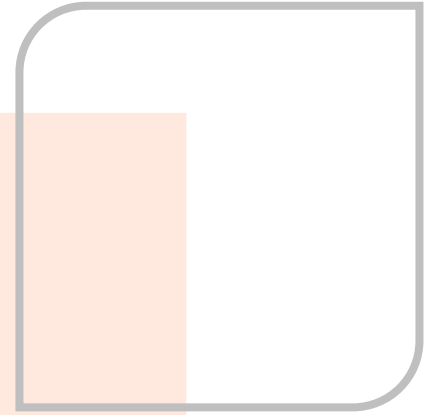




Greater Mankato Inclusivity Study

Commitment to Our Community

Greatermankatoinclusivity.com





Greater Mankato Inclusivity Study: (GMIS)

One of the largest privately, publicly, and non-profit funded inclusivity studies in the United States





Study Objectives

- Provide unbiased, valid, reliable, comprehensive feedback and research on the perspectives of a wide cross-section of Greater Mankato community members.
- Build a base of knowledge on inclusivity that can lead to deeper exploration.
- Ensure diverse groups of people's voices are included in the study.
- Provide a baseline with which to measure future inclusivity efforts.
- Create an understanding of the 7 Main Research Categories designated by the Greater Mankato community.





Collecting Unbiased Data on Inclusivity:

Age

Ethnicity



Gender

Abilities



GMIS offered in:



Anuak, Arabic, English, Hmong, Nuer, Spanish, and Somali





Research Phases and Timeline

March 2, 2022


- First meeting of GMIS
 - Developed common language
 - Partners completed surveys and brainstormed to identify potential survey themes/questions
 - Partners submitted names/organizations for interviews and focus groups.
- 
- 



Research Phases and Timeline



April 12-May 5, 2022


- 20 Community Leaders individually interviewed by IC Edge representatives
 - 18 Community Organizations represented with the intent to encompass age, gender, ability, and ethnicity
 - Common themes identified during interviews
- 



Research Phases and Timeline

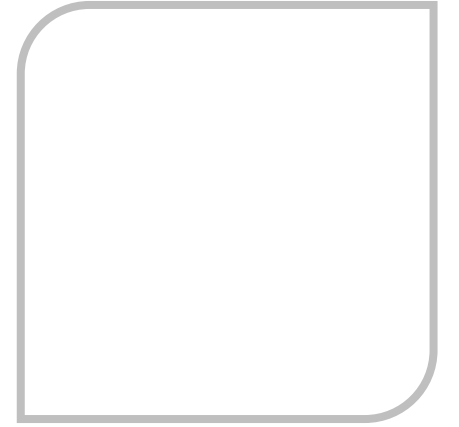


July 7 & 12, August 10 (10am & 2pm)

- Focus Groups with community members and IC Edge facilitators
 - 35 participants total
 - Honest, open discussion amongst participants
 - Reflected similar themes that were identified in the Individual Interviews
- 



Research Phases and Timeline



September 2022-January 2023

- Survey launch






Research Phases and Timeline

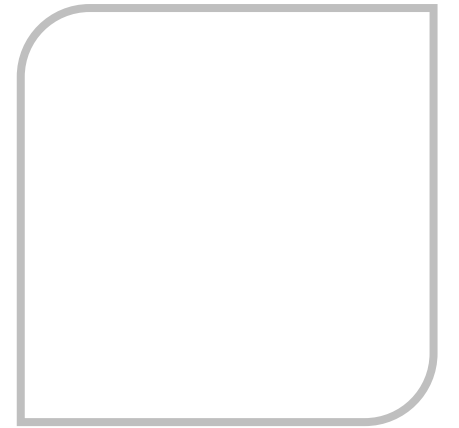


February 2023 – May 2023

- Survey closed in January
 - Concluded with 1206 total responses, 1182 of which were complete, yielding a completion rate of 98% percent
 - 1190 responses were submitted in English, Arabic, Somali, and Spanish
- 



