Dear Student Participant,

The New Narratives Committee would like to extend a sincere thanks to you for your involved participation in the recent Anteater World Café event on an extremely important topic – Campus Climate and how you can make a positive impact. We heard and recorded some very insightful feedback and comments. Below is a consolidated version of the feedback recorded from 8 scribes (from student groups) and 3 professional staff who were writing notes. Please review the comments and if there is anything missing let us know. If you have thought of additional feedback since the event, please let us know as well. In January we will share your feedback with a wide array of campus leadership, including but not limited to: Vice Chancellor of Student Affairs, OEOD, Office of Inclusive Excellence, ASUCI and AGS. We will also post the feedback document on New Narratives website attached to the Anteater Café: Campus Conversations: Student Voices event

New Narratives Committee meet twice a month on Tuesdays at 12 noon. If you are interested in joining us to plan equity diversity events, please contact Dr. Sumita Furlong at sfurlong@uci.edu

Thank you again for committing your time to provide valuable feedback.

Best Wishes,
New Narratives Committee, UCI
QUESTION 1: Describe the campus climate at UCI with regards to race, culture, historically marginalized identities*? (*race, gender, ability status, LGBTQ+, religion, etc.)

- Need for more interaction between international students and other groups.
- Marginalized groups are expected to educate people with privilege.
  - When it comes to inclusivity, there is no proactivity.Marginalized students, in the absence of a mandatory diversity/inclusivity training, are left with the responsibility of educating people with privilege.
- Opportunities are not diverse. Visibility of marginalized groups on campus is difficult, and oftentimes those groups are left without assistance on becoming visible.
  - Minority students should not be used for publicity.
  - University seems to only put effort into the objectives, initiatives, and ideas that they publicize.
  - There is no emphasis or real way to deal with racial issues and assaults.
  - University fails to bring light to negative issues that take place on the campus.
- Large number of Asian clubs makes it difficult to fit in if you don’t identify with a specific identity.
  - There is opportunity for empowerment at the institutional level.
  - Develop ways for these groups to interact with each other to foster an inclusive space.

QUESTION 2: What does UCI do well in this area? What improvement is needed?

- Resources on campus are available, however they are spread out and difficult to find.
  - FreshHub/Women’s Hub is located in Lot 5, separate from the rest of the campus despite being an agent for change in combatting one of the biggest issues in higher education – hunger and homelessness.
  - Student interaction with the “available” resources is limited based on the location of the resource.
  - Students are apathetic when it comes to utilizing resources.
  - Students who need these resources are left trying to find the resource they need on their own.
    - Visibility on resources and their services is important.
- Community development, outreach, and reaching out:
  - Spaces should be friendlier to organizations on campus trying to utilize them.
    - Cultural organizations are able to bring a community together, however, financial costs can be limiting for some, which in turn limits the types of communities that can be built.
• Provide a true space, not a passive one.
  o Students don’t know about the resources despite having faculty that are well-versed in them.
  o Spaces that we are providing our students with should be much more proactive at serving their purpose.
    ▪ University and its partners should reach out more.
    ▪ Invite different groups of people.
    ▪ Create resources that are reflective of student needs to assist students, not just to passively say that they are present.
  o Campus should work on inclusive groups and identities so that these on-campus organizations are not exclusive to other identities in the same space for opportunity.
• Campus climate should be inclusive of all students.
  o It seems that the focus is shifted in favor of student leaders, which excludes a large amount of students on our campus.
  o Understanding the terminology in publicizing can also be exclusive.
  o There needs to be better advertising when it comes to reaching out to students. Flyer is okay, but is it working? Is it attracting the populations that you are looking to reach? If not, why?

**QUESTION 3: (SOME ISSUES):** What are some of the campus issues around marginalized or historically oppressed identities*(race, gender, ability status, LGBTQ+, religion, etc.)*? Please share an example if you have experienced a difficult climate and tell us how it could have been handled differently.

• Appropriation of Black Culture on campus:
  o Small population of African American students.
    ▪ Creates a tight-knit community, but makes it difficult for these students to reach out to other groups.
  o Hip Hop classes aren’t taught by faculty that identify as Black.
  o Use of the “N-word” by individuals who do not identify as black.
  o Professor used the N-word despite not being Black. Students reached out to the professor who then justified their use and continued to use the term.
    ▪ Need to hold the institution accountable for the actions exhibited by students and staff because this is a result of a campus climate that is exclusive to certain narratives and lived experiences of members of faculty and the student population.
• Accessibility to on-campus resources and facilities.
  o Limited wheelchair access makes it difficult for some students to navigate campus, especially with the campus being on a hill.
• Diversity in faculty, faculty language:
  o Issues with they/them/their pronouns.
    ▪ Need for diversity training.
  o Only certain students care about the campus, others just want to graduate.
    Provide these students with a similar space to let their voices be heard.
  o Challenge students to be constructive and critical of their institution.

• Impacted counseling center:
  o Failure to follow up with students
  o As a center for the betterment of students’ mental health, the support seems to be lacking when facilities fail to follow up with students.

• Veteran services on campus:
  o Older generational groups are not given many opportunities to interact with other students, leaving them as this external entity on the same campus.

• History department is NOT inclusive of ALL INDIGENOUS studies and with our Native American students.

QUESTION 4: What can be done to improve campus climate?

• Usage of inclusive language
  o Change in language needs to start at the faculty level. Understanding the impact of using phrases like “you all” in place of “you guys” creates a much more inclusive and welcoming space for students.

• Need for better allocation of resources that is appropriate and effective in supporting the students’ needs.
  o Supporting groups based off of their needs. Provide these groups with a space to do so, and assist in their success.
  o Equitable policy that affect students and faculty. Understand the needs of the individuals that make up this campus so that the climate the institution is creating is reflective of those needs, rather than the needs of the majority.

• Challenge the majority of students who aren’t “student leaders” to be more engaged with their thoughts on the campus’ climate.
  o We want to hear their voices, so they should be able to share them.

• Ethics classes:
  o University should hold staff and administration accountable for the things they say (more training for them) that include diversity training.
  o Create more opportunities for students to engage in classes regarding race, ethnicity, etc. (Potentially creating a class that is reflective of the changing understanding of diversity and requiring students to take it at some point during 1st and 2nd year.

• Require module trainings over summer on inclusivity and diversity.
Create more opportunities for students to be engaged and learn about marginalized communities.

**QUESTION 5: Who is responsible for campus climate? One thing you can do/or currently do as a student leader to make a difference?**

- **Everyone:**
  - As members of this campus, the amount of responsibility that each individual has in creating the campus’ climate is equal.
  - Students, faculty, and administrators all play different roles and have different responsibilities on campus. However, their ability to impact climate is available so providing them with that space is important.
- Faculty and Administration need to hear from their students and invite them into spaces so that they can engage in a discussion of ideas, values, and potential initiatives.