeremy M. McKenzie MPP'16

Alina Moran '93

Deborah K. Ross '85

Amra Sabic-El-Rayess '00 PhD

Richard T. Thigpen '81

Daryl D. M. Twitchell '93

Timothy J. Wang '05

Affinity Group Representatives

Ryan G. W. Grubbs '10

Waylon Jin '19

Dakotah B. Rice '16