CAMPUS CLIMATE ASSESSMENT

UNIVERSITY OF MISSOURI
MAY, 2002

Campus Diversity Climate Assessment

Institutions of higher education seek to create an environment characterized by equal access for all students, faculty and staff regardless of cultural differences, and where individuals are not just tolerated but valued. A welcoming and inclusive climate is grounded in respect, nurtured by dialogue and evidenced by a pattern of civil interaction. I believe that the first step in creating such an environment is to assess the current campus climate in order to identify issues and challenges and then to create ways for individuals, departments and the university to address them.

This report is an analysis of the data that was collected at the University of Missouri-Columbia, one of nineteen institutions of higher education participating in this project. I am grateful to the University community for your participation and support. In particular, I would like to thank Roger Worthington for his dedication and commitment to this project. I also would like to thank the Research Team members listed below for their work on the project:

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Laura Hacquard	Katherine Spencer
Racona Nichols	Charlotte McCloskey
Michael Loewy	Holly Gitlin
Noor Azizan-Gardner	Rachel Navarro
Pablo Mendoza	Stephanie Logan

Finally, I would like to thank the following institutional funding sources for providing the resources to make this project a reality:

I am hopeful that the results of this assessment will assist the University community in creating and maintaining an environment that respects individual needs, abilities, and potential. It is very important for all of us that a positive climate exists on our campuses, one that encourages attention to fairness and discourages expressions of injustice.

Respectfully,

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Executive Summary

➤ Study participation was solicited via email to a random sample of 3,000 UMC students, and to all faculty, staff, and administrators with email access. "Blue collar" staff received pencil-and-paper surveys at staff meetings. Surveys were submitted by 1,716 students, 462 faculty, and 808 staff, and 80 administrators.

➤ Members of underrepresented racial/ethnic groups were purposefully over-sampled; therefore, while these groups comprised only 11 percent of the University population, they made up 17 percent of the sample. Women were also over-sampled.

➤ The majority of respondents (over 75%) indicated that the overall campus climate was accepting of the seven of groups included in this study. Lower percentages were reported for "acceptance of": Chicanos/Hispanics/Latinos (66%), non-native English speakers (59%), American Indians/Native Alaskans (58%), lesbians (40%), gay men (37%), bisexual men/women (36%), and transgender persons (21%).

➤ Over 60 percent of the respondents had not heard students, faculty, staff, or administrators make insensitive or disparaging remarks about the various populations.

➤ Over 19 percent of the respondents indicated that they had experienced conduct that had interfered unreasonably with their ability to work or learn on campus (harassment). These experiences were primarily due to gender (61%) and race (23%).

➤ The harassment experienced was in the form of derogatory remarks (83%) and experienced more often by staff/administrators (23%), Middle Easterners (39%), bisexual people (42%) and women (23%).

➤ The respondents observed conduct on campus that created an offensive, hostile, or intimidating working or learning environment for people other than themselves mainly due to race (53%), gender (45%), sexual orientation (40%), ethnicity (39%), and religious beliefs (38%).

➤ Few respondents reported experiencing discriminatory hiring (less than 9%), firing (less than 1%), or promotion (less than 8%) based on any of the characteristics presented.

➤ Eighty-two percent of respondents have little or no contact with American Indians/ Alaskan Natives. Over 50 percent report little or no contact with Middle Easterners, Chicanos/Latinos/Hispanics, disabled persons, and/or openly gay, lesbian, bisexual, or transgender persons.

➤ Many respondents indicated that they would feel comfortable being a close friend with, sharing an office with, and being a roommate with individuals from the various demographic categories included in this study.

➤ The respondents indicate that the campus thoroughly addresses issues related to disability (66%), racism (56%), and religious beliefs (49%). They were less likely to agree that issues related to heterosexism (41%) or sexism (27%) were addressed.

➢ Few respondents (19%) thought that the campus' leadership visibly fosters diversity, and 20 percent believed the curriculum adequately represents the contributions of different groups of people.

➢ Thirteen percent considered the classroom climate welcoming for people from underrepresented groups and 11 percent felt the workplace climate was welcoming for employees from underrepresented groups.

➢ Over 70 percent of respondents indicated that they would challenge someone on derogatory comments in regards to race or ethnicity. Two-thirds would refuse to participate in comments or jokes about people from underrepresented groups.

➢ Over half of the respondents indicated that providing more sensitivity/awareness workshops would increase the University community's awareness of the issues concerning: LGBT, disabled, racial/ethnic minority, religious, and non-native English speaking people.

➢ Over half of the respondents felt that requiring all University students and staff to take at least one class that focuses on issues, research, and perspectives about various groups will improve the campus climate for most groups.

➢ Respondents felt that the climate would potentially improve with the offering of art, music, and cultural events that recognize distinctive cultures (71%), people with disabilities (60%), and LGBT people (44%).

➢ Fifty-six percent of the participants reported that if service that enhances the University's climate for diversity was included as a criterion for faculty and staff evaluation that the climate would improve.

Introduction

One of the primary missions of higher education institutions is unearthing and disseminating knowledge. Academic communities expend a great deal of effort fostering an environment where this mission is nurtured, with the understanding that institutional climate has a profound effect on the academic community's ability to excel in research and scholarship (Bauer, 1998, Boyer, 1990; Peterson, 1990; Rankin, 1994, 1998; Tierney & Dilley, 1996). Recent investigations suggest that the climate on college campuses, not only effects the creation of knowledge, but also has a significant impact on members of the academic community who, in turn, contribute to the creation of the campus environment (Bauer, 1998, Kuh & Whitt, 1988; Peterson, 1990; Rankin, 1994, 1998, 1999; Tierney, 1990). Therefore, preserving a climate that offers equal learning opportunities for all students and academic freedom for all faculty - an environment free from discrimination - should be one of the primary responsibilities of educational institutions. Yet, the climate on many college campuses is not equally supportive of all of its members.

In response, the University of Missouri-Columbia participated in an investigation to examine the climate on campus. The internal assessment will help to lay the groundwork for future initiatives[1]. This report is organized to correspond with the survey questions (see Appendix A) with the exception of *Part 3 (Background Information)*, which is presented in the *Description of the Sample*.

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[1] This report reflects only the data collected in Phase I of a 5-phase study at the University of Missouri. Additional reports will be created and distributed by the Research Team.

Procedures

Emails soliciting study participation were sent to a random sample of 3000 UMC students; all faculty and staff (with access to email) received an email requesting participation. Targeted groups, such as racial/ethnic minorities, lesbian, gay, bisexual, and transgender (LGBT) individuals and persons with disabilities were also sent an email participation request. All emails included a URL to a web-based version of the Campus Climate Study. The web address was only available to those who received the email requests. Paper and pencil surveys were distributed at various locations across campus with lock-boxes for participants to also deposit completed surveys (e.g., Black Culture Center, Women's Center, LGBT Resource Center, International Center, Office of Multicultural Affairs, Disability Services, University Bookstore, Center for Multicultural Research, Training and Consultation, and the Student Success Center). Additionally, blue-collar staff were approached in staff meetings to request participation, and paper-and-pencil surveys were distributed to these staff. One-thousand three hundred ninety-seven (1397) undergraduate students, 92 professional students, 257 graduate students, 462 faculty, 808 staff, and 80 administrators submitted surveys. Paper-and-pencil surveys were machine scanned. Confidentiality of individual respondents was insured by the anonymous nature of the survey.