Research Phases and Timeline



May 22, 2023

Greater Mankato Inclusivity Study Key Findings Launch

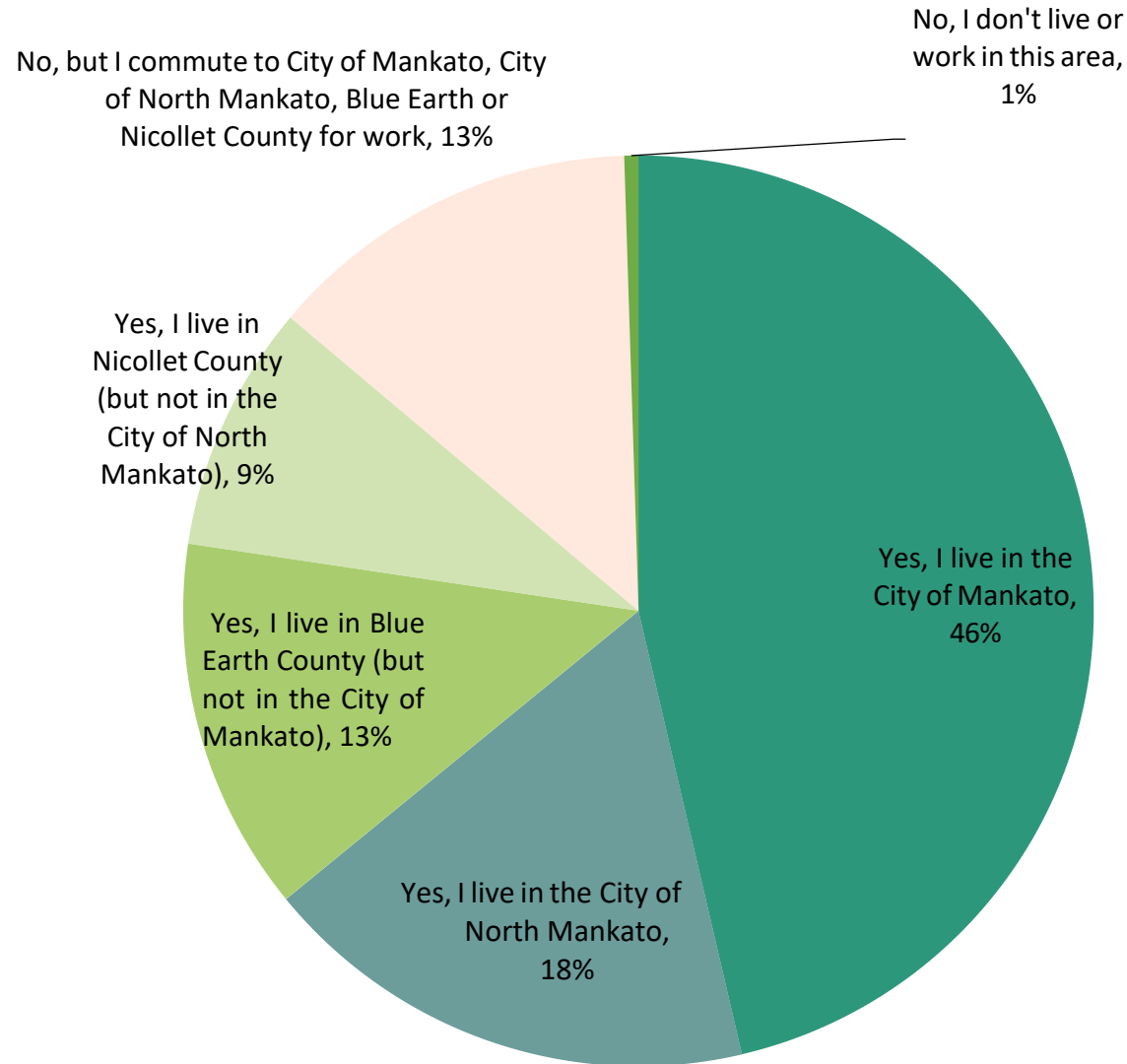




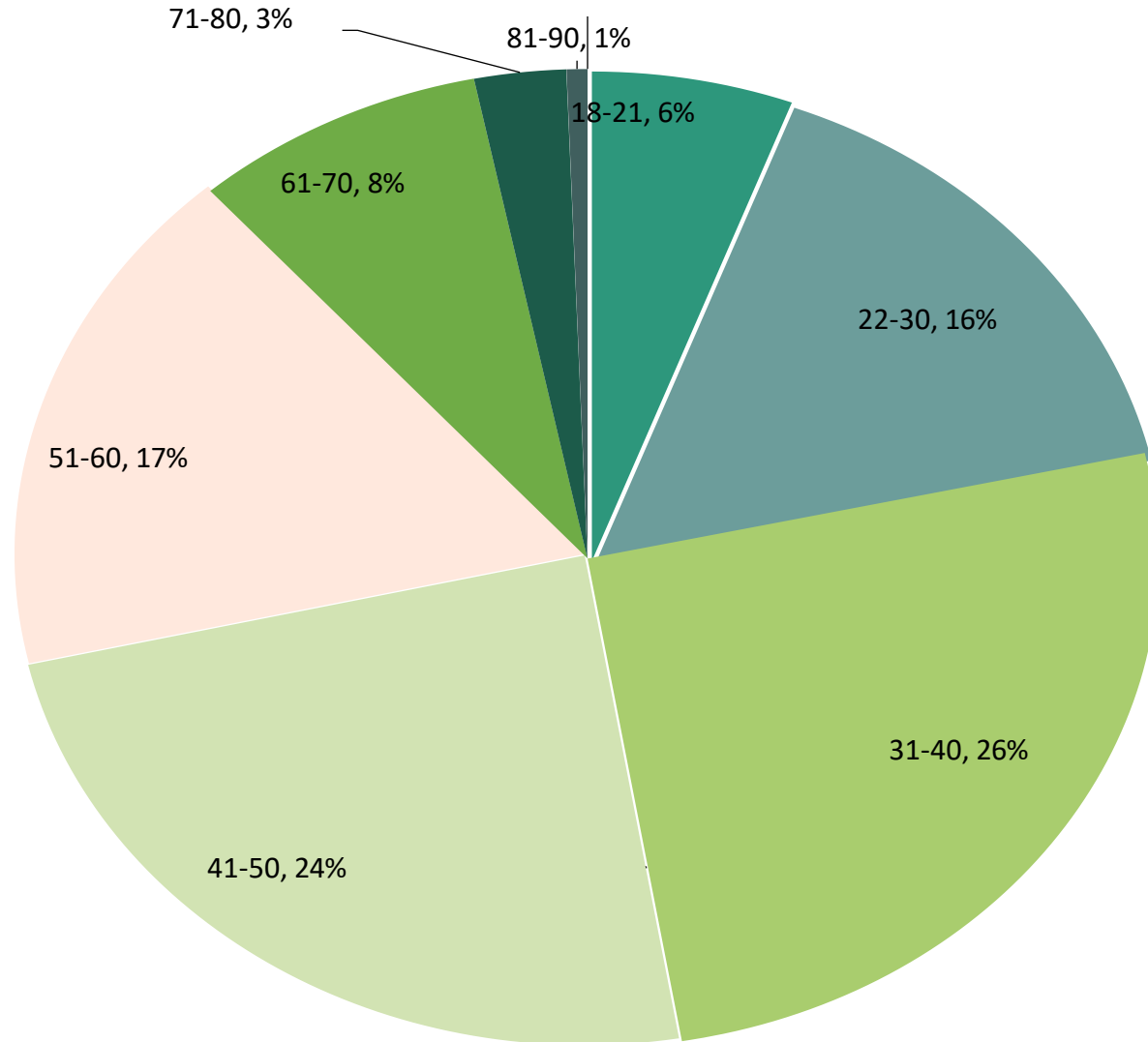
Demographics



Demographics of Respondents: Residency

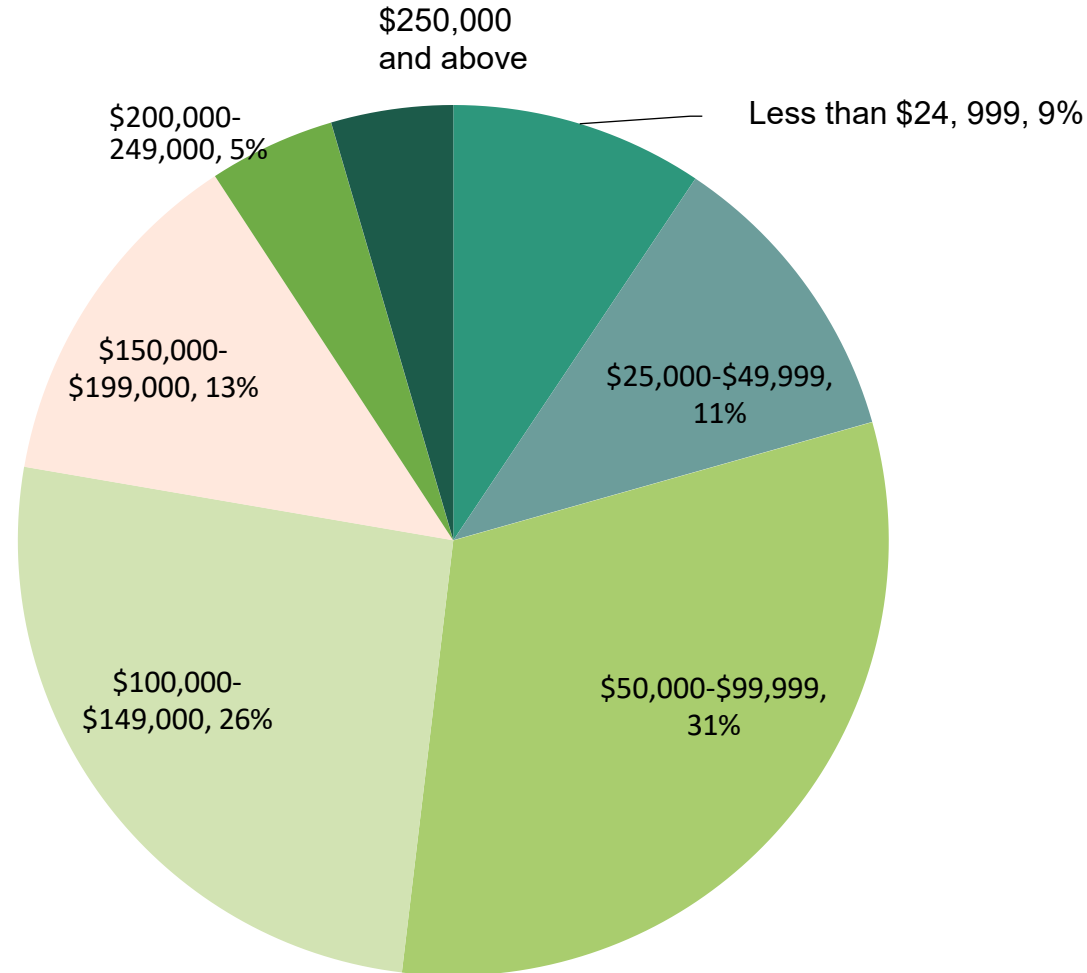


Demographics of Respondents: Age



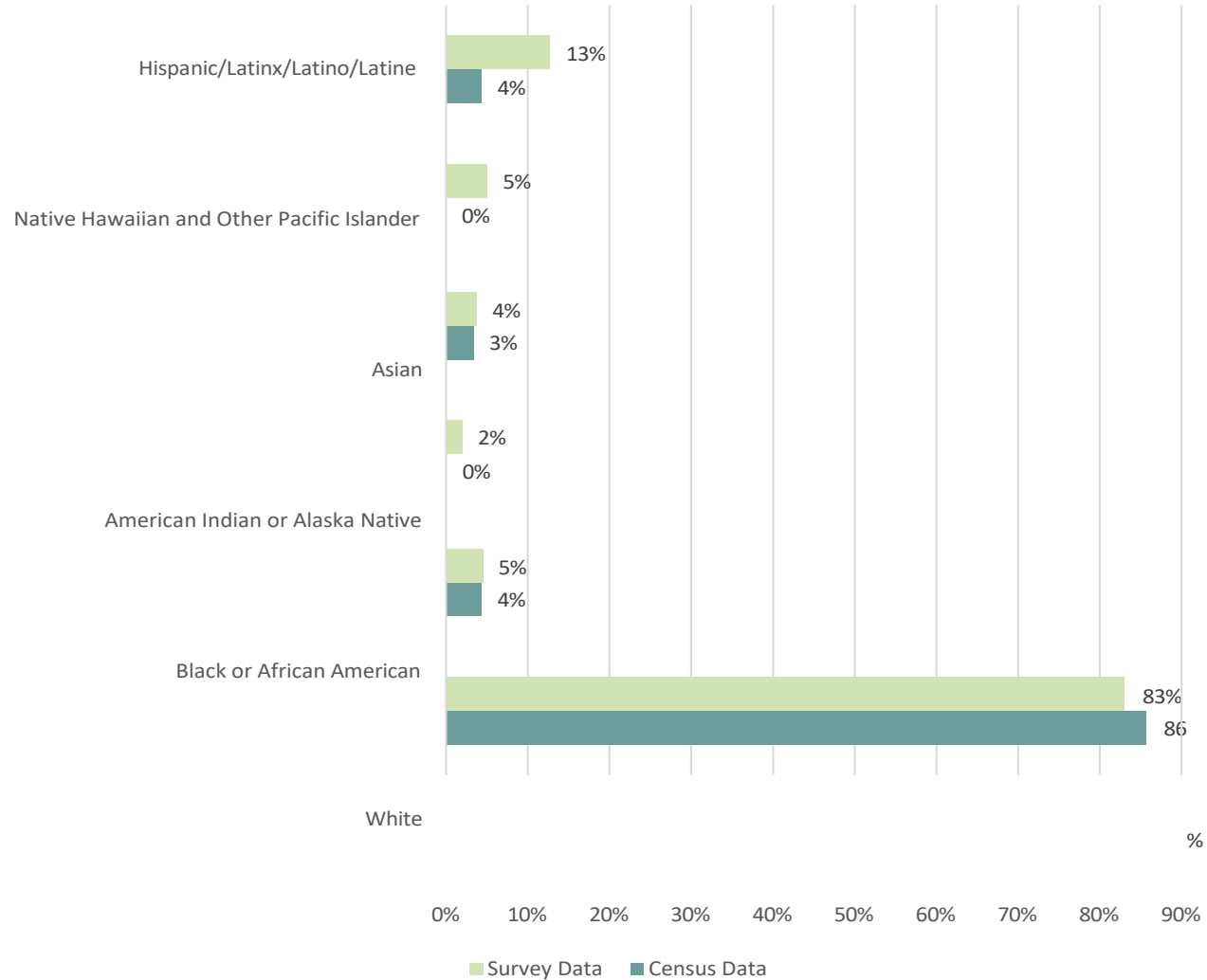


Demographics of Respondents: Income Range



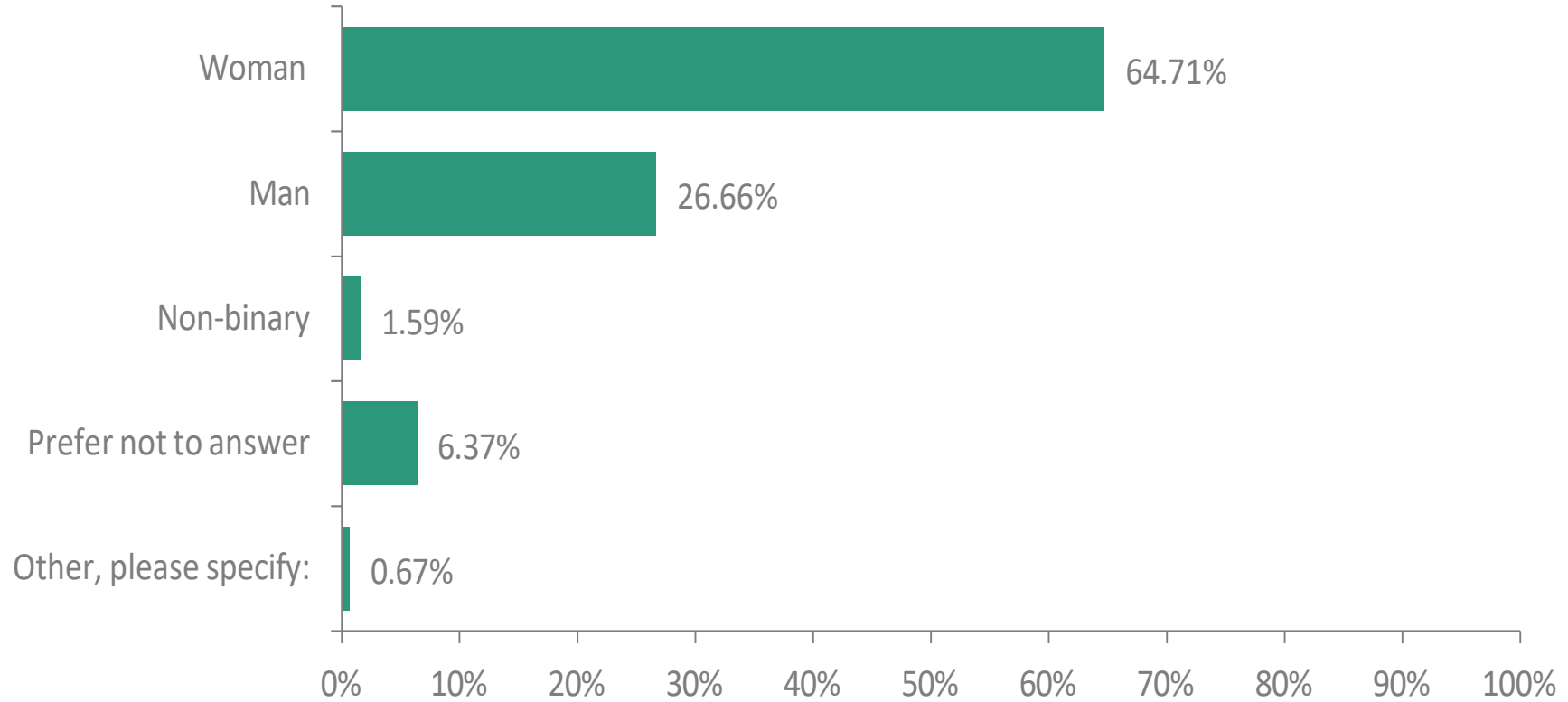


Demographics of Respondents: Race/Ethnicity



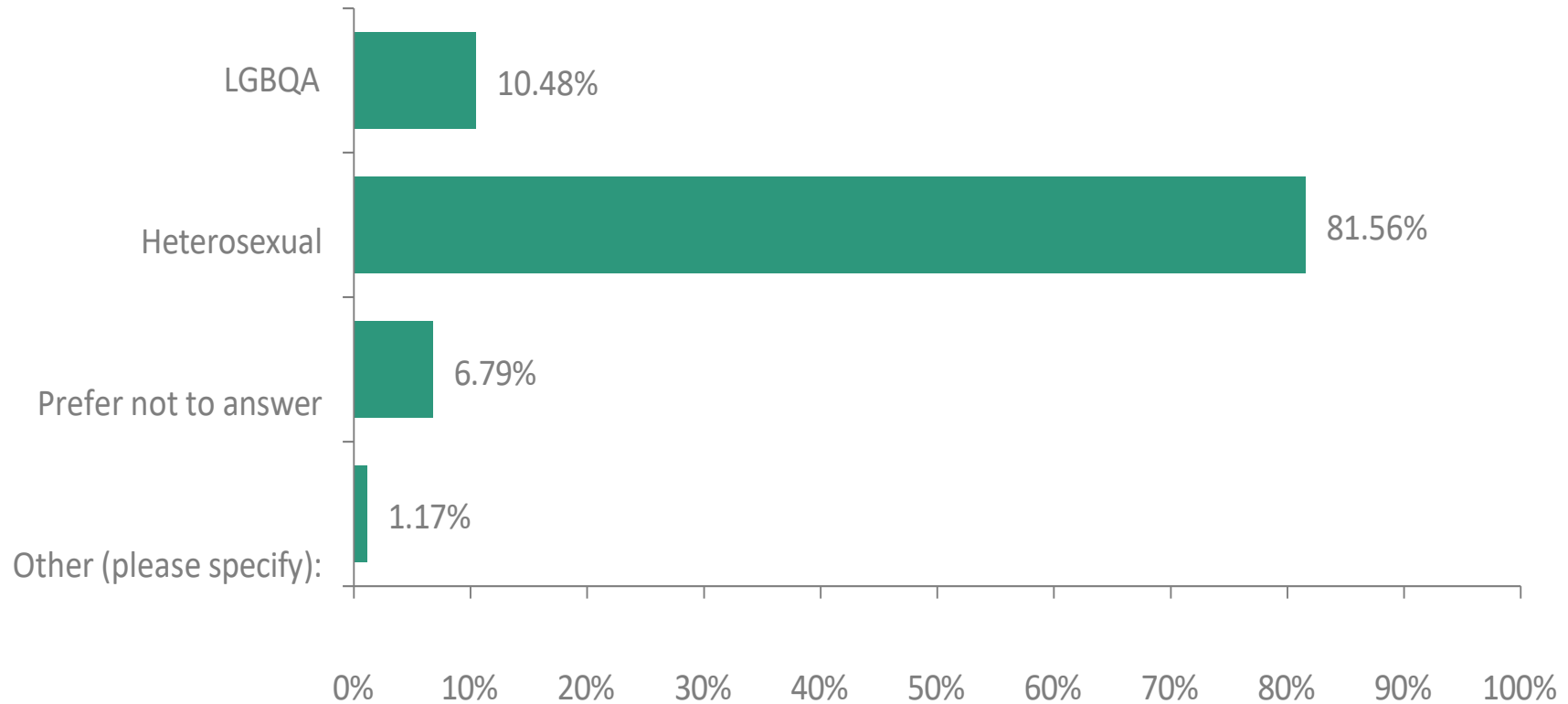


Demographics of Respondents: Gender Identity



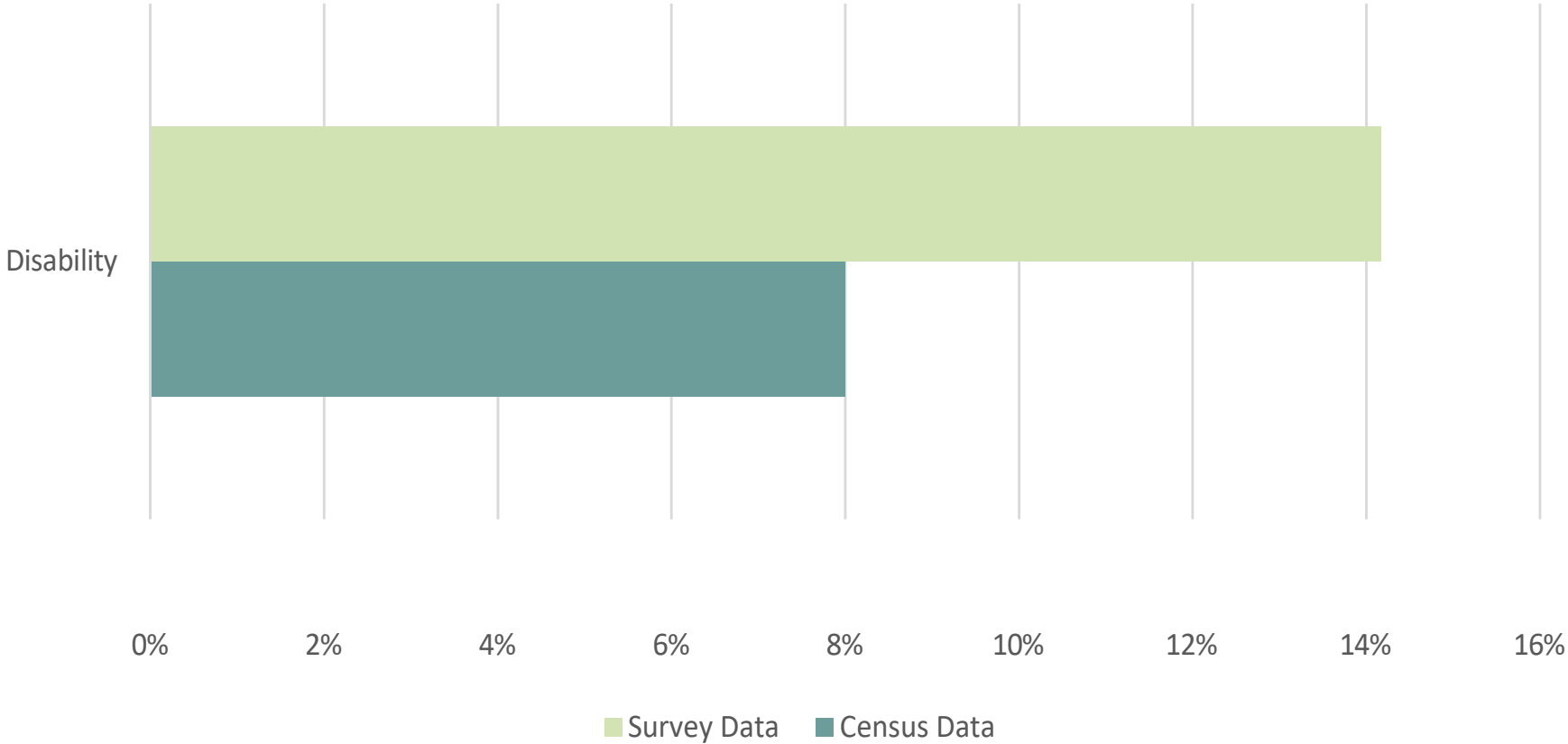


Demographics of Respondents: Sexual Orientation





Demographics of Respondents: Disability Status





Survey Results

Greater Mankato Area is excelling in multiple ways:

81%

Feel their community offers quality higher education/postsecondary options.

76%

Feel it is safe to live in the Greater Mankato area.

67%

Feel their community offers quality K-12 education to all residents.

64%

Feel this community offers quality healthcare options for all.

62%

Feel it is easy to find a job in this community.



