



# *The One Minnesota* Baseline Quantitative Survey

PHASE II Intersectionality Study, for the Minnesota Governor's Council on Developmental Disabilities

QUANTITATIVE survey research, conducted by MarketResponse International, September 2023 (Proj. 2508)

# Research Overview

**Multi-phased intersectionality studies** are focused on the intersectionality of racial and ethnic communities, and developmental disabilities that leads to social discrimination and disparities across delivery systems, and program areas.

These systems include health care, employment, special education, and social services (home and community-based waiver services), abuse, and public safety responses.

**Phase I: Qualitative research completed in August 2022** was designed to gain insights regarding:

- The nature of discrimination and all its forms;
- How it is experienced by various groups with intersecting profiles;
- Impacts and results, both short-term and long-term.

The report from the first phase qualitative research proposed this recommendation for next steps:

If progress in reducing discrimination in Minnesota is the goal, then there needs to be a research system put in place for obtaining baseline measures of incidences of discriminatory behaviors and practices, and tracking changes over time.

## **Phase II: Benchmark Quantitative survey completed in September 2023**

was designed to gain comparative measures of various forms of discrimination among four populations:

- 1) White people with disabilities
- 2) Black, indigenous, (and other) people of color (BIPOC) with disabilities
- 3) White people WITHOUT disabilities
- 4) BIPOC WITHOUT disabilities\*

\*We are using the term BIPOC as a term to represent all racial and ethnic communities included in this study.

# ONE MINNESOTA Survey

In January 2019 Governor Tim Walz signed an executive order creating the One Minnesota Council on Diversity, Inclusion and Equity.

*“Disparities in Minnesota, including those based on race, geography (and) economic status keep our entire state from reaching its full potential,” Walz said. “As long as these inequities impact Minnesotans’ ability to be successful, we’ve got more work to do.”*

Achieving the One Minnesota promise is synonymous with eliminating discriminatory behaviors and barriers that limit the possibility for people to achieve their full potential.

**This research study provides baseline measures that can be used to gauge our progress over time in eliminating discrimination and achieving the One Minnesota promise.**

The SURVEY INTRODUCTION encouraged respondents to reveal how well we are all living up to the *One Minnesota* promise:

**When you’re out in the community, do you feel acknowledged, appreciated, respected?**

Are we living up to the One Minnesota Promise?

*In Minnesota, we know we are all better off together... Diversity, inclusion, and equity are therefore essential core values and top priorities.*

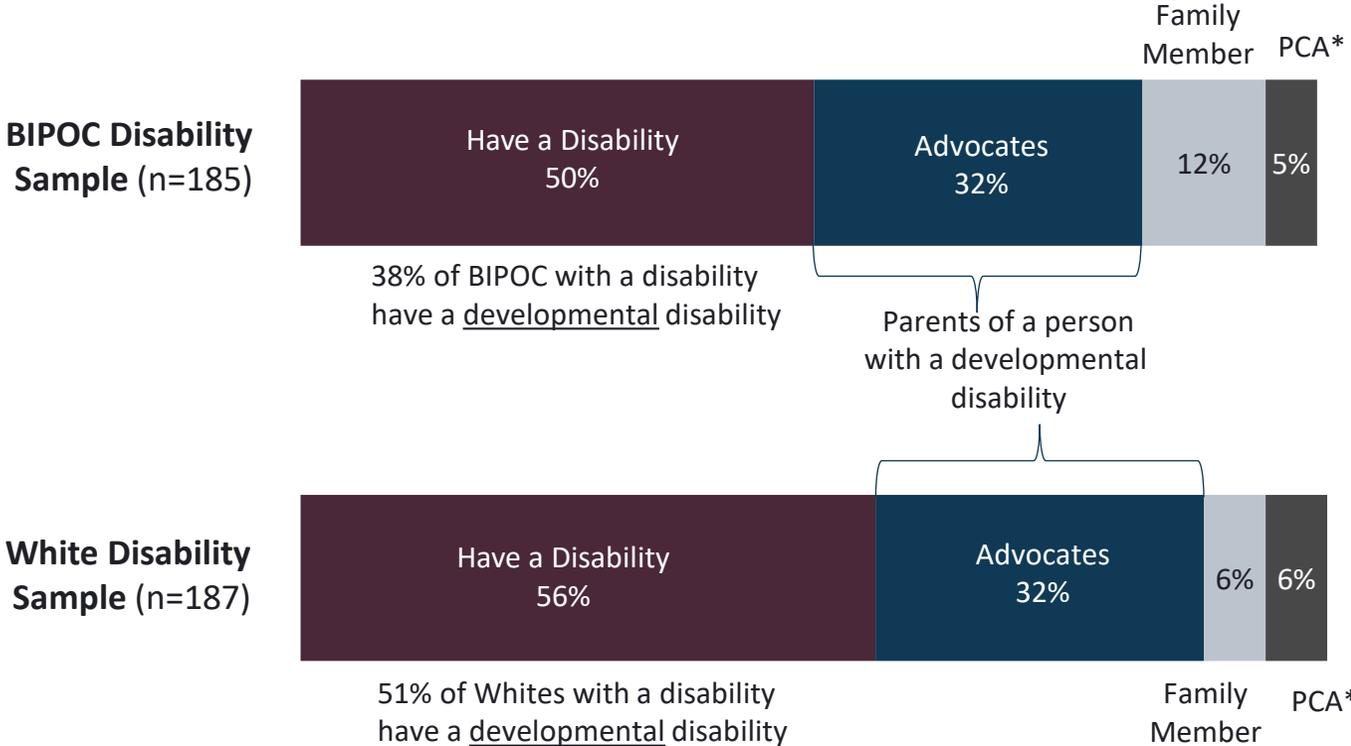
Whether the One Minnesota promise is actually achieved depends on all of us, not just the government. It all comes down to how we treat each other.

Please take a few minutes to take this survey and tell us how you feel you are treated by your fellow Minnesotans.