Description of the Sample

The majority of respondents were Caucasian (83%) (Table 1), U.S. born citizens (92%) (Table 2), heterosexual (96%) (Table 3), female (62%) (Table 4), and 22 and under (44%) (Table 5). Forty-five percent of the respondents were undergraduate students, 11 percent were graduate/professional students, 15 percent were faculty, 26 percent were staff and three percent were administrators (Table 6). Ninety-seven percent of the respondents indicated that they were full-time students or employee (Table 7) and three percent (n = 76) reported the presence of a disability (Table 8). Of the students who responded to the survey, 26 percent were members of Greek letter organizations (Table 9) and 44 percent lived in the residence halls (Table 10). Chi-square analysis results

indicate that the sample is representative of the population with respect to all of the characteristics except for the following:

- Members of underrepresented racial/ethnic groups were purposefully over-sampled; therefore, while these groups comprised only 11 percent of the University population, they made up 17 percent of the sample. Women were also over-sampled.

- Faculty were slightly over-sampled and graduate students were somewhat under-sampled.

The sample and population figures, as well as the chi-square analyses are presented in the table below.

Demographics of Population and Sample

Characteristic	Subgroup	Population %	Population (n)	Sample %	Sample (n)
Gender[a]	Male	45.9%	17630	37.4%	1159
	Female	54.1%	20469	62.1%	1925
Race/Ethnicity[b]	African American /Black	5.7%	2163	8.3% [1]	256
	Asian/Pacific Islander	3.2%	1192	5.8%	180
	Middle Easterner			.6%	19
	American Indian/Alaskan Native	0.5 %	201	2.0%	61
	Chicano/Latino/Hispanic	1.4%	537	3.4%	105
	White/Caucasian	89.2%	33672	83.2%	2580
	Other				
Citizenship[c]	US Citizen	93.9%	35483	94.8%	2940
	Immigrant	1.7%	643	1.2%	36
	International	4.4%	1678	3.7%	116
Position[d]	Undergraduate Student	48.7%	18431	45.1%	1397
	Professional Student			3.0%	92
	Graduate Student	13.8%	5235	8.3%	257
	Staff/Administration	29.0%	10935	28.7%	888
	Faculty	8.5%	3228	14.9%	462

[1] Percentages do not sum to 100 because respondents were instructed to indicate all categories that apply.
[a] $X^2 = (1, N = 41183) = 86.91, p = .0001$
[b] $X^2 = (4, N = 40947) = 257.05, p = .0001$
[c] $X^2 = (2, N = 40896 = 8.49, p = .0144$
[d] $X^2 = (3, N = 40833) = 205.34, p = .0001$

Experiences with Diversity

Over 60 percent of the respondents reported that they seldom heard a student make insensitive or disparaging remarks about the many of the various populations listed (Table 11). Response trends were similar when referring to rarely having heard staff, faculty, administrators, or teaching assistants make insensitive or disparaging remarks (Tables 12, 13, 14, and 15) – upwards of 85 percent rarely heard individuals from any of the employment categories make derogatory comments. Among students, there was a higher incidence of having frequently heard insensitive or disparaging remarks about gay, lesbian, bisexual, or transgender people (19%), women (15%), and ethnic minorities (15%) than for the other groups listed.

Experiences with Harassment

Nineteen percent of the respondents (n = 596) indicated that they had experienced conduct that had interfered unreasonably with their ability to work or learn on campus (Table 16). Of those participants that responded positively, 61 percent (n = 363) indicated that the harassment was due to gender and 23 percent (n = 135) identified race as the motivating factor. The remaining respondents suggested that the conduct was based on age (21%), religious beliefs (13%), and ethnicity (13%) (Table 17).

Further analysis examined the positive responses (participants who indicated that they had personally experienced harassment) by demographic categories. In regard to position, the analyses indicate that staff/administrators (23%) and professional students (21%) experienced the greatest amount of harassment. Based on race/ethnicity, a higher percentage of Middle Easterners (39%, n = 7) reported experiencing harassment than did individuals from the other categories. Approximately one-third of African Americans, American Indians/Native Alaskans, and Chicanos/Hispanics/Latinos experienced harassment on the UMC campus during the past year. Among the responses by individuals of various sexual identities, a higher percentage of bisexual persons (42%) experienced harassment than did lesbians (33%), gay men (33%), or heterosexual persons (19%).

Relationship Between Experienced Harassment and Position

Experienced Harassment	Position											
	Undergraduate Student		Professional Student		Graduate Student		Staff		Administrator		Faculty	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Yes	17.3	(240)	20.7	(19)	18.6	(47)	23.1	(185)	22.8	(18)	18.8	(86)
No	82.7	(1148)	79.3	(73)	81.4	(206)	76.9	(617)	77.2	(61)	81.2	(371)

Relationship Between Experienced Harassment and Race/Ethnicity

Experienced Harassment	Race/Ethnicity											
	African American or Black		Asian or Pacific Islander		Middle Easterner		American Indian or Alaskan Native		Chicano or Latino or Hispanic		White or Caucasian	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Yes	30.7	(77)	23.6	(42)	38.9	(7)	33.3	(20)	32.4	(34)	17.5	(449)
No	69.3	(174)	76.4	(136)	61.1	(11)	66.7	(40)	67.6	(71)	82.5	(2115)

Relationship Between Experienced Harassment and Sexual Identity

Experienced Harassment	Sexual Identity									
	Bisexual		Gay		Lesbian		Heterosexual		Uncertain	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Yes	42.1	(16)	33.3	(6)	33.3	(8)	18.8	(557)	26.9	(7)
No	57.9	(22)	66.7	(12)	66.7	(16)	81.2	(2403)	73.1	(19)

Relationship Between Experienced Harassment and Gender

Experienced Harassment	Gender			
	Female		Male	
	%	(n)	%	(n)
Yes	22.5	(429)	14.2	(164)
No	77.5	(1477)	85.8	(989)

Derogatory remarks were reported as the most common form of harassment (83%). Other forms acknowledged by respondents included written comments (17%) and "other" (23%). Eighteen respondents (3%) indicated that they had suffered an actual physical assault or injury (Table 18).

The location where the conduct occurred was divided among the venues listed (Table 19). Forty-four percent of the respondents experienced harassment while working at a University job. Others experienced harassment in a campus office (26%), in a public space on campus (23%), while walking on campus (21%), and in a classroom (20%). Almost half of the respondents identified students as the source of the harassment, while 30 and 26 percent, respectively, identified that faculty and staff as the sources (Table 20).

Observation of Harassment

Thirty-six percent of the participants indicated that they had observed conduct on campus that created an offensive, hostile, or intimidating working or learning environment (Table 21). The majority of experiences were primarily due to race (53%), gender (45%), sexual orientation (40%), ethnicity (39%), and religious beliefs (38%) (Table 22). Further analyses comparing the relationship between observed harassment and position revealed that nearly 40 percent of each of the student/employee categories had observed harassment. In regard to race/ethnicity, the largest percentages of observations were by Middle Easterners (63%), and African Americans/Blacks (54%). Among the respondents of various sexual identities, a higher percentage of observed harassment was reported by lesbians (57%), gay men (59%), and bisexual persons (63%), than by heterosexual persons (37%).