Opportunities for improvement:



27%

Feel community offers enough quality and affordable housing.

27%

Feel real estate agents treat all community members equally.

28%

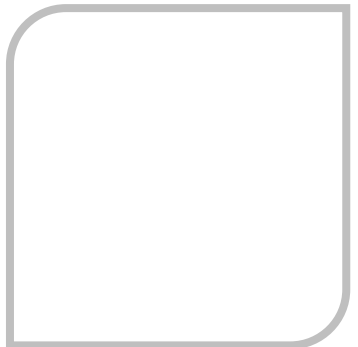
Feel that housing services and assistance are easy to find.

31%

Feel that community members have equal access to mortgage, insurance, and loan services.

31%

Feel that bias, discrimination, or exclusion are rare in this community.



Opportunities for improvement:



Housing sentiments scored lowest for most Greater Mankato Area residents (average score of 28.5% have positive sentiments across four housing statements).

Opportunities for improvement:

White, Women and Non-binary-identifying respondents felt worst among demographic communities about the cost of living (25%, 24% and 23%, respectively).

Opportunities for improvement:

Hispanic/Latino/Latinx/Latine respondents were more concerned with ease of access to employment assistance and information than other demographic groups.



Opportunities for improvement:



Among individuals with disabilities, those with mental disabilities or multiple disabilities generally had greater concerns or lower sentiment scores in response to statements than their peers.

Opportunities for improvement:

All respondents, regardless of age group, shared concerns about the cost of housing and affordable housing accessibility.

Respondents 22-50 years old were also concerned about the safety of students. Cost of college tuition was the most frequently noted concern by respondents 18-21 years old.

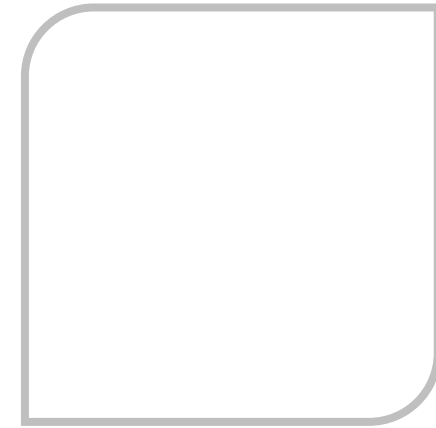




Community-Level Top 10

TABLE 1: COMMUNITY-LEVEL TOP 10: HOW YOU FEEL ABOUT YOUR COMMUNITY³¹

Statement	Agree/Strongly Agree	Category
My community offers quality higher education/post-secondary options.	81%	Education
It is safe to live in the Greater Mankato area.	76%	Safety
My community offers quality K-12 education to all residents.	67%	Education
This community offers quality healthcare options for all.	64%	Health
It is easy to find a job in this community.	62%	Economic
There are enough quality jobs in this area.	57%	Economic
My community values diversity.	57%	Inclusivity
All community members have access to safe places for recreation and exercise.	57%	Safety
My community offers quality preschool options.	56%	Education
All safety concerns are taken seriously by relevant authorities.	50%	Safety





Community-Level Lowest 10

TABLE 3: COMMUNITY-LEVEL LOWEST 10: GREATEST OPPORTUNITIES FOR IMPROVEMENT REGARDING COMMUNITY SENTIMENT³²

Statement	Agree/Strongly Agree Percentage	Category
Information and resources on mental health are easy to find.	37%	Health
Information and resources on substance use assistance are easy to find.	36%	Health
People from diverse communities and identities feel included in this community and their social needs are met.	35%	Inclusivity
Wages and salaries in this area meet the cost of living.	34%	Economic
Transportation assistance is easy to find.	33%	Transportation
Bias, discrimination, or exclusion are rare in this community.	31%	Inclusivity
Community members have equal access to mortgage, insurance, and loan services.	31%	Housing
Housing services and assistance are easy to find.	28%	Housing
Real estate agents treat all community members equally in showing neighborhoods and options.	27%	Housing
This community offers enough quality and affordable housing.	27%	Housing