# DISABILITY and CONTROL SAMPLES – WHITE and BIPOC

Intersectionality impacts are measured by comparing survey responses from White and BIPOC people with disabilities, and control samples from both these populations without disabilities. The White and BIPOC disability samples are well matched in terms of the relative percentages of self-advocates and advocates.

**TEST GROUPS:**



**CONTROL GROUPS:**

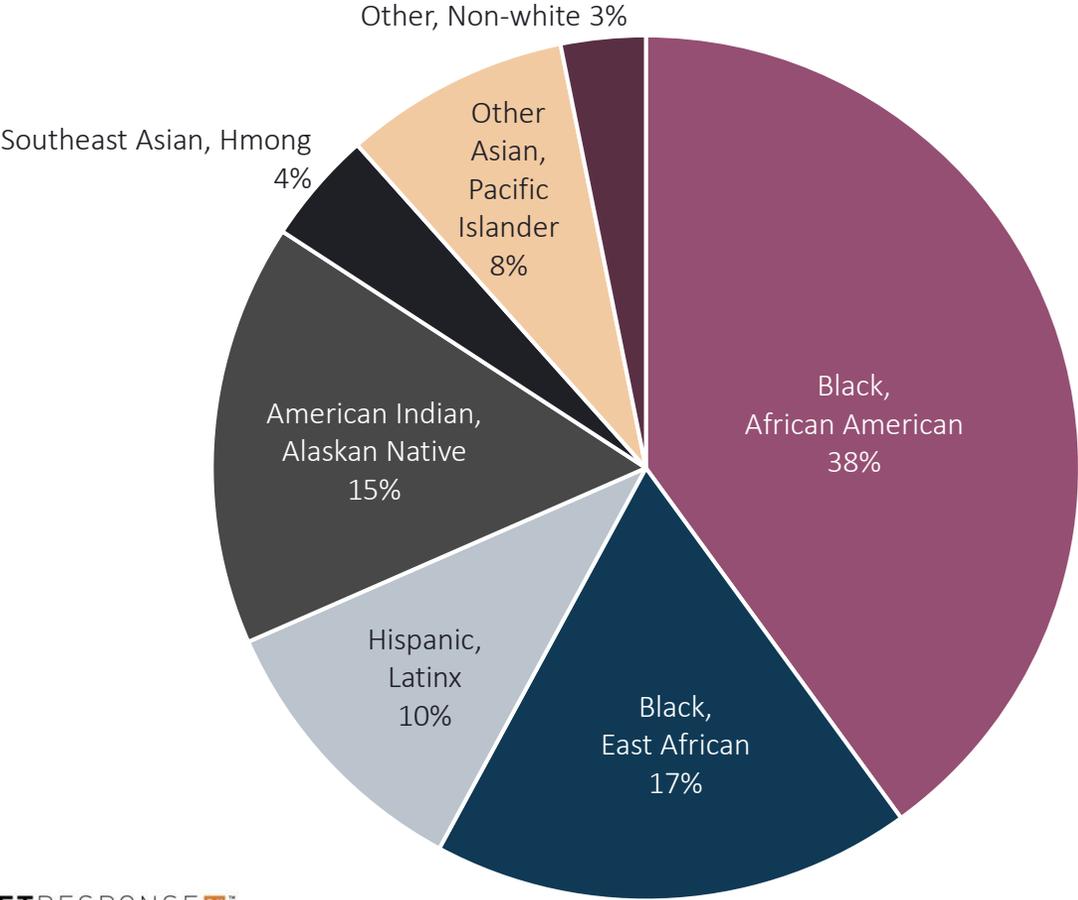


\*Advocates, family members, and PCA's answered the survey on behalf of the people with developmental disabilities they assist.

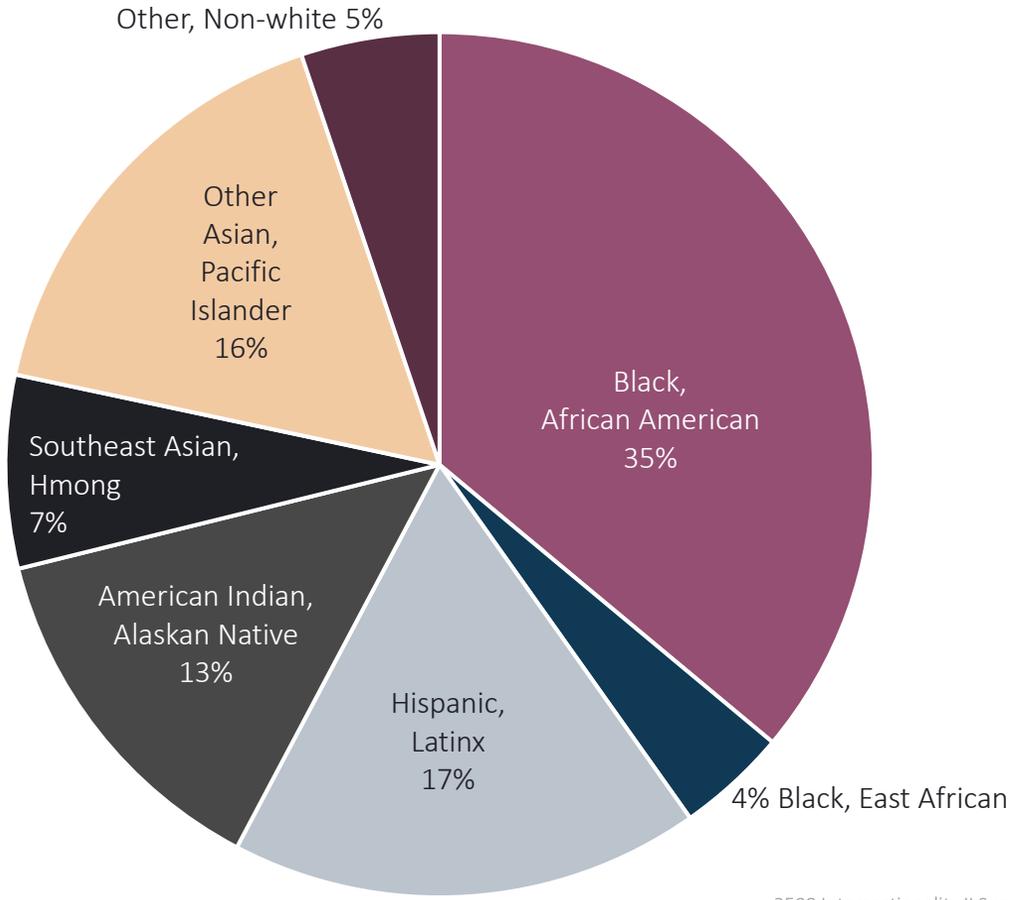
# BIPOC SAMPLE

The BIPOC samples include several racial and ethnic communities, though Black, African Americans have the most dominant shares.