Relationship Between Observed Harassment and Position

Observed Harassment	Position											
	Undergraduate Student		Professional Student		Graduate Student		Staff		Administrator		Faculty	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Yes	35.4	(480)	41.3	(38)	35.5	(88)	40.5	(322)	40.8	(29)	37.6	(167)
No	64.6	(877)	58.7	(54)	64.5	(160)	59.5	(473)	59.2	(42)	62.4	(277)

Relationship Between Observed Harassment and Race/Ethnicity

Observed Harassment	Race/Ethnicity											
	African American or Black		Asian or Pacific Islander		Middle Easterner		American Indian or Alaskan Native		Chicano or Latino or Hispanic		White or Caucasion	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Yes	54.0	(134)	46.0	(81)	62.5	(10)	46.4	(26)	40.0	(40)	35.3	(886)
No	46.0	(114)	54.0	(95)	37.5	(6)	53.6	(30)	60.0	(60)	64.7	(1621)

Relationship Between Observed Harassment and Sexual Identity

Observed Harassment	Sexual Identity									
	Bisexual		Gay		Lesbian		Heterosexual		Uncertain	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Yes	63.2	(24)	58.8	(10)	56.5	(13)	36.7	(1063)	48.0	(12)
No	36.8	(14)	41.2	(7)	43.5	(10)	63.3	(1837)	52.0	(13)

Relationship Between Observed Harassment and Gender

Experienced Harassment	Gender			
	Female		Male	
	%	(n)	%	(n)
Yes	39.4	(736)	34.3	(386)
No	60.6	(1132)	65.7	(741)

Table 23 illustrates that the observed harassment was observed most often in the form of verbal comments (85%), written comments (24%), and graffiti (17%). Fifty respondents

(4%) witnessed an actual physical assault or injury. The observations occurred most often in a public space on campus (44%) or in a classroom (25%) (Table 24). Fifty-seven percent of the respondents indicated that students/student groups were the source of the conduct. Respondents also identified sources as faculty (23%), staff members (22%), and administrators (14%) (Table 25).

Sixty-four percent (n = 1986) of the respondents are employed by the University (Table 26). Tables 27 through Table 30 provide information on respondents' experiences with regard to discriminatory employment practices. Few respondents reported experiencing discriminatory hiring (less than 9%) (Table 27), firing (less than 1%) (Table 28), or promotion (less than 8%) (Table 29) based on any of the demographic characteristics presented. Of those respondents who experienced discrimination in hiring or promotion, most said the bias was based on gender. Just over half of the respondents indicated that the people in the offices they frequent are accepting of members from each of the various groups (Table 30).

Attitudes and Actions Relative to Diversity Issues

Table 31 indicates that over 82 percent of respondents have little or no contact with American Indians/ Alaskan Natives. Approximately half report little or no contact with Middle Easterners, Chicanos/Latinos/ Hispanics, disabled persons, and/or openly LGBT persons. The majority of respondents reported that they would feel comfortable being a close friend with, sharing an office with, and being a roommate with individuals from the various demographic categories included in the study. The percentage of respondents agreeing was lower when asked about being a roommate with a transgender man or woman (32% would be a roommate) or with a person with HIV or AIDS (48%), an openly lesbian or bisexual woman (49%), or openly gay or bisexual man (49%) (Table 32). When the sample was analyzed by position (e.g., student with roommate and staff/faculty with office partner), the results were similar.

Respondents were also queried regarding their attitudes about the campus. The respondents suggest that the campus thoroughly addresses issues related to disability (66%), racism (56%), and religious beliefs (49%). They were less likely to agree that issues related to heterosexism (41%) or sexism (27%) were addressed. In regard to ageism, 44 percent of the respondents indicated that they were unsure of how the campus responded (Table 33).

Nineteen percent of the respondents (n=589) believed that the campus' leadership visibly fosters diversity. Similarly, only 20 percent thought the curriculum adequately represents the contributions of different groups of people (Table 34). Thirteen percent thought the classroom climate was welcoming for people from underrepresented groups and 11 percent believed the workplace climate was welcoming for employees from underrepresented groups (Table 34).

Table 35 provides information on the likelihood of respondents engaging in certain behaviors. Over 70 percent of respondents indicated that they would challenge someone making derogatory comments in regard to race or ethnicity; 59 percent would challenge remarks based on sexual orientation. Three-quarters of the respondents would disapprove of offensive graffiti targeted at underrepresented groups. Two-thirds of the respondents would refuse to participate in comments or jokes about people from underrepresented groups. Twenty-three percent of respondents acknowledged being likely to disapprove of a public display of affection by a heterosexual couple, while 44 percent were likely to disapprove of a public display of affection by a gay or lesbian couple.

The majority of respondents (over 75%) indicated that the overall campus climate was accepting of seven of the groups listed. Lower percentages were reported for "acceptance of" Chicanos/Hispanics/Latinos (66%), non-native English speakers (59%), American Indians/Native Alaskans (58%), lesbians (40%), gay men (37%), bisexual men/women (36%), and transgender persons (21%) (Table 36). These responses correlated (r =.072 to .540) with the responses from question 4.8, which asked respondents to rate the overall

campus climate for the various groups listed (Table 37). Selected correlation coefficients are provided in the following table.

Correlations Between Ratings of Campus Acceptance and Campus Climate for Selected Groups

Campus Acceptance of:	Campus Climate Characteristics		
	Non-Racist	Non-Homophobic	Non-Sexist
African Americans/Blacks	.505[1]		
Gay Men		.540[1]	
Lesbians		.525[1]	
Bisexual Men or Women		.506[1]	
Men			.072[1]
Women			.405[1]

[1]$p = .01$

Methods of Improving Campus Climate

Most respondents felt that providing more awareness/sensitivity workshops would result in no change in the University community's awareness of the needs of women (49%), older/younger persons (53%), and men (69%). Over half of the respondents believed providing more awareness and/or sensitivity workshops would improve understanding of the concerns of LGBT persons, racial minorities, ethnic minorities, persons with disabilities and different religious backgrounds, and non-native English speakers.

Table 39 and Table 40 reveal over half of the respondents felt that requiring all University students and staff to take at least one class that focuses on issues, research, and perspectives about racial/ethnic minorities, LGBT persons, disabled people, non-native English speakers, and religious beliefs would improve the campus climate for these groups.

Respondents felt that the climate also would improve with the offering of art, music, and cultural events that recognize distinctive cultures (71%), people with disabilities (60%), and LGBT people (44%) (Table 41). When asked if service that enhances the

University's climate for diversity should be included as a criterion for faculty and staff evaluation, 56 percent reported that the climate would improve and 31 percent felt that there would be no change.

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Appendix A

Survey Instrument

Assessment of Campus Climate
for
Underrepresented Groups

Rationale: You have been selected to participate in a survey of students, faculty, and staff regarding the climate on your campus for underrepresented groups. This survey is voluntary and your responses will be kept confidential. Individuals will not be identified, and only group data will be reported.

Directions: Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. You may decline to answer specific questions. **Your answers will be scored by machine, so please use a NUMBER 2 PENCIL.**

Questions concerning this project should be directed to:

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Part 1. Campus experiences with diversity

Within the past year, have you.....

1 Heard a student make insensitive or disparaging remarks about ...

	Never	1–2 times	3–5 times	6–9 times	10 or more times
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgender persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

1-2 Heard a staff member make insensitive or disparaging remarks about.....