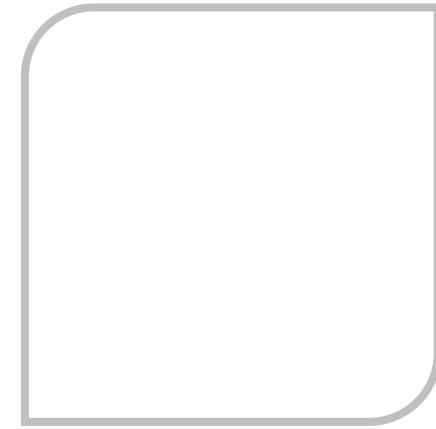




Community-Level Top 10 Concerns

TABLE 5: COMMUNITY-LEVEL TOP 10: RESPONDENT CONCERNS³³

Response	Percentage of Primary Concern	Category
Cost of living	24%	Economic
Safety of students at school and university settings	22%	Safety
Lack of affordable housing options	22%	Housing
Affordability	16%	Healthcare
Cost of college tuition	16%	Education
Lack of diversity in leadership roles	15%	Inclusivity
Mental health (anxiety, stress, depression)	15%	Healthcare
Equitable pay	15%	Economic
Inclusivity - Bias and discrimination	14%	Inclusivity
Concerns about safety - Bias and discrimination in my community	14%	Safety





Sentiments and Concerns



Community-Level Inclusivity Sentiments and Concerns: Sentiments

Statement	Agree and Strongly Agree Percentage
My community values diversity.	57%
My community is inclusive for all.	46%
All community members have access to a place of worship that meets their needs.	46%
People in this community receive fair and respectful treatment by the law enforcement/justice system.	44%
People from diverse communities and identities feel included in this community, and their social needs are met.	35%
Bias, discrimination, or exclusion are rare in this community.	31%







Community-Level Inclusivity Sentiments and Concerns: Concerns

Response	Percentage
Lack of diversity in leadership roles	15%
Inclusivity - Bias and discrimination	14%
I do not have any inclusivity concerns	12%
Accessibility to people of all abilities of products, services, and facilities	12%
Lack of education and training on DEI for the public	12%
Lack of knowledge about DEI among employers and organizational leadership	11%
Access to internet and technology	8%
Access to services and amenities that represent my identity, culture, and religion	6%
Access to gender-neutral bathrooms	5%
Access to translation services/information and signage in languages other than English	5%





Open-ended responses-Inclusivity

- The status of inclusivity: there have been some positive changes but more needs to be done
 - A wider understanding of inclusivity needs to include age, gender, sexual orientation, political views, class and income, weight/health, and more
 - We say we value inclusivity and diversity, but we don't act this way
 - Need to address racism, bias, and discrimination in the community
 - Need for greater accessibility, representation, employment, housing, and transportation options for people with disabilities
- 
- 

Open-ended Responses- Inclusivity (cont.)

- DEI efforts in the community and within organizational leadership circles often fall short
- DEI and inclusivity are not supported by everyone in the community, some feel it discriminates against majority culture, Christian values, conservative views
- Livability and inclusivity: there is a need for better and more diverse cultural, religious amenities and events
- Need for better, less expensive internet options for rural, low-income residents



Community-Level Healthcare Sentiments and Concerns: Sentiments

Statement	Agree and Strongly Agree Percentage
This community offers quality healthcare options for all.	64%
Healthcare providers in my community offer culturally appropriate care.	48%
Community members have consistent access to enough food.	46%
Information about local programs and services addressing various health concerns is easy to find.	39%
Information and resources on mental health are easy to find.	37%
Information and resources on substance use assistance are easy to find.	36%





Community-Level Healthcare Sentiments and Concerns: Concerns

Response	Percentage
Affordability	16%
Mental health (anxiety, stress, depression)	15%
Access to mental health services	12%
I do not have any healthcare concerns	8%
Access to health insurance	7%
Nutritious food	7%
Physical activity	7%
Access to dental care	7%
Healthcare Concerns - Bias and discrimination in my community	6%
Housing conditions	6%
Transportation	4%
Substance abuse	3%
Language barriers	3%



Open-ended responses-Healthcare

- Timely access to specialist care is a major concern
- Lack of access to mental healthcare and resources, the stigma around mental health
- Healthcare is too expensive
- There are too few diverse, multilingual, culturally trained care providers

Open-ended responses-Healthcare (cont.)

- More resources and services are needed, especially for low-income and uninsured residents
- Lack of access to dental care
- Better communication and coordination to meet unique patients' needs



Community-Level Economic Sentiments and Concerns: Sentiments

Statement	Agree and Strongly Agree
It is easy to find a job in this community.	62%
There are enough quality jobs in this area.	57%
Employers in my community use inclusive workplace practices.	40%
Employment assistance and information are easy to find.	37%
Wages and salaries in this area meet the cost of living.	34%





Community-Level Economic Sentiments and Concerns: Concerns

Response	Percentage
Cost of living	24%
Equitable pay	15%
Lack of savings and assets	12%
Lack of career advancement	11%
Cost of childcare	11%
Lack of benefits	9%
I do not have any economic well-being concerns	9%
Economic Situation Concerns - Bias and discrimination in my community	7%
Unemployment	3%



Open-ended responses-Economic

- Cost of living is not affordable: wages are too low, and inflation is a problem
- Childcare and daycare are too expensive and hard to find
- Plenty of jobs, but hard to advance based on qualifications
- Don't provide handouts; hire on merit



Community-Level Housing Sentiments and Concerns: Sentiments

Statement	Agree and Strongly Agree Percentage
Community members have equal access to mortgage, insurance, and loan services.	31%
Housing services and assistance are easy to find.	28%
Real estate agents treat all community members equally in showing neighborhoods and options	27%
This community offers enough quality and affordable housing.	27%





Community-Level Housing Sentiments and Concerns: Concerns

Response	Percentage
Lack of affordable housing options	22%
I do not have any housing concerns	20%
Condition of property	13%
Landlord-tenant relations	12%
Financial services (mortgage and loans)	11%
Housing Concerns - Bias and discrimination in my community	10%
My neighborhood/location	7%
Overcrowding	6%



Open-ended responses- Housing

- There is a lack of affordable and well-maintained housing options
- Greater accountability, oversight, and regulations are needed for landlords and rental companies
- More homeownership options are needed for middle-class professionals
- Better solutions for new development: more welcoming mixed and multigenerational housing

Open-ended responses- Housing (cont.)

- There are housing challenges for New Americans and non-citizens
- There is bias in real estate
- Concerns about rising property taxes
- Concerns about subsidized and affordable housing units



Community-Level Transportation Sentiments and Concerns: Sentiments

Statement	Agree and Strongly Agree Percentage
It is easy to get to any place one would like to visit in the community.	47%
My community offers quality public transportation options.	40%
Transportation assistance is easy to find.	33%





Community-Level Transportation Sentiments and Concerns: Concerns

Response	Percentage
I do not have any transportation concerns	14%
Public transportation routes and hours of operations	13%
Road conditions	13%
Public transportations options	12%
Not enough/no sidewalks	11%
Personal safety	10%
Bicycle safety	9%
Sidewalk conditions	8%
Cost of public transportation	5%
Transportation Concerns - Bias and discrimination in my community	4%



Open-ended responses- Transportation

- Public transportation is very limited: need more options, increased hours of operations
- The community is too car-centric, residents want more and safer options: biking, walking, electric vehicles
- Traffic is not safe for pedestrians, bikers, walkers
- Walkers, wheelchair users need more and safer sidewalks, more lighting
- IDS 77 busing for school-aged children, transportation for homeless students need to improve