### BIPOC WITH DISABILITY



### BIPOC WITHOUT DISABILITY



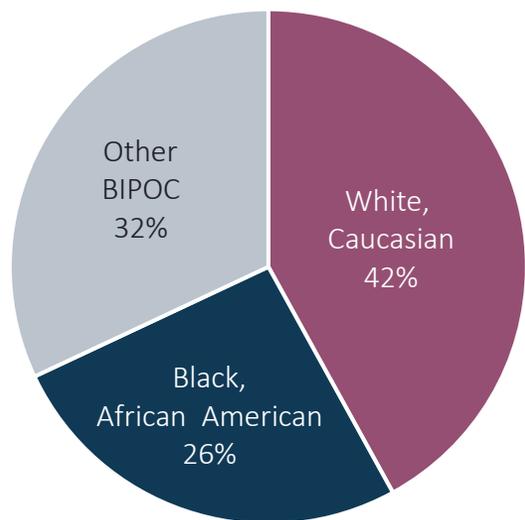
# LGBTQ+ SAMPLES — Race and Ethnicity



Questions regarding gender identity enabled a preliminary perspective of the intersection of disability and being a part of the LGBTQ+ community. As shown, there is a higher proportion of White, Caucasian respondents in the disability samples, as compared to the two groups without disabilities.

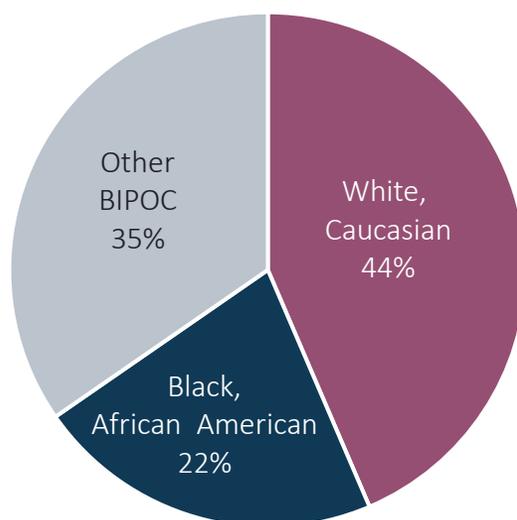
**LGBTQ+  
WITH  
DISABILITY**

(n=50)\*



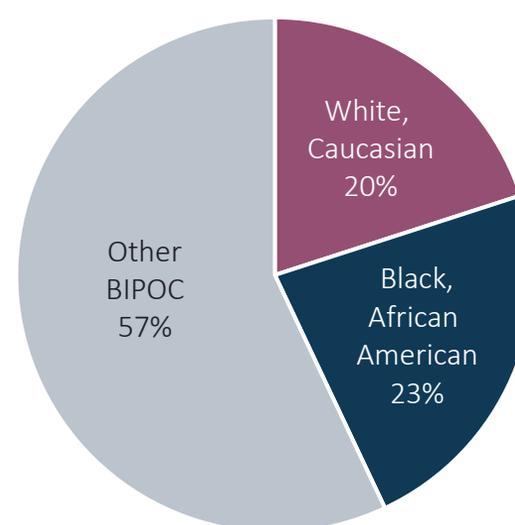
**NOT LGBTQ+  
WITH  
DISABILITY**

(n=236)



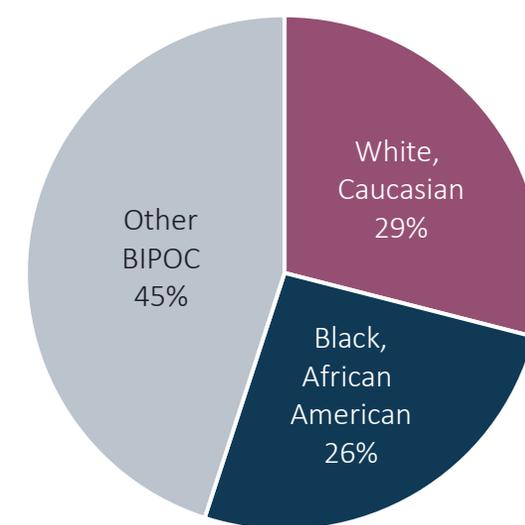
**LGBTQ+  
WITHOUT  
DISABILITY**

(n=30)\*



**NOT LGBTQ+  
WITHOUT  
DISABILITY**

(n=187)



\* Given the relatively small sample sizes of n=50 and 30 respectively, caution is advised in making inferences to the LGBTQ+ populations of Minnesotans with and without disabilities.

# EXECUTIVE SUMMARY

Having a disability has more impact than race or ethnicity on overall negative feelings related to access, inclusion and how one is treated by others.

- All people with disabilities, WHITE and BIPOC, are equally less likely than people without disabilities to feel welcomed and treated as equals by other people.
- Both White and BIPOC with disabilities are less likely to have access to the quality education and employment they desire.

However, the intersection with race and ethnicity does influence how and where the negative impacts of having a disability are felt.

## White people with disabilities:

- Most likely to feel unfair treatment, barriers, and restrictions from privileges.
- More likely to report negative experiences in dealings related to healthcare and health insurance.
- Gave the lowest *One Minnesota* rating of any group.

## BIPOC with disabilities:

- More likely to report negative experiences in public situations.
- Less likely than all other groups to feel welcomed in public serving businesses.
- More likely to experience negative treatment in financial dealings.