	Never	1–2 times	3–5 times	6–9 times	10 or more times
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgender persons	①	②	③	④	⑤
sons with disabilities	①	②	③	④	⑤
on-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

1-3 Heard a faculty member make insensitive or disparaging remarks about ...

	Never	1–2 times	3–5 times	6–9 times	10 or more times
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgender persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

1-4 Heard a teaching assistant make insensitive or disparaging remarks about ...

	Never	1–2 times	3–5 times	6–9 times	10 or more times
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgender persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

1–5 Heard an administrator make insensitive or disparaging remarks about . . .

	Never	1–2 times	3–5 times	6–9 times	10 or more times
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgender persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

1–6 Have you personally experienced harassment (any conduct that has interfered unreasonably with your ability to work or learn) on this campus?

○ Yes
○ No (if no, skip to question 1-7)

1–6a Do you feel that this conduct was due to. . .
(Mark all that apply)

○ your race   ○ your disability
○ your gender   ○ your religious beliefs
○ your sexual orientation   ○ your ethnicity
○ your age   ○ other

1–6b In what form was this conduct?
(Mark all that apply)

○ derogatory remarks   ○ threats of physical violence
○ written comments
○ anonymous phone calls   ○ actual physical assault or injury
○ unsolicited e-mails
○ graffiti   ○ other

1–6c Where did this conduct occur?
(Mark all that apply)

○ in a class   ○ while working at a College/University job
○ in a residence hall
○ in a campus office   ○ while walking on campus
○ in a public space on campus (e.g. student union)   ○ campus event

1–6d Who was the source of this conduct?
(Mark all that apply)

○ student   ○ administrator
○ faculty   ○ staff member
○ teaching assistant   ○ campus police
○ resident assistant   ○ don't know

1–7 Have you observed any conduct on this campus that you feel has created an offensive, hostile, intimidating working or learning environment?

○ Yes   ○ No (if no, skip to question 1-8)

1–7a Do you feel that this conduct created an offensive, hostile, or intimidating working or learning environment for persons of different. . .
(Mark all that apply)

○ races   ○ abilities
○ genders   ○ religious beliefs
○ sexual orientations   ○ ethnicities
○ ages   ○ other

1–7b In what form was this conduct?
(Mark all that apply)

○ derogatory remarks   ○ threats of physical violence
○ written comments
○ publications on campus   ○ actual physical assault or injury
○ unsolicited e-mails
○ graffiti   ○ other

1–7c Where did this conduct occur?

○ in a classroom   ○ in a campus office
○ in a residence hall   ○ campus event
○ in a public space on campus (e.g. student union)

1–7d Who was the source of this conduct?
(Mark all that apply)

○ student/student group   ○ administrator
○ faculty member   ○ staff member
○ teaching assistant   ○ campus police
○ resident assistant   ○ don't know

1–8 Are you employed by the College/University?

○ Yes   ○ No (if no, skip to Part 2)

While employed, did you encounter any of the following?
(Mark one for each line)

1–9 I experienced discriminatory hiring based on. . .
Note: **Discriminatory** refers to a prejudicial bias

	Yes	No		Yes	No
Gender	○	○	Religious background	○	○
Race	○	○	Non-English speaking status	○	○
Sexual orientation	○	○	Age differences	○	○
Disability	○	○	Ethnicity	○	○

1–10 I experienced discriminatory firing based on. . .

	Yes	No		Yes	No
Gender	○	○	Religious background	○	○
Race	○	○	Non-English speaking status	○	○
Sexual orientation	○	○	Age differences	○	○
Disability	○	○	Ethnicity	○	○

1-11 I experienced discriminatory promotion based on...

	Yes	No		Yes	No
Gender	○	○	Religious background	○	○
Race	○	○	Non-English speaking status	○	○
Sexual orientation	○	○	Age differences	○	○
Disability	○	○	Ethnicity	○	○

1-12 The people in the offices I frequent are accepting of persons of different...

	Yes	No		Yes	No
Gender	○	○	Religious background	○	○
Race	○	○	Non-English speaking status	○	○
Sexual orientation	○	○	Age differences	○	○
Disability	○	○	Ethnicity	○	○

Part 2. Attitudes and actions relative to diversity issues

2-1 Generally speaking, how much contact would you say you have with persons of the following backgrounds?

	None	Slight	Some	Freq.	Very Freq.
African Americans/Blacks	①	②	③	④	⑤
American Indians/Alaskan Natives	①	②	③	④	⑤
Asians/Pacific Islanders	①	②	③	④	⑤
Chicanos/Latinos/Hispanics	①	②	③	④	⑤
Middle Eastern	①	②	③	④	⑤
Whites/Caucasians	①	②	③	④	⑤
Openly gay, lesbian, bisexual, or transgendered persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons with religious backgrounds other than your own	①	②	③	④	⑤

2-2 Would you be comfortable being close friends, roommates, or office partners with a person who is ...
(please mark one response for each category)

	Close Friend		Roommate		Share Office	
	Yes	No	Yes	No	Yes	No
African American/Black	○	○	○	○	○	○
American Indian/Alaskan Native	○	○	○	○	○	○
Asian/Pacific Islander	○	○	○	○	○	○
Chicano/Latino/Hispanic	○	○	○	○	○	○
Middle Eastern	○	○	○	○	○	○
White/Caucasian	○	○	○	○	○	○
Non-native English speaking	○	○	○	○	○	○
heterosexual woman	○	○	○	○	○	○
heterosexual man	○	○	○	○	○	○
openly lesbian or bisexual woman	○	○	○	○	○	○
openly gay or bisexual man	○	○	○	○	○	○
transgender man or woman	○	○	○	○	○	○
person with disability	○	○	○	○	○	○
person with religious beliefs different than your own	○	○	○	○	○	○
person with HIV or AIDS	○	○	○	○	○	○

Please indicate your agreement or disagreement with the following statements.

2-3 The College/University thoroughly addresses campus issues related to ...

	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
race or racism	①	②	③	④	⑤
gender or sexism	①	②	③	④	⑤
sexual orientation or heterosexism/ homophobia	①	②	③	④	⑤
age or ageism	①	②	③	④	⑤
disabilities	①	②	③	④	⑤
religious beliefs or religious harassment	①	②	③	④	⑤

2-4 The College/University has visible leadership from the administration who foster diversity on campus.

Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
①	②	③	④	⑤

2-5 The curriculum adequately represents the contributions of people from underrepresented groups.

Note: **Underrepresented groups** refer to women, people of color, people with disabilities, lesbian, gay, bisexual or transgender people, non-Christian people, non-native English speaking people.

Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
①	②	③	④	⑤

2-6 The classroom climate is welcoming for students from underrepresented groups.

Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
①	②	③	④	⑤

2-7 The workplace climate is welcoming for employees from underrepresented groups.

Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
①	②	③	④	⑤

How likely are you, as an individual, to...

2-8 Challenge others on racially derogatory comments.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-9 Challenge others on ethnically derogatory comments.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-10 Challenge others on derogatory comments regarding sexual orientation/gender identity.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-11 Feel disapproval for a display of public affection (e.g. kiss) by a heterosexual couple.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-12 Feel disapproval for a display of public affection (e.g. kiss) by a gay or lesbian couple.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-13 Refuse to participate in comments or jokes that are derogatory toward persons in underrepresented groups.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-14 Voice disapproval at offensive graffiti directed at persons from underrepresented groups.