Community-Level Education Sentiments and Concerns: Sentiments


Statement	Agree and Strongly Agree Percentage
My community offers quality higher education/post-secondary options.	81%
My community offers quality K-12 education to all residents.	67%
My community offers quality preschool options.	56%
Education services and assistance are easy to find.	47%
Our schools meet the needs of all students regardless of their backgrounds.	44%





Community-Level Education Sentiments and Concerns: Concerns

Response	Percentage
Cost of college tuition	16%
Bullying	11%
Lack of diversity in teaching staff/faculty	9%
Lack of diversity across the curriculum	8%
I do not have any concerns	8%
Academic success	8%
Access to supplemental services (after-school programming, tutoring, etc.)	7%
Access to childcare/pre-school education	6%
Education Concerns - Bias and discrimination in my community	6%
Cost of pre-school education	6%
Parent-student-teacher relations	5%
Access to technology	5%
Lack of vocational post-secondary education options	3%



Open-ended responses- Education

- School safety concerns: gun violence threats, violence, bullying, lack of discipline
- Concerns about the decline of public education/ K-12 school system: more training, staff, and funding is needed
- Lack of diversity in teaching staff, inclusive curricula, foreign language options
- Education begins at home: parents are encouraged to step up
- Concerns about left-wing politics, CRT, at schools

Open-ended responses- Education (cont.)

- Support for DEI in schools and concern about right-wing attacks
- MSU needs to address discrimination against POC, lack of diversity in faculty and leadership
- One community with different learning opportunities: West v. East, inequitable education for students of color
- Greater support and improvements are needed for special education, mental health, and learning disabilities
- Language barrier and the lack of access to resources for new Americans



Community-Level Safety Sentiments and Concerns: Sentiments

Statement	Agree and Strongly Agree Percentage
It is safe to live in the Greater Mankato area.	76%
All community members have access to safe places for recreation and exercise.	57%
All safety concerns are taken seriously by relevant authorities.	50%
People from diverse communities and identities feel safe in this community.	42%





Community-Level Safety Sentiments and Concerns: Concerns

Response	Percentage
Safety of students at school and university settings	22%
Concerns about Safety - Bias and discrimination in my community	14%
Safety in the larger community	14%
Harassment and verbal abuse in my community	12%
Safety in my neighborhood	10%
Interactions with the police	8%
I do not have any safety concerns	8%
Response time of emergency services (police, ambulance, and firefighters)	8%
Safety in my home	4%



Open-ended responses- Safety


- POC, women, and transgender residents feel less safe in the community
- POC, immigrants do not feel safe in interactions with law enforcement
- Increase of crime and incivility are safety concerns
- Respect for law enforcement: let them do their jobs
- Response time, support for emergency services needs to improve



Potential Action



Inclusivity is an action word


- Need for genuine desire to listen
 - Need for authentic and intentional invitations to participate
 - Set up long-term conversations and community engagement processes
 - Great need for Community Conversations
 - Willingness to learn and change
- 

Inclusivity is an action word (cont.)

- More interaction between racial and socio-economic groups
- More connections between leaders and underrepresented/underserved populations
- More representation from all groups
- Physical gathering spaces in the community where people of different backgrounds could congregate and learn from and about each other
- Community center as a place to bring people together
- Valuing diversity as a benefit and strength in communities

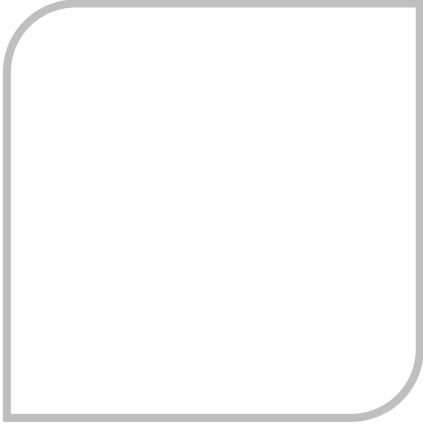


Potential Inclusivity Actions

- Partner with community organizations to identify and uplift current and future leaders with unique diversity dimensions.
 - Create safe spaces to discuss the impact of bias and discrimination among community members and encourage self-reflection and growth.
 - Develop resources to enable community organizations, companies, and others to self-assess their accessibility practices and identify areas for improvement. Uplift voices of community leaders in accessibility space to highlight their concerns, aspirations, and recommendations.
- 





Potential Inclusivity Actions (cont.)

- Develop free community education resources and disseminate them to the community.
 - Identify employers and organizational leaders, inviting them to join a dialogue on DEI and create a learning community of practice.
 - Ensure that public narrative on projects/programs equitably highlights the accomplishments of a diverse Greater Mankato area.
- 





Potential Inclusivity Actions (cont.)

- Partner with faith organizations to develop an interfaith plan addressing community needs to access places of worship.
 - Develop and disseminate a community engagement guide in partnership with underrepresented groups.
 - Partner with government, interfaith, and community organizations to identify a physical space for safe DEI-focused learning.
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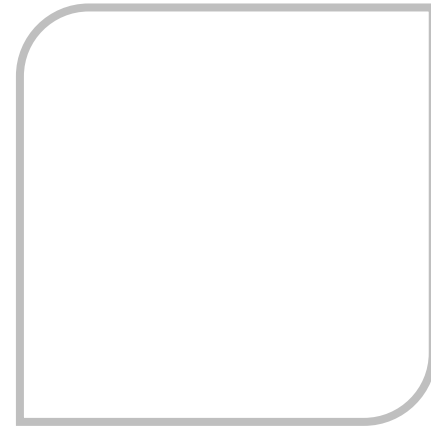
Potential Inclusivity Actions (cont.)

- Develop a coordinated community-wide, data-driven inclusivity effort, as a stable partnership of many committed organizations and individuals. Develop a regional collaboration and coordination of resources.
- Accomplish greater progress on inclusivity and DEI by going beyond benchmarking. Incorporate ongoing intentional, difficult conversations. Develop action to change systems and policies.





Potential Healthcare Actions





- Conduct community listening sessions to identify how residents define “quality” and address healthcare quality gaps.
- Develop/deploy cultural awareness healthcare training to providers.
- Bolster community food programs.





Potential Healthcare Actions (cont.)



- Identify current communication methods and gaps and modify practices to ensure information about local health programs and services is further accessible to the community.
 - Identify current communication methods and gaps and modify practices to ensure mental health information is easy to find.
 - Identify current communication methods and gaps and modify practices to ensure resources and substance use assistance information is further accessible to the community.
- 
- 



Potential Economic Well-Being Actions





- Make pay equity resources available to local businesses and identify ways to partner with companies to conduct pay equity assessments.
- Develop resources educating residents on savings programs and asset management (i.e., financial literacy).
- Make career advancement resources available to local businesses and identify ways to partner with companies to assist in the development of career advancement and retention policies/practices.