# EXECUTIVE SUMMARY

**There appears to be a significant negative effect of the intersection of having a disability AND being a part of the LGBTQ+ community. The LGBTQ+ community with disabilities appear to be:**

- the least likely of any segment to feel welcomed into social groups and treated equitably and with respect; and,
- least likely to feel they have enough money to live on, and access to desired employment and quality education.

**Having a disability appears to have more impact on feelings of unfair treatment, barriers, and restrictions than being a part of the LGBTQ+ community without a disability.**



# Detailed Findings

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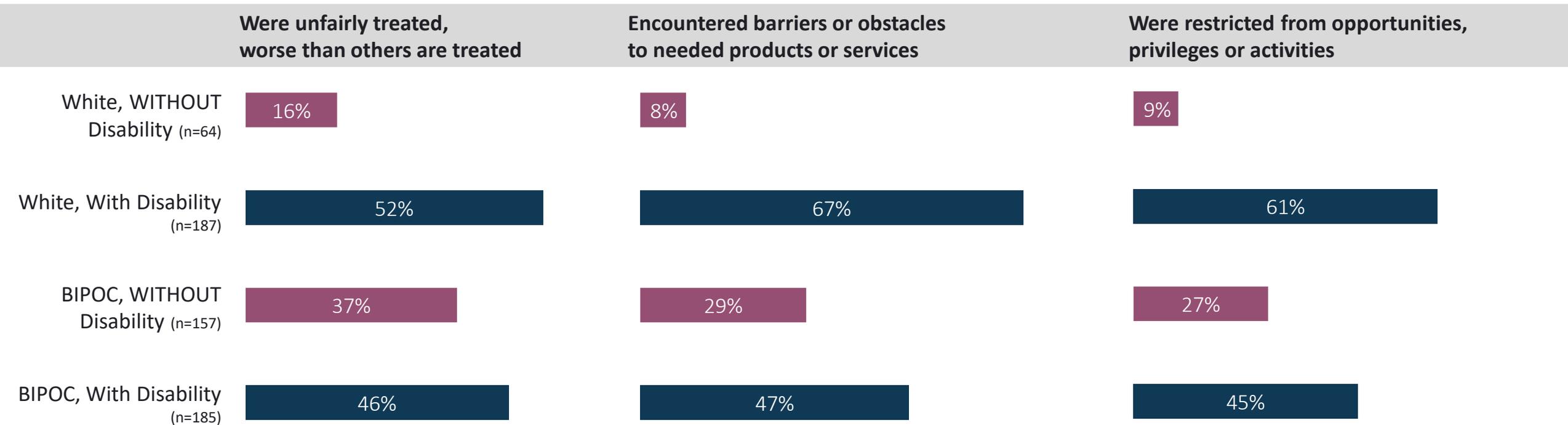
## White, BIPOC and LGBTQ+

- **Unfair Treatment, Barriers, and Restrictions**
- **Where It Occurs**
- **Treatment Out in Public**
- **Basic Living and Social Needs**
- **One Minnesota Overall Ratings**

# UNFAIR TREATMENT, BARRIERS, and RESTRICTIONS

Members of BIPOC communities who do not have any disabilities are 2 to 3 times more likely than White people without disabilities to experience unfair treatment, barriers from needed products or services, and restrictions from privileges that are available to others. **HOWEVER**, perceptions of being subjected to these kinds of negative experiences are highest among white people with disabilities.

Within the past 12 months, do you believe you.... (percent who responded YES) Q9



# WHERE UNFAIR TREATMENT, BARRIERS, and RESTRICTIONS OCCUR

	BIPOC with Disabilities (n=116)	White with Disabilities (n=146)
At a grocery store or other retail shop	42%	29%
At a hospital or healthcare clinic	34%	41%
At a park, playground, mall, zoo, or other public space	33%	33%
At a public school	28%	30%
At a place of employment	28%	27%
Dealing with government social services	28%	36%
Dealing with transportation services	27%	32%
At a restaurant, bar, brewpub, or coffee shop	27%	29%
At a movie theater, concert, or other entertainment venue	24%	12%
Dealing with a landlord	21%	9%
Dealing with health insurance provider	19%	34%
At a health club, or other social club (yoga class, dance studio)	18%	10%
Applying for a credit card, or loan for a large purchase	16%	3%
At an auto dealership or auto service and or repair shop	16%	3%
Dealing with Medicare or Medicaid services	16%	27%
In encounters with police, or judicial system	16%	13%
Applying for a mortgage, or home equity loan	10%	1%
Dealing with other insurance provider (home, auto)	9%	9%
At a private or charter school	5%	5%

## Findings for BIPOC With Disabilities Q10

**BIPOC with disabilities are more likely to report negative experiences in public situations than White people with disabilities.**

**BIPOC with disabilities are also more likely to experience negative treatment in financial dealings.**

With the shaded cells one can conclude with 95% confidence that the differences between the two disability populations are statistically significant.

# WHERE UNFAIR TREATMENT, BARRIERS, and RESTRICTIONS OCCUR

	BIPOC with Disabilities (n=116)	White with Disabilities (n=146)
At a grocery store or other retail shop	42%	29%
At a hospital or healthcare clinic	34%	41%
At a park, playground, mall, zoo, or other public space	33%	33%
At a public school	28%	30%
At a place of employment	28%	27%
Dealing with government social services	28%	36%
Dealing with transportation services	27%	32%
At a restaurant, bar, brewpub, or coffee shop	27%	29%
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In encounters with police, or judicial system	16%	13%
Applying for a mortgage, or home equity loan	10%	1%
Dealing with other insurance provider (home, auto)	9%	9%
At a private or charter school	5%	5%

## Findings for White With Disabilities Q10

**White with disabilities appear to be more likely to report negative experiences in dealings with institutions related to healthcare and health insurance.**

With the shaded cells one can conclude with 95% confidence that the differences between the two disability populations are statistically significant.

# TREATMENT OUT IN PUBLIC

Higher percents in the table below indicate where, and for whom, positive social experiences happen more frequently.