Very Unlikely	Somewhat Unlikely	Uncertain	Somewhat Likely	Very Likely
①	②	③	④	⑤

2-15 How would you rate the overall campus climate for diversity in regards to the following groups:

	Very Accepting	Accepting	Uncertain	Not Accepting	Not at all Accepting
Men	①	②	③	④	⑤
Women	①	②	③	④	⑤
African Americans/Blacks	①	②	③	④	⑤
American Indians/Alaskan Natives	①	②	③	④	⑤
Asians/Pacific Islanders	①	②	③	④	⑤
Chicanos/Latinos/Hispanics	①	②	③	④	⑤
Whites/Caucasians	①	②	③	④	⑤
Gay Men	①	②	③	④	⑤
Lesbians	①	②	③	④	⑤
Bisexual Men or Women	①	②	③	④	⑤
Transgender Persons	①	②	③	④	⑤
Persons with Disabilities	①	②	③	④	⑤
Persons with religious backgrounds different from your own	①	②	③	④	⑤
Persons of ages different than your own	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤

Part 3. Background information

3-1 What is your gender?
- ○ female
- ○ male
- ○ transgender

3-2 What is your sexual identity?
- ○ bisexual
- ○ gay
- ○ lesbian
- ○ heterosexual
- ○ uncertain

3-3 What is your age?
- ○ 22 or under
- ○ 23–32
- ○ 33–42
- ○ 43–52
- ○ 53 and over

3-4 What is your position?
- ○ undergraduate student
- ○ professional student (e.g. law, medicine)
- ○ graduate student
- ○ staff
- ○ administrator
- ○ faculty

3-5 Are you full-time or part-time?
- ○ full-time
- ○ part-time

3-6 Do you have a disability that substantially limits a major life activity (such as seeing, hearing, learning, walking)?
- ○ Yes
- ○ No

3-7 With what racial/ethnic group do you identify? (If you are of a multi-racial/multi-ethnic background, mark all that apply.)
- ○ African American/Black
- ○ Asian/Pacific Islander
- ○ Middle Eastern
- ○ American Indian/Alaskan Native
- ○ Chicano/Latino/Hispanic
- ○ White/Caucasian

3-8 What is your citizenship status?
- ○ US citizen - born in the United States
- ○ US citizen - naturalized
- ○ permanent resident (immigrant)
- ○ international (F-1 or J-1 visa)

3-9 To whom are you most attracted?
- ○ women
- ○ men
- ○ both men and women

3-10 If you are a student, where do you live?
- ○ residence hall
- ○ other campus housing (e.g. co-op)
- ○ off campus
- ○ family student housing
- ○ fraternity or sorority house

3-11 If you are a student, are you a member of a Greek letter organization?
- ○ Yes
- ○ No

In your opinion, how would each of the following affect the climate for underrepresented groups on your campus?

Note: Climate refers to the current perceptions and attitudes of faculty, staff and students.

4-1 Provide more awareness/sensitivity workshops/programs to help members of the campus community become more aware of the concerns of ...

	Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgendered persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

4-2 Require all students to take at least one class that focuses on issues, research, and perspectives on ...

	Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgendered persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

4-3 Require all staff to take at least one class that focuses on issues, research, and perspectives on...

	Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
Women	①	②	③	④	⑤
Men	①	②	③	④	⑤
Racial minorities	①	②	③	④	⑤
Ethnic minorities	①	②	③	④	⑤
Gay, lesbian, bisexual, transgendered persons	①	②	③	④	⑤
Persons with disabilities	①	②	③	④	⑤
Non-native English speakers	①	②	③	④	⑤
Persons of particular religious backgrounds	①	②	③	④	⑤
Older or younger persons	①	②	③	④	⑤

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4-4 Provide more art, music, and cultural events that recognize distinctive cultures.

Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
①	②	③	④	⑤

4-5 Provide more art, music and cultural events that recognize lesbian, gay, bisexual, and/or transgender persons.

Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
①	②	③	④	⑤

4-6 Provide more art, music and cultural events that recognize persons with disabilities.

Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
①	②	③	④	⑤

4-7 Include services that enhance the campus climate for diversity as one of the criteria for faculty/staff evaluation.

Worsen Considerably	Worsen Slightly	No Change	Improve Slightly	Improve Considerably
①	②	③	④	⑤

4-8 Please rate the campus climate in general using the following scale:

Friendly	①	②	③	④	⑤	Hostile
Communicative	①	②	③	④	⑤	Reserved
Concerned	①	②	③	④	⑤	Indifferent
Respectful	①	②	③	④	⑤	Disrespectful
Cooperative	①	②	③	④	⑤	Uncooperative
Competitive	①	②	③	④	⑤	Noncompetitive
Improving	①	②	③	④	⑤	Worsening
Accessible to Persons with Disabilties	①	②	③	④	⑤	Inaccessible to Persons with Disabilities
Non-racist	①	②	③	④	⑤	Racist
Non-sexist	①	②	③	④	⑤	Sexist
Non-homophobic	①	②	③	④	⑤	Homophobic

5-1 This survey has raised a large number of issues. If you would like to offer your own suggestions on how the campus may move forward to improve the campus climate, please use the space below or write your comments on an additional sheet of paper. Thank you.

Appendix B

Data Tables[1]

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[1]Questions are restated and the number of the question on the survey is repeated after the question in parentheses.

University of Missouri Data Tables

Table 1
With what racial/ethnic group do you identify? (3-7)

Race/ethnic identification	%	(n)
African American/Black	8.3	(256)
Asian/Pacific Islander	5.8	(180)
Middle Eastern	.6	(19)
American Indian/Alaskan Native	2.0	(61)
Chicano/Latino/Hispanic	3.4	(105)
White/Caucasian	83.2	(2580)

Table 2
What is your citizenship status? (3-8)

Citizenship status	%	(n)
U.S. citizen—born in the United States	92.2	(2859)
U.S. citizen—naturalized	2.6	(81)
Permanent resident (immigrant)	1.2	(36)
International (F-1 or J-1 visa)	3.7	(116)

Table 3
What is your sexual identity? (3-2)

Sexual Identity	%	(n)
Bisexual	1.2	(38)
Gay	.6	(18)
Lesbian	.8	(24)
Heterosexual	96.3	(2984)
uncertain	.9	(27)

Table 4
What is your gender? (3-1)

Gender	%	(n)
Female	62.1	(1925)
Male	37.4	(1159)
Transgender	.3	(8)

Table 5
What is your age? (3-3)

Age	%	(n)
22 or under	44.2	(1369)
23 to 32	19.8	(614)
33 to 42	14.5	(448)
43 to 52	14.6	(453)
53 or over	6.7	(209)

Table 6
What is your position? (3-4)

Position	%	(n)
Undergraduate student	45.1	(1397)
Professional student	3.0	(92)
Graduate student	8.3	(257)
Staff	26.1	(808)
Administrator	2.6	(80)
Faculty	14.9	(462)

Table 7
Are you full-time or part-time? (3-5)

Status	%	(n)
Full-time	96.8	(3002)
Part-time	2.7	(84)

Table 8
Do you have a disability that substantially limits a major life activity such as seeing, hearing, learning, and/or walking? (3-6)

Disability	%	(n)
Yes	2.5	(76)
No	96.9	(3005)

Table 9
If you are a student, are you a member of a Greek letter organization? (3-11)

Greek	%	(n)
Yes	26.1	(364)