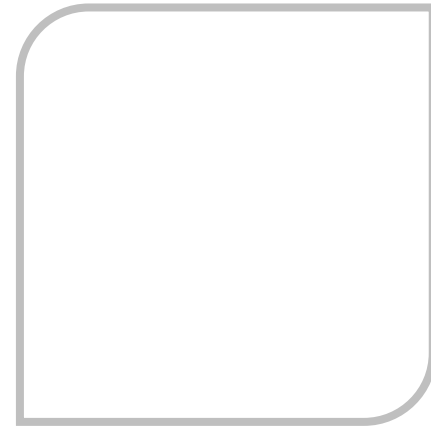


Potential Economic Well-Being Actions (cont.)

- Share resources with employers about childcare benefits, and work with local legislature, nonprofits, etc., to identify if childcare support programs are feasible.
 - Partner with employment assistance programs/offices to identify additional methods to disseminate information to the community.
 - Facilitate a dialogue with employers, connecting them with resources to support implementing inclusive workplace practices.
- 
- 



Potential Housing Actions

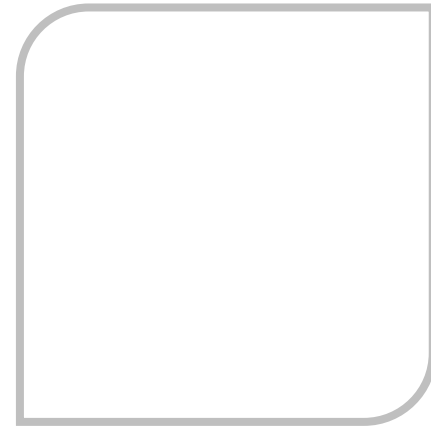


- Bolster housing services and assistance programs.
- Develop programs to improve landlord-tenant relations.
- Facilitate community education sessions to address bias and discrimination in the housing sector (i.e., with realtors, financiers, etc.).





Potential Housing Actions (cont.)




- Implement programs to improve property conditions.
- Increase access to affordable housing options.
- Partner with financiers to increase access and equity in mortgage and loan services.





Potential Transportation Actions





- Partner with the transportation department to identify gaps in routes, hours, etc. and determine if modifications can be made to better address community needs.
 - Share data regarding community concerns with legislative bodies to ensure awareness is brought to this issue. In partnership with community organizations, advocate to expand public transportation programs/services to address community needs.
- 



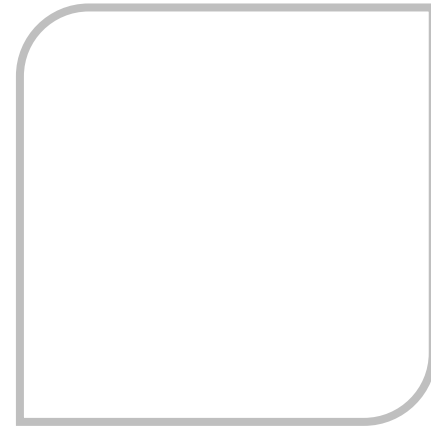
Potential Transportation Actions (cont.)



- Partner with the transportation department to identify current safety practices and determine if modifications can be made to better address community needs.
 - Identify community organizations willing to leverage their networks to disseminate transportation assistance information.
- 
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Potential Education Actions




- Identify community organizations willing to leverage their networks to disseminate college tuition assistance information (e.g., merit-based, need-based, etc.). Ensure that non-college higher education and career options are highlighted in communications.
- Partner with community organizations to develop an anti-bullying and allyship program.





Potential Education Actions (cont.)




- Partner with education organizations to identify equity-related programming to support K-12 students.
 - Partner with preschools to identify geographic, financial, and other gaps in preschool options for communities. In partnership with community members, develop an expanded preschool network of options.
- 



Potential Education Actions (cont.)



- Partner with education and community organizations to leverage their networks and disseminate services and assistance information.
 - Develop and deploy education-sector DEI and intercultural competency training.
 - Partner with community organizations to develop programs that meet the needs of underrepresented or underserved populations (i.e., financial literacy).
- 



Potential Education Actions (cont.)

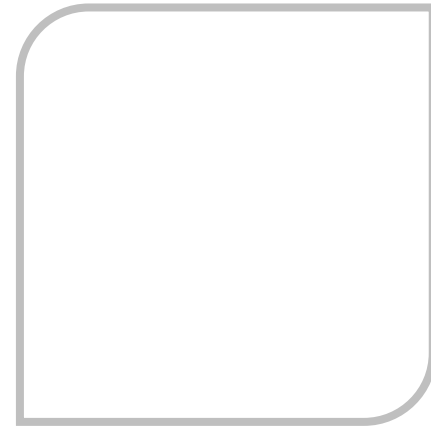


- Assess current student-teacher ratios, class sizes, etc., and present information to legislative bodies to advocate for changes addressing overcrowding.
- Encourage university representatives to join community partnership groups to enhance collaboration.





Potential Safety Actions





- Partner with schools and universities to close perception and programmatic safety gaps.
- Partner with safety organizations to identify current resources available to residents, disseminate information on these resources, and identify opportunities to close equity-related gaps in safety programming.





Potential Safety Actions (cont.)



- Partner with safety organizations to disseminate information about support available to those subject to harassment, threats, etc. Establish a community dialogue about harassment and verbal abuse prevention to generate ideas for additional community-led programming.
 - Partner with community organizations, including universities, schools, interfaith groups, etc., to identify spaces for recreation and exercise.
- 
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Potential Safety Actions (cont.)



- Partner with law enforcement agencies to understand and assess current response policies and practices with an equity lens. Create opportunities for law enforcement to have positive, relationship- development-focused interactions with the community during events or gatherings.

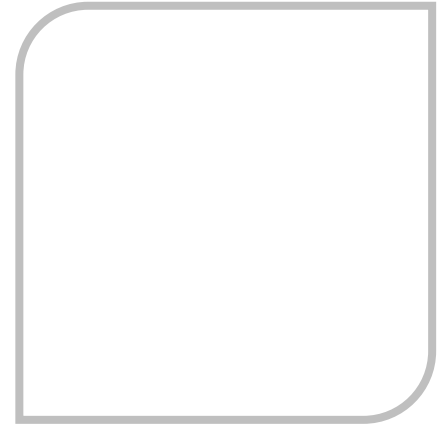




Questions?



How do I find the GMIS?

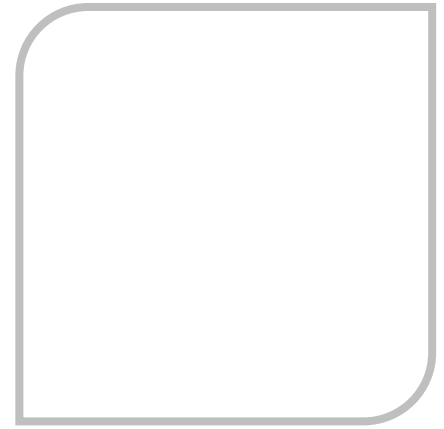


<https://www.greatermankatoinclusivity.com/>





Questions?



**Please contact Rita Rassbach
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Special Initiatives Manager
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Greater Mankato Inclusivity Study

Thank you!

Greatermankatoinclusivity.com

