

# INSTITUTIONAL COMMITMENT TO DIVERSITY SUPPLEMENTAL QUOTES

## FALL 2022 LGBTQ+ AND/OR BIPOC STUDENT PERCEPTIONS

Quotes are presented verbatim from participants to ensure authenticity in thoughts and ideas shared with the research team.

### RELATIONSHIPS

- I just think anybody that works on campus that isn't a student has a responsibility to uphold that sense of diversity and sense of community on campus as an example for the students to work off of. And when you see that these people, professors and administrators, don't necessarily feel that committed to it, I think that rubs off on the students. I think that there's a big responsibility for all faculty to help maintain that.
- I have no friends. I have acquaintances, I have my boyfriend, maybe two people, but I'm thinking about where I'm going to live next year. No idea. The only thing tying me to this campus is my degree at this current time.
- Professionally, I have found communities, but I also am biracial. So sometimes I'm too white for the multicultural groups, but I'm not white enough to be a part of the whiter groups. So that leaves me in a weird in between because I grew up the same way I was never, it's a weird identity.
- Create a more general understanding of why diversity is important and important to not just people who belong to minority set groups, but important and can advance everyone's experience and everyone's empathy and understanding.

### CAMPUS COMMUNICATION

- I think that maybe if the university is doing a lot of things in the background and it is committed to this diversity, it's just something they don't talk about enough. And I don't necessarily know the best way to convey the information to the student body, but I don't think that it currently reaches it very well.
- I guess I don't know specifically what the campus does, but just really promoting more diversity and inclusion on campus. I feel like it's just, are these boxes checked for what we need to do to promote diversity this month? Okay, perfect. Now we're done. And we can move on with everything else. I just feel like, I don't want it to feel like my sense of belonging on campus is a box that needs to be checked, but more so of a priority of this is what we want campus to feel like a space for all.
- I don't think the university does this, but it would look like them continually, maybe even every day, promote diverse messages. And I feel like sometimes it's just on a one and done case.
- I was just going to say, I feel like right now the administration on campus, it's a priority but it's not a passion. And I feel like that's what it needs to turn into is a passion for it because then it will feel genuine. And I feel like that's why it's not coming across genuine even though certain steps are trying to be taken to promote inclusion and things like that, but it's just not coming. It's not working because whoever's in charge of it is not passionate about.
- Most people we mentioned work in offices for diversity and inclusion, but we're not seeing that from a university standpoint. When I think of the chancellor I don't think of diversity. I think of empty. I think of empty emails. I think of someone who is just so separated from what's actually going on.

### INCLUSIVE TEACHING

- Through the years as I've figured out my gender and my sexuality, I have felt more of a disconnect between me and the community here. I can't tell you how many times a professor or peers, my pronouns and how I prefer to be addressed. I know people forget and it's a learning curve for a lot of people, but it's just like they don't care.
- And that in all the syllabuses there's parts about diversity and inclusion. And even if the professor does go through it, I don't know if anyone else agrees, but it feels like, "Oh, check. I talked about it, so now we don't have to talk about it.
- I feel like for an ideal campus, I would want professors who include different stories within their lessons. It feels like they're making an active effort to include other people's stories and make an effort to respect people's identities because you can tell when they are and aren't.
- Oh, more in like the LGBTQ realm. I don't know, encouraging professors to put their pronouns right out there, which is nice, but also I don't think it's required because I had a professor this semester who didn't do it. So I don't know, it made me feel kind of shitty, just because I was like, "I don't know where you stand. Do you respect me?"

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## SUPPLEMENTAL QUOTES

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#### ENVIRONMENT

- I see the support in Pride Center. I see the support there, but I don't see it from the university. I don't see it in the form of the student body, which I would love to see it accurately represented, rather than just numbers on a page of, like, number six or, like, four-and-a-half stars. I want to see that in person, not just on a website.
- I feel like there are very few places where I can be myself, I guess, fully, like OMSS or the Cove and the Pride Center and the little multicultural area and stuff. It's nice because you can just sit there and socialize or do homework or whatever you need to do in the comfort of knowing that you won't really be bothered by people.
- They definitely made the students feel like there was a lot of diversity, on the little pamphlets and stuff. I know they do it on purpose. But they picked out three BIPOC people, stuff them in there, and then you don't see them ever. I didn't know anything about La Crosse until I came here. And I did not realize what kind of community it was. I didn't notice how whitewashed everything was here. I feel like had I done a little more research I don't know if I would have come here
- And so one of the things that we talked about in there is that a lot of the desks in Wimberly specifically, are they're really hard for people with disabilities or any larger bodies.
- One thing I wished there was more of was gender neutral bathrooms

#### REPRESENTATION

- I think one important aspect of that would be to be able to see someone from a different background that you didn't know. Because the classes here are almost 90 to 100% white people and straight, able-bodied. I think something that would be something that would be in my ideal campus would be a plethora of people from all sorts of different backgrounds because I think it's important, even for me as a white person to be exposed to other people from different backgrounds.
- I really considered transferring because I just really did not feel connected to campus at all. And I felt like similar to what a lot of you all were talking about, people just looking the other way or just not really feeling campus was meant for me. It felt if you don't fit the cookie cutter or whatever is supposed to, what everyone else wants you to look like or be like, then it was like, oh you don't matter. Campus isn't really for you.
- Me personally, I'd like to see more professionals of color just so there's someone to relate to personally because the classes themselves can be great, but if the professor can't articulate something to you as well as another person can, namely someone that looks like you, I feel like it's a little bit hard to be respected on certain aspects.
- I feel pretty often on the first day of each semester I'll walk into my classes and I will be the only Black student, and I think that can often be a bit off putting. So if I were to think of diversity, I would think I can walk in and at least see one person that looks kind of like me.
- I've experienced stuff on campus that I don't want other students of color to go through, and I've heard a lot of stories as well. And I also have, I would say, a pretty unique lens just because I experience a lot of stuff in the STEM related field of being here on campus. So just making sure that doesn't happen to other students of color because I feel like I haven't talked about this before, but it's hard being a person of color in the STEM related field because it's almost like you're always looked down upon and not qualified.

## INSTITUTIONAL COMMITMENT TO DIVERSITY

A university's ongoing efforts to authentically steward transparent practices, policies, procedures, and places that embrace intersectional identities through quality connections, relationships, and community.