Table 10
If you are a student, where do you live? (3-10)

Residence	%	(n)
Residence hall	43.9	(766)
Other campus housing	1.2	(21)
Off campus	52.1	(910)
Family student housing	1.8	(31)
Fraternity/Sorority house	4.8	(84)

Table 11
Within the past year, how often have you experienced the following?
Heard a student make insensitive or disparaging remarks about...(1-1)

Percent (number) reporting

Group	Never % (n)	1 – 2 times % (n)	3 – 5 times % (n)	6 – 9 times % (n)	10 or more times % (n)
Women	32.7 (1014)	26.4 (818)	17.2 (532)	7.1 (219)	15.3 (474)
Men	39.8 (1235)	24.7 (766)	15.9 (492)	5.9 (183)	11.8 (366)
Racial minorities	34.4 (1065)	25.1 (779)	17.1 (531)	8.9 (277)	12.8 (397)
Ethnic minorities	32.9 (1021)	25.2 (780)	16.8 (521)	8.8 (272)	14.6 (454)
Gay, lesbian, bisexual, transgender people	32.4 (1003)	20.3 (629)	16.9 (525)	10.2 (315)	18.7 (581)
Persons with disabilities	61.1 (1894)	22.0 (682)	8.5 (264)	3.1 (95)	3.6 (113)
Non-native English speakers	32.8 (1016)	25.7 (797)	18.4 (570)	9.9 (308)	11.7 (362)
Persons of particular religious backgrounds	42.6 (1322)	26.5 (821)	13.8 (429)	6.5 (201)	9.1 (281)
Older or younger persons	55.3 (1713)	23.9 (742)	10.2 (317)	3.4 (106)	5.4 (167)

Table 12
Within the past year, how often have you experienced the following?
Heard a staff member make insensitive or disparaging remarks about...(1-2)

Percent (number) reporting

Group	Never % (n)	1 – 2 times % (n)	3 – 5 times % (n)	6 – 9 times % (n)	10 or more times % (n)
Women	63.2 (1958)	22.8 (706)	8.2 (255)	2.4 (74)	2.2 (69)
Men	66.4 (2059)	19.7 (611)	7.3 (226)	1.9 (60)	3.1 (96)
Racial minorities	71.4 (2212)	17.3 (537)	5.6 (175)	2.2 (68)	2.0 (61)
Ethnic Minorities	70.7 (2192)	16.6 (514)	6.7 (208)	2.1 (64)	2.3 (71)
Gay, lesbian, bisexual, transgender people	71.9 (2230)	15.7 (488)	6.9 (213)	1.9 (58)	2.3 (72)
Persons with disabilities	86.8 (2690)	8.8 (272)	1.7 (53)	.7 (21)	.5 (15)
Non-native English speakers	67.3 (2085)	18.5 (574)	8.1 (252)	2.1 (65)	2.6 (80)
Persons of particular religious backgrounds	75.2 (2332)	14.9 (462)	5.3 (163)	1.4 (42)	1.9 (59)
Older or younger persons	75.8 (2351)	15.2 (472)	4.5 (141)	1.0 (30)	1.5 (46)

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Table 13
Within the past year, how often have you experienced the following?
Heard a faculty member make insensitive or disparaging remarks about...(1-13)

Percent (number) reporting

Group	Never % (n)	1 – 2 times % (n)	3 – 5 times % (n)	6 – 9 times % (n)	10 or more times % (n)
Women	67.7 (2099)	21.5 (667)	5.6 (175)	1.8 (55)	1.3 (39)
Men	75.7 (2348)	16.0 (496)	3.6 (111)	1.1 (33)	1.2 (36)
Racial minorities	80.9 (2509)	11.8 (367)	2.7 (85)	1.2 (37)	.6 (20)
Ethnic minorities	81.1 (2514)	11.2 (346)	3.3 (101)	1.1 (34)	.8 (26)
Gay, lesbian, bisexual, transgender people	82.3 (2550)	10.6 (329)	2.7 (83)	1.0 (31)	.8 (26)
Persons with disabilities	90.0 (2791)	5.6 (174)	1.1 (33)	.3 (10)	.3 (8)
Non-native English speakers	78.5 (2432)	12.6 (392)	3.9 (120)	1.2 (37)	1.2 (38)
Persons of particular religious backgrounds	83.4 (2585)	9.8 (303)	2.7 (84)	.5 (17)	.8 (26)
Older or younger persons	82.3 (2551)	10.7 (333)	2.6 (81)	.6 (19)	.8 (25)

Table 14
Within the past year, how often have you experienced the following?
Heard a teaching assistant make insensitive or disparaging remarks about...(1-4)

Percent (number) reporting

Group	Never % (n)	1 – 2 times % (n)	3 – 5 times % (n)	6 – 9 times % (n)	10 or more times % (n)
Women	79.7 (2470)	10.3 (319)	3.1 (95)	.5 (17)	.3 (9)
Men	82.5 (2558)	8.1 (251)	2.1 (65)	.4 (13)	.8 (24)
Racial minorities	85.3 (2643)	6.3 (195)	1.5 (48)	.3 (10)	.4 (12)
Ethnic minorities	85.5 (2651)	5.6 (173)	1.6 (49)	.5 (16)	.4 (13)
Gay, lesbian, bisexual, transgender people	86.1 (2669)	5.3 (163)	1.5 (45)	.5 (15)	.4 (11)
Persons with disabilities	89.4 (2772)	3.3 (101)	.6 (18)	.1 (4)	.2 (6)
Non-native English speakers	83.4 (2584)	6.8 (210)	2.0 (62)	.7 (21)	.7 (21)
Persons of particular religious backgrounds	86.4 (2678)	4.9 (151)	1.3 (41)	.4 (11)	.5 (15)
Older or younger persons	86.0 (2667)	5.3 (164)	1.2 (36)	.5 (14)	.4 (12)

Table 15
Within the past year, how often have you experienced the following?
Heard an administrator make insensitive or disparaging remarks about...(1-5)

Percent (number) reporting

Group	Never % (n)	1 – 2 times % (n)	3 – 5 times % (n)	6 – 9 times % (n)	10 or more times % (n)
Women	83.3 (2583)	9.6 (299)	2.6 (80)	.5 (17)	.5 (16)
Men	88.3 (2736)	5.6 (175)	1.7 (52)	.1 (4)	.6 (18)
Racial minorities	88.0 (2729)	5.8 (180)	1.3 (40)	.6 (18)	.5 (14)
Ethnic minorities	88.5 (2744)	5.5 (172)	1.1 (35)	.5 (14)	.5 (14)
Gay, lesbian, bisexual, transgender people	89.1 (2761)	4.5 (139)	1.8 (57)	.4 (13)	.5 (14)
Persons with disabilities	92.2 (2859)	3.2 (98)	.5 (15)	.2 (7)	.2 (6)
Non-native English speakers	87.6 (2717)	5.6 (173)	1.5 (48)	.7 (23)	.7 (23)
Persons of particular religious backgrounds	90.2 (2795)	3.8 (118)	1.2 (36)	.4 (12)	.4 (11)
Older or younger persons	89.7 (2782)	4.0 (125)	1.3 (40)	.4 (12)	.5 (17)

Table 16
Have you personally experienced any conduct that has interfered unreasonably with your ability to work or learn on this campus? (1-6)

Experienced	%	(n)
Yes	19.2	(596)
No	80.0	(2479)

Table 17
Do you feel that this conduct was due to...(1-6a)

Due to:	%	(n)
Race	22.8	(135)
Gender	60.9	(363)
Sexual orientation	6.0	(36)
Age	20.6	(123)
Disability	4.4	(26)
Religious beliefs	12.8	(76)
Ethnicity	13.1	(78)
Other	24.0	(143)

Note: Only answered by respondents reporting experience of discrimination. Percentages do not sum to 100 due to multiple responses.