The following statements describe how you might feel when you are out and about in the broader community. Please indicate the extent to which you experience what each statement is describing.

NEVER	Rarely	SOMETIMES	Mostly	ALWAYS
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## Percents Mostly + Always (Q7)

- If I'm at a restaurant or coffee shop, or just out and about, people are generally very nice to me
- I get good service whenever I go to a grocery store or other retail shop
- When I meet new people, they make me feel welcomed into their social group
- People treat me with respect
- I feel comfortable going outside my immediate community of people who are familiar with me
- I feel like I'm treated as an equal to other people, not less than, or different
- Instead of seeing me in a stereotypical way, people see me for who I am
- If there is something I need in order to gain access to a place or service, people are very accommodating

	White With Disability (n=187)	BIPOC With Disability (n=185)	White WITHOUT Disability (n=64)	BIPOC WITHOUT Disability (n=157)
If I'm at a restaurant or coffee shop, or just out and about, people are generally very nice to me	71%	55%	91%	67%
I get good service whenever I go to a grocery store or other retail shop	61%	46%	81%	69%
When I meet new people, they make me feel welcomed into their social group	33%	32%	64%	52%
People treat me with respect	50%	53%	86%	67%
I feel comfortable going outside my immediate community of people who are familiar with me	44%	50%	81%	58%
I feel like I'm treated as an equal to other people, not less than, or different	38%	36%	78%	56%
Instead of seeing me in a stereotypical way, people see me for who I am	34%	34%	69%	49%
If there is something I need in order to gain access to a place or service, people are very accommodating	34%	39%	79%	53%

**BIPOC with disabilities are less likely than all other groups to feel welcomed in public serving businesses.**

**All people with disabilities, White and BIPOC, are equally less likely than people without disabilities to feel welcomed and treated as equals by other people.**

With the samples of n=157 or more, all differences of 10% or more are statistically significant.

# BASIC LIVING AND SOCIAL NEEDS

**White people WITHOUT disabilities are more likely than all others to have these basic living and social needs adequately met.**

Please indicate the extent to which you disagree or agree with each statement.	DISAGREE Strongly	DISAGREE Somewhat	NEITHER Agree nor Disagree	AGREE Somewhat	AGREE Strongly

**Percents AGREE: Strongly + Somewhat (Q8)**

	White With Disability (n=187)	BIPOC With Disability (n=185)	White WITHOUT Disability (n=64)	BIPOC WITHOUT Disability (n=157)
I feel comfortable in the home where I live	80%	78%	94%	80%
I have enough money to live on	55%	53%	72%	54%
I have access to the healthcare I need	78%	73%	79%	70%
I have access to the transportation services I need	63%	67%	84%	71%
I have access to the employment I desire	37%	44%	64%	56%
I have access to the quality of education that I need	50%	49%	67%	60%
I feel safe in the neighborhood where I live	80%	69%	86%	71%
All things considered, my home community is a good place for me to live	79%	71%	84%	71%
I feel as though I am included in society as much as I can be, or want to be	52%	52%	83%	60%

**White WITHOUT disabilities are the most comfortable where they live, and more likely than all others to feel they have enough money to live on.**

**Both White and BIPOC with disabilities are less likely to have access to quality education and employment they desire.**

**BIPOC with or without disabilities are less likely than Whites to feel safe in their neighborhoods.**

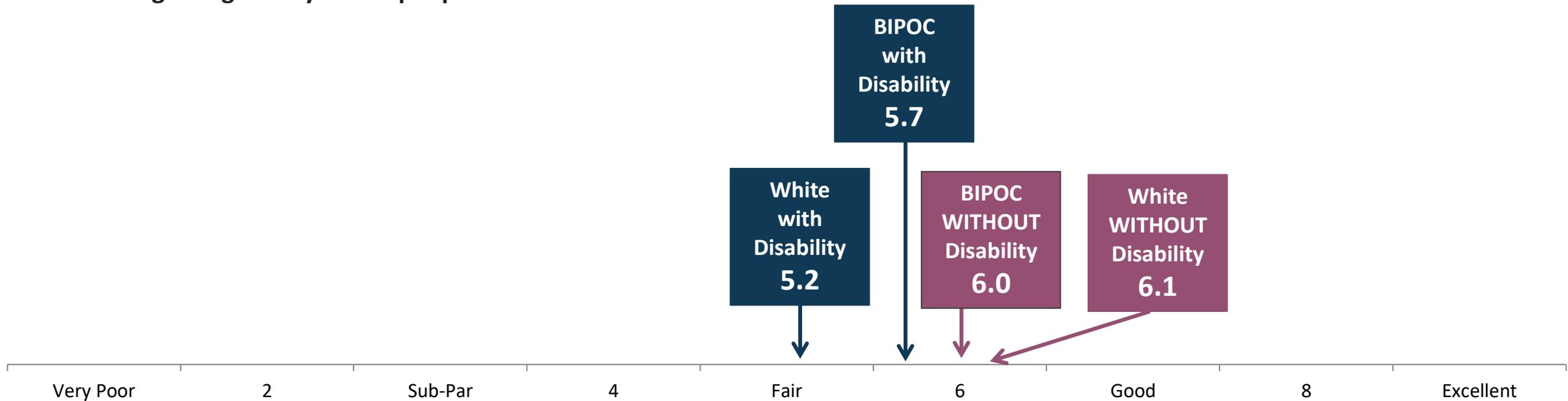
**Feelings of inclusion in society are equally low for both White and BIPOC with disabilities, and highest for White WITHOUT disabilities.**

# ONE MINNESOTA DEI OVERALL RATINGS

**Overall ratings were *less than good* for the State of Minnesota, and its people as a whole, for how well we're living up to the One Minnesota promise. People with disabilities gave lower overall ratings than those without disabilities; and the lowest overall rating was given by White people with disabilities.**

All things considered, using the scale below, how would you rate the state of Minnesota, and its people as a whole, in how well we are living up to the One Minnesota core values of diversity, equity, and inclusion for all Minnesotans?