Table 18
In what form was this conduct? (1-6b)

Form	%	(n)
Derogatory remarks	83.2	(496)
Written comments	17.4	(104)
Anonymous phone calls	4.4	(26)
Unsolicited e-mails	5.7	(34)
Graffiti	4.9	(29)
Threats of physical violence	5.7	(34)
Actual physical assault or injury	3.0	(18)
other	22.8	(136)

Table 19
1-6c. Where did this conduct occur?

Location	%	(n)
Classroom	20.3	(121)
Residence hall	16.8	(100)
Campus office	26.2	(156)
Public space on campus	23.0	(137)
While working at a College/University job	43.5	(259)
While walking on campus	21.3	(127)
Campus event	7.6	(45)

Table 20
Who was the source of this conduct? (1-6d)

Source	%	(n)
Student	49.0	(292)
Faculty	29.7	(177)
Teaching assistant	6.7	(40)
Resident assistant	0.8	(5)
Administrator	17.6	(105)
Staff member	26.0	(155)
Campus police	1.5	(9)
don't know	8.7	(52)

Table 21
Have you observed any conduct on this campus that you feel has created an offensive, hostile, intimidating working or learning environment? (1-7)

Observed	%	(n)
Yes	36.3	(1125)
No	60.8	(1885)

Table 22
Do you feel that this conduct created an offensive, hostile or intimidating working or learning environment for persons of different...(1-7a)

Persons of different:	%	(n)
Races	53.1	(597)
Genders	44.6	(502)
Sexual orientations	39.8	(448)
Ages	12.1	(136)
Abilities	17.2	(194)
Religious beliefs	38.0	(428)
Ethnicities	38.7	(435)
Other	11.8	(133)

Table 23
In what form was this conduct? (1-7b)

Form	%	(n)
Derogatory remarks	85.1	(957)
Written comments	23.6	(266)
Publications on campus	4.2	(47)
Unsolicited e-mails	6.7	(75)
Graffiti	16.6	(187)
Threats of physical violence	12.3	(138)
Actual physical assault or injury	4.4	(50)
other	17.6	(198)

Table 24
Where did this conduct occur? (1-7c)

Location	%	(n)
Classroom	25.1	(282)
Residence hall	18.8	(211)
Public space on campus	43.9	(494)
Campus office	17.7	(199)
Campus event	11.8	(133)

Table 25
Who was the source of this conduct? (1-7d)

Source	%	(n)
Student/student group	56.9	(640)
Faculty member	23.4	(263)
Teaching assistant	5.1	(57)
Resident assistant	1.2	(14)
Administrator	14.1	(159)
Staff member	21.7	(244)
Campus police	1.2	(14)
don't know	18.7	(210)

Table 26
Are you employed by the College/University? (1-8)

Employed	%	(n)
Yes	64.1	(1986)
No	34.8	(1079)

Table 27

I experienced discriminatory hiring based on...(1-9)

Factor	Yes %	(n)	No %	(n)
Gender	8.6	(170)	89.3	(1774)
Race	5.7	(114)	91.7	(1821)
Sexual orientation	1.5	(29)	94.8	(1883)
Disability	1.1	(21)	94.6	(1879)
Religious background	1.1	(22)	95.2	(1890)
Non-English speaking status	3.8	(75)	92.7	(1842)
Age differences	6.0	(119)	90.9	(1806)
Ethnicity	2.7	(54)	93.6	(1858)

Table 28

I experienced discriminatory firing based on...(1-10)

Factor	Yes %	(n)	No %	(n)
Gender	0.9	(17)	93.6	(1816)
Race	1.6	(31)	90.8	(1804)
Sexual orientation	.3	(6)	91.6	(1820)
Disability	.4	(7)	90.2	(1792)
Religious background	.4	(7)	91.5	(1818)
Non-English speaking status	.8	(15)	91.4	(1815)
Age differences	.6	(12)	91.2	(1812)
Ethnicity	.7	(13)	91.3	(1814)

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Table 29

I experienced discriminatory promotion based on...(1-11)

Factor	Yes		No	
	%	(n)	%	(n)
Gender	7.7	(153)	86.6	(1720)
Race	3.9	(78)	89.6	(1779)
Sexual orientation	.8	(16)	92.1	(1830)
Disability	.7	(13)	91.6	(1820)
Religious background	.8	(15)	91.7	(1821)
Non-English speaking status	1.1	(22)	91.4	(1816)
Age differences	3.7	(73)	89.1	(1770)
Ethnicity	1.5	(30)	90.9	(1805)

Table 30

The people in the offices I frequent are accepting of persons of different...(1-12)

Factor	Yes		No	
	%	(n)	%	(n)
Gender	58.5	(1815)	5.0	(155)
Race	56.8	(1760)	6.7	(208)
Sexual orientation	50.5	(1566)	10.8	(35)
Disability	55.6	(1723)	6.5	(201)
Religious background	56.3	(1746)	6.3	(196)
Non-English speaking status	51.7	(1604)	10.5	(325)
Age differences	57.5	(1781)	5.5	(172)
Ethnicity	55.8	(1730)	7.0	(216)

Table 31
Generally speaking, how much contact would you say you have with people of the following backgrounds? (2.1)

Percent (number) reporting

Backgrounds	None % (n)	Slight % (n)	Some % (n)	Freq. % (n)	Very freq. % (n)
African Americans/Blacks	1.2 (37)	13.8 (429)	29.6 (918)	28.9 (896)	25.3 (784)
American Indians/Alaskan Natives	45.5 (1409)	36.8 (1141)	10.8 (334)	3.6 (111)	1.9 (58)
Asians/Pacific Islanders	11.1 (344)	24.8 (768)	27.6 (855)	19.1 (591)	16.1 (500)
Chicanos/Latinos/Hispanic	13.4 (415)	32.8 (1017)	30.5 (946)	13.0 (402)	8.5 (265)
Middle Eastern	14.2 (441)	32.9 (1019)	28.8 (892)	13.6 (423)	9.0 (280)
Whites/Caucasians	.3 (10)	.6 (19)	1.6 (51)	6.2 (191)	89.9 (2786)
Openly gay, lesbian, bisexual, or transgender persons	18.5 (575)	31.4 (974)	23.5 (729)	13.8 (427)	11.2 (348)
Disabled persons	11.0 (340)	37.3 (1156)	30.2 (936)	11.4 (352)	8.8 (273)
Non-native English speakers	10.7 (331)	25.7 (797)	23.8 (738)	17.7 (549)	20.6 (639)
Persons of religious backgrounds other than your own	0.9 (28)	4.3 (132)	17.1 (531)	26.4 (819)	49.7 (1540)

Table 32

Would you be comfortable being close friends, roommates, or office partners with a person who is... (2-2)