Very Poor		Sub-par		Fair		Good		Excellent
1	2	3	4	5	6	7	8	9

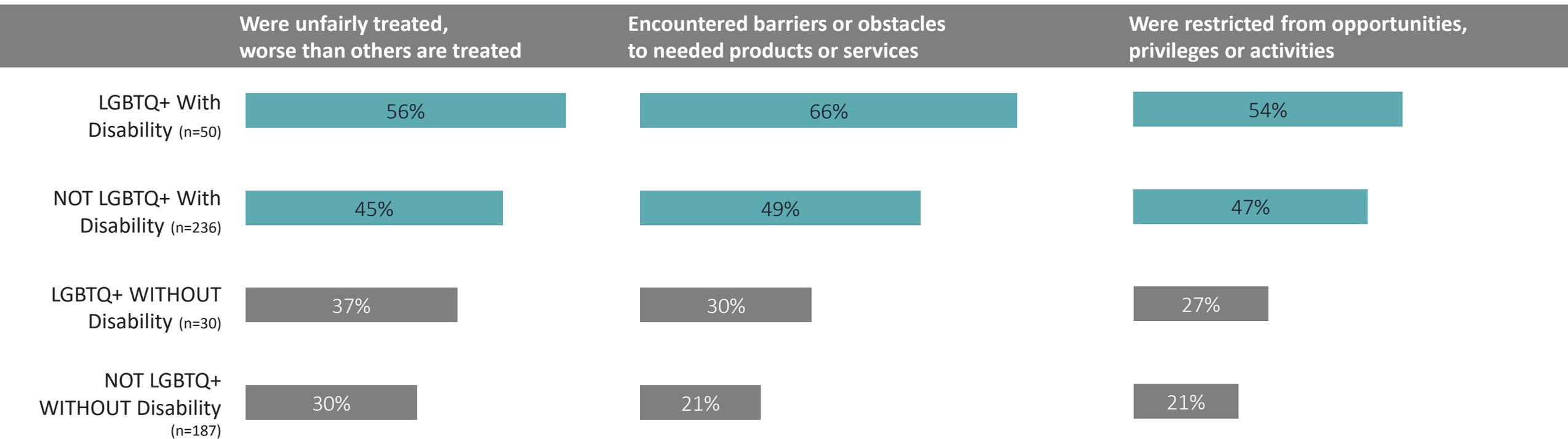


# UNFAIR TREATMENT, BARRIERS, and RESTRICTIONS



There appears to be a significant negative effect of the intersection of having a disability AND being a part of the LGBTQ+ community. Having a disability has more impact on feelings of unfair treatment, barriers, and restrictions than being a part of the LGBTQ+ community without a disability.

Within the past 12 months, do you believe you.... (percent who responded YES) Q9



# TREATMENT OUT IN PUBLIC



Higher percents in the table below indicate where, and for whom, positive social experiences happen more frequently.

The following statements describe how you might feel when you are out and about in the broader community. Please indicate the extent to which you experience what each statement is describing.	NEVER	Rarely	SOMETIMES	Mostly	ALWAYS
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## Percents Mostly + Always (Q7)

	LGBTQ+ With Disability (n=50)	NOT LGBTQ+ With Disability (n=236)	LGBTQ+ WITHOUT Disability (n=30)	NOT LGBTQ+ WITHOUT Disability (n=187)
If I'm at a restaurant or coffee shop, or just out and about, people are generally very nice to me	56%	65%	70%	73%
I get good service whenever I go to a grocery store or other retail shop	44%	54%	63%	74%
When I meet new people, they make me feel welcomed into their social group	22%	35%	46%	56%
People treat me with respect	52%	56%	73%	72%
I feel comfortable going outside my immediate community of people who are familiar with me	46%	50%	50%	66%
I feel like I'm treated as an equal to other people, not less than, or different	36%	39%	63%	62%
Instead of seeing me in a stereotypical way, people see me for who I am	26%	38%	47%	56%
If there is something I need in order to gain access to a place or service, people are very accommodating	34%	41%	53%	61%

People with a disability who are in the LGBTQ+ community, are least likely to feel welcomed into social groups and treated equitably and with respect.

People who do not have a disability, and who are not part of the LGBTQ+ community are more likely than all the others to feel comfortable going outside their immediate community.

# BASIC LIVING AND SOCIAL NEEDS



The data below show the percent who agree to each statement, for each of the 4 groups revealing LGBTQ+ and disability intersectionality.

Please indicate the extent to which you disagree or agree with each statement.	DISAGREE Strongly	DISAGREE Somewhat	NEITHER Agree nor Disagree	AGREE Somewhat	AGREE Strongly
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Percents AGREE: Strongly + Somewhat <sup>(Q8)</sup>	LGBTQ+ With Disability (n=50)	NOT LGBTQ+ With Disability (n=236)	LGBTQ+ WITHOUT Disability (n=30)	NOT LGBTQ+ WITHOUT Disability (n=187)
	I feel comfortable in the home where I live	76%	84%	73%
I have enough money to live on	40%	57%	54%	61%
I have access to the healthcare I need	64%	77%	70%	73%
I have access to the transportation services I need	58%	69%	66%	75%
I have access to the employment I desire	38%	42%	60%	57%
I have access to the quality of education that I need	42%	51%	67%	61%
I feel safe in the neighborhood where I live	58%	76%	64%	77%
All things considered, my home community is a good place for me to live	54%	77%	67%	76%
I feel as though I am included in society as much as I can be, or want to be	44%	54%	57%	68%

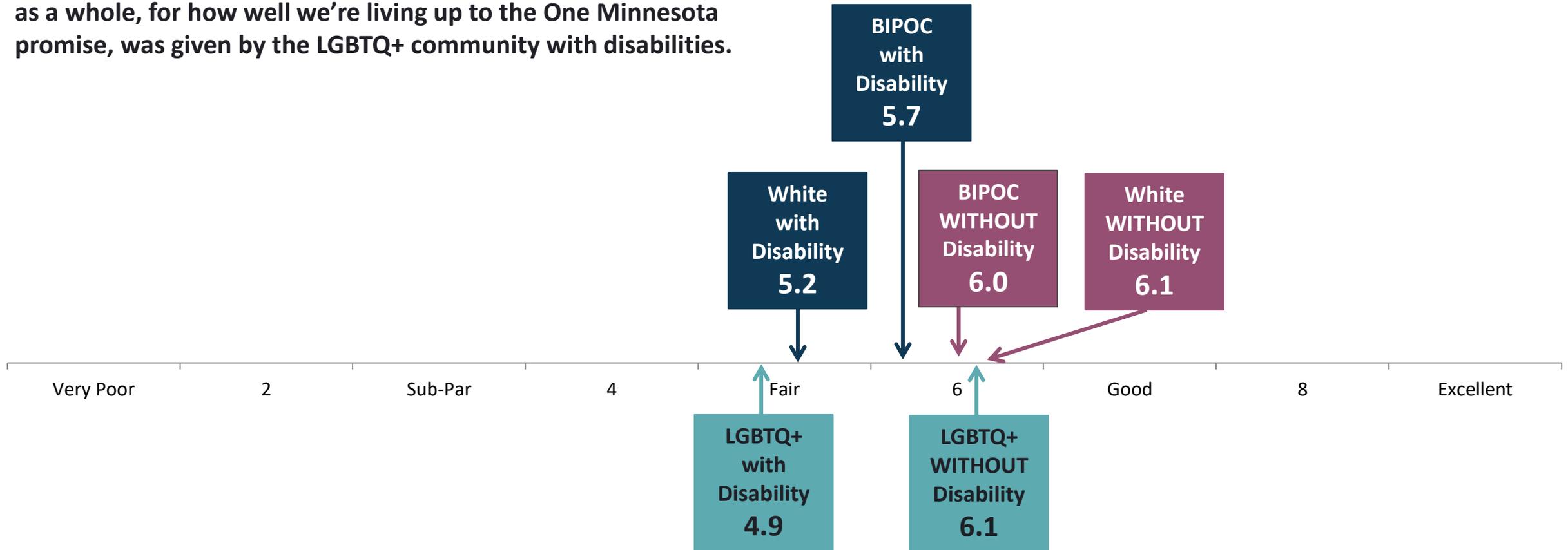
**LGBTQ+ with disabilities appear to be least likely to feel they have enough money to live on, access to desired employment, and quality education.**

# ONE MINNESOTA DEI OVERALL RATINGS

The lowest overall rating for the State of Minnesota, and its people as a whole, for how well we're living up to the One Minnesota promise, was given by the LGBTQ+ community with disabilities.

All things considered, using the scale below, how would you rate the state of Minnesota, and its people as a whole, in how well we are living up to the One Minnesota core values of diversity, equity, and inclusion for all Minnesotans?

Very Poor		Sub-par		Fair		Good		Excellent
1	2	3	4	5	6	7	8	9



# Appendix

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- **Respondent Profile**

Location in Minnesota

Location Type

Gender Identity

Nature of Disability



# SAMPLE SOURCES

**Finding self-advocates and advocates for people with developmental disabilities, and encouraging them to complete a survey, can be challenging. Leaders from the following organizations helped with this effort by sending a link to the online survey to their networks and constituents, and encouraging participation:**

- MN GCDD Partners in Policymaking graduates
- Somali Parents Autism Network
- Somali Community Resettlement Services
- Wingspan Life Resources
- Advocating Change Together
- Minnesota First Community Solutions
- Association of Residential Resources in Minnesota (ARRM)
- Latin@ online group (survey provided in Spanish)
- Senior Public Engagement Liaison, Office of Governor Tim Walz and Lieutenant Governor Peggy Flanagan
- QR code with link to the survey was displayed at the Minnesota Council on Disability's booth at the Twin Cities Pride Festival, in June 2023

We also had the opportunity to pilot test the survey questionnaire at a gathering of the Autism Society of Minnesota

Respondents making up the control samples of White and BIPOC Minnesotans WITHOUT disabilities were obtained from the SAGO company, a reputable commercial sample provider.

# RESPONDENT PROFILE – Location in Minnesota

Which region of the state do you currently live in? Q1



	White With Disability (n=187)	BIPOC With Disability (n=184)	White WITHOUT Disability (n=64)	BIPOC WITHOUT Disability (n=156)
Northeast	6%	7%	9%	6%
Northwest	3%	4%	2%	8%
Central	7%	10%	8%	10%
West Central	5%	5%	3%	4%
Metro	69%	70%	72%	60%
Southwest	1%	1%	2%	4%
Southeast	10%	4%	5%	7%
Average Household Income	\$69,573	\$57,515	\$90,042	\$58,289
Average Age	45	40	51	36

The BIPOC without disability sample was slightly less concentrated in the Twin Cities metro area, as compared to the other three sample groups.

The White without disability sample had the highest income and oldest respondents, on average.

The two BIPOC sample groups had the lowest income, on average.

# RESPONDENT PROFILE — Location Type

Location Type:	White With Disability (n=187)	BIPOC With Disability (n=184)	White WITHOUT Disability (n=64)	BIPOC WITHOUT Disability (n=156)
Minneapolis City	12%	26%	17%	19%
St. Paul City	11%	11%	3%	13%
Suburban	47%	33%	52%	27%
Small City	12%	11%	3%	15%
Small Town	11%	14%	6%	14%
Rural	8%	5%	19%	11%

**About half of the White respondents, with and without disabilities, live in Twin Cities suburban areas; as compared to, about a third BIPOC respondents.**

**People with disabilities are less likely to reside in rural areas.**

# RESPONDENT PROFILE — Gender Identity

What is your CURRENT GENDER? Q16

	White With Disability (n=187)	BIPOC With Disability (n=185)	White WITHOUT Disability (n=64)	BIPOC WITHOUT Disability (n=157)
Male	36%	37%	39%	36%
Female	55%	51%	58%	61%
Transgender	3%	4%	0%	0%
Other	4%	3%	0%	2%

The gender makeup of the four samples are very well matched.

GENDER IDENTITY: Which of the following best represents how you think of yourself? Q15

	White With Disability (n=187)	BIPOC With Disability (n=185)	White WITHOUT Disability (n=64)	BIPOC WITHOUT Disability (n=157)
Lesbian or Gay	2%	4%	3%	4%
Straight, that is not gay or lesbian	76%	74%	84%	85%
Bisexual	6%	6%	5%	6%
Two-Spirit	1%	2%	2%	1%
I use a different term	5%	3%	3%	2%
I don't know	5%	4%	0%	0%
I prefer not to answer	5%	7%	3%	2%

The two disability samples are fairly well matched on gender identity, with slightly higher representation of LGBTQ+ as compared to the samples without disabilities.

# RESPONDENT PROFILE — LGBTQ+ and Control Samples

**What is your CURRENT GENDER?** Q16

	LGBTQ+ With Disability (n=50)	NOT LGBTQ+ With Disability (n=236)	LGBTQ+ WITHOUT Disability (n=30)	NOT LGBTQ+ WITHOUT Disability (n=187)
Male	8%	40%	27%	40%
Female	56%	56%	63%	60%
Transgender	16%	1%	0%	0%
Other	18%	0%	10%	0%

The LGBTQ+ With Disability sample is more heterogeneous with respect to their gender definition than those without a disability.

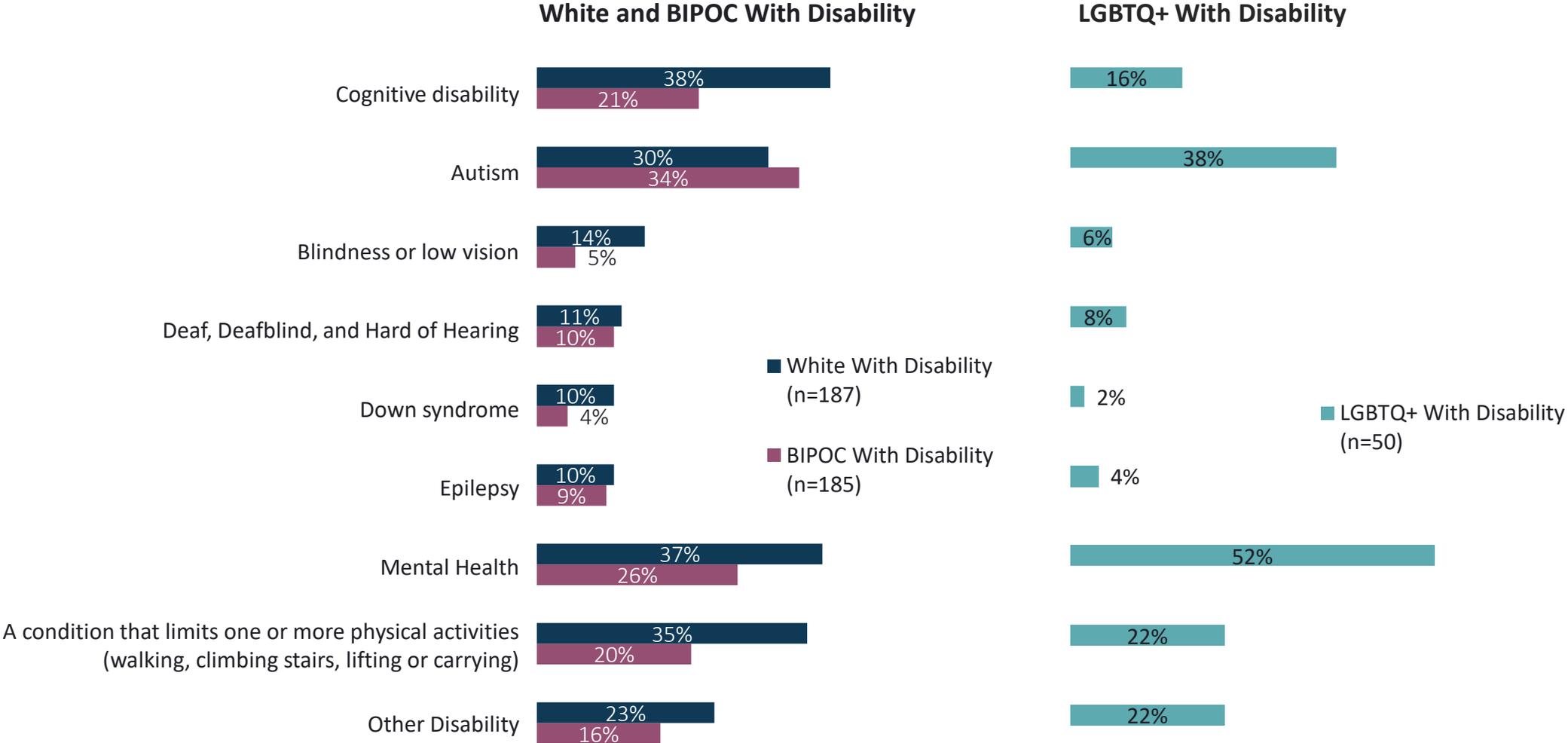
**GENDER IDENTITY: Which of the following best represents how you think of yourself?** Q15

	LGBTQ+ With Disability (n=50)	NOT LGBTQ+ With Disability (n=236)	LGBTQ+ WITHOUT Disability (n=30)	NOT LGBTQ+ WITHOUT Disability (n=187)
Lesbian or Gay	16%	0%	23%	1%
Straight, that is not gay or lesbian	14%	89%	20%	96%
Bisexual	34%	2%	33%	2%
Two-Spirit	8%	0%	3%	1%
I use a different term	22%	1%	17%	0%
I don't know	4%	4%	0%	0%
I prefer not to answer	2%	4%	3%	1%

The two LGBTQ+ samples are fairly well matched in terms of their gender identities.

# RESPONDENT PROFILE – Nature of Disability

The White respondents were more likely than the BIPOC respondents to have a cognitive disability, physical disability and or mental health issues.





## THANK YOU! From your MarketResponse Team:

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