Person	Close friend		Roommate		Office Partner	
	Yes % (n)	No % (n)	Yes % (n)	No % (n)	Yes % (n)	No % (n)
African American/Black	95.1 (2948)	2.7 (84)	82.1 (2544)	10.9 (338)	95.0 (2945)	2.0 (63)
American Indian/Alaskan native	94.7 (2936)	2.8 (87)	85.0 (2634)	7.0 (216)	94.4 (2926)	2.0 (62)
Asians/Pacific Islander	94.2 (2920)	3.3 (102)	82.4 (2553)	9.4 (290)	93.9 (2910)	2.4 (73)
Chicano/Latino/Hispanic	93.8 (2908)	3.5 (109)	82.1 (2544)	9.3 (287)	93.5 (2898)	2.5 (76)
Middle Eastern	86.4 (2677)	10.5 (327)	71.9 (2230)	19.3 (599)	88.8 (2753)	7.2 (223)
White/Caucasian	96.5 (2993)	1.0 (31)	87.6 (2715)	4.1 (127)	94.6 (2933)	1.4 (44)
Non-native English speaking	87.2 (2703)	9.9 (306)	72.9 (2261)	18.2 (564)	88.0 (2729)	7.8 (242)
Heterosexual woman	95.8 (2969)	1.7 (54)	83.6 (2593)	8.1 (251)	94.3 (2922)	2.0 (62)
Heterosexual man	95.6 (2964)	1.9 (60)	73.1 (2265)	18.7 (579)	94.2 (2920)	2.1 (66)
Openly lesbian or bisexual woman	78.0 (2417)	19.0 (588)	48.8 (1512)	42.9 (1329)	86.9 (2694)	9.5 (295)
Openly gay or bisexual man	78.8 (2444)	17.9 (556)	49.0 (1519)	42.4 (1314)	86.5 (2681)	9.8 (304)
Transgender man or woman	59.2 (1835)	36.8 (1141)	31.9 (988)	59.2 (1835)	74.9 (2321)	20.9 (648)
Disabled person	92.7 (2874)	4.4 (137)	71.5 (2218)	20.0 (620)	92.3 (2862)	3.8 (117)
Person of religious beliefs other than your own	93.5 (2900)	3.6 (113)	83.5 (1588)	8.3 (257)	94.5 (2930)	1.8 (56)
Person with HIV or AIDS	84.6 (2617)	12.1 (376)	47.7 (1479)	43.6 (1352)	83.3 (2583)	12.5 (386)

Table 33

The College/University thoroughly addresses campus issues related to...(2-3)

Issues	Strongly agree % (n)	Agree % (n)	Uncertain % (n)	Disagree % (n)	Strongly disagree % (n)
Race or racism	15.8 (491)	40.1 (1243)	25.1 (778)	13.0 (404)	4.3 (134)
Gender or sexism	12.6 (391)	13.9 (1174)	27.6 (855)	15.2 (471)	4.8 (149)
Sexual orientation or heterosexism/homophobia	11.9 (370)	29.4 (910)	32.4 (1005)	17.0 (526)	7.1 (220)
Age or ageism	7.8 (242)	22.9 (710)	44.2 (1371)	17.3 (535)	5.9 (183)
Disabilities	24.2 (750)	42.0 (1301)	21.1 (653)	8.6 (266)	2.5 (77)
Religious beliefs or religious harassment	13.4 (415)	36.0 (1115)	32.4 (1003)	12.2 (378)	4.2 (131)

Table 34

Attitudes about unit (2-4 through 2-7)

Attitude	Strongly agree % (n)	Agree % (n)	Uncertain % (n)	Disagree % (n)	Strongly disagree % (n)
My college/unit has visible leadership from the administration who foster diversity on campus	6.7 (207)	12.3 (382)	32.3 (1001)	36.7 (1137)	10.3 (319)
The curriculum adequately represents the contributions of people from underrepresented groups	6.0 (185)	13.5 (419)	35.3 (1093)	32.3 (1002)	10.0 (311)
The classroom climate is welcoming for students from underrepresented groups	2.9 (89)	9.9 (307)	27.5 (854)	42.7 (1325)	13.7 (424)
The workplace climate is welcoming for employees from underrepresented groups	3.0 (92)	7.5 (231)	25.6 (794)	47.2 (1462)	14.3 (444)

Table 35

How likely are you, as an individual, to...(2-8 through 2-14)

Likelihood	Very unlikely % (n)	Somewhat unlikely % (n)	Uncertain % (n)	Somewhat likely % (n)	Very likely % (n)
Challenge others on racially derogatory comments	4.1 (127)	11.0 (342)	9.7 (300)	45.9 (1422)	27.5 (854)
Challenge others on ethnically derogatory comments	4.1 (126)	10.7 (332)	11.4 (354)	46.4 (1437)	25.3 (784)
Challenge others on derogatory comments regarding sexual orientation	6.9 (213)	14.7 (455)	17.5 (542)	37.5 (1163)	21.1 (655)
Feel disapproval for a public display of affection by a heterosexual couple	35.7 (1107)	30.3 (939)	9.2 (286)	17.4 (538)	5.1 (159)
Feel disapproval for a public display of affection by a gay or lesbian couple	17.2 (534)	23.0 (713)	13.9 (431)	24.6 (764)	19.2 (594)
Refuse to participate in comments or jokes that are derogatory toward persons in underrepresented groups	4.5 (141)	12.9 (401)	14.2 (440)	26.3 (816)	39.6 (1228)
Voice disapproval at offensive graffiti directed at persons from underrepresented groups	3.4 (104)	6.5 (203)	11.9 (369)	31.5 (978)	44.2 (1371)

Table 36
How would you rate the overall campus climate for diversity in regard to the following groups? (2-15)

Group	Very accepting % (n)	Accepting % (n)	Uncertain % (n)	Not accepting % (n)	Not at all accepting % (n)
Men	75.7 (2347)	16.7 (518)	3.9 (120)	1.2 (38)	.3 (9)
Women	52.3 (1620)	38.3 (1187)	5.1 (158)	2.0 (61)	.2 (5)
African Americans/Blacks	31.5 (975)	43.6 (1353)	15.1 (468)	6.8 (212)	.7 (22)
American Indians/Alaskan natives	24.6 (764)	33.2 (1030)	35.5 (1100)	3.4 (104)	.7 (21)
Asians/Pacific Islanders	28.7 (890)	42.5 (1316)	21.9 (679)	4.0 (123)	.5 (14)
Chicanos/Latinos/Hispanics	24.7 (765)	41.0 (1270)	25.6 (795)	5.8 (179)	.4 (13)
Whites/Caucasians	74.9 (2321)	16.9 (523)	4.8 (149)	.9 (28)	.2 (6)
Gay men	10.2 (317)	26.5 (820)	40.1 (1243)	17.7 (549)	3.1 (95)
Lesbians	11.1 (343)	28.4 (881)	39.9 (1236)	16.0 (495)	2.2 (68)
Bisexual men or women	10.6 (328)	24.9 (773)	45.1 (1398)	14.8 (458)	2.1 (64)
Transgender persons	7.8 (243)	13.2 (409)	50.0 (1550)	18.6 (578)	7.6 (236)
Disabled persons	33.8 (1048)	45.0 (1395)	14.6 (454)	3.5 (107)	.4 (11)
Persons with religious backgrounds different from your own	35.1 (1089)	41.7 (1294)	15.8 (489)	4.3 (132)	.7 (21)
People of ages different than your own	40.4 (1252)	38.6 (1196)	15.0 (465)	3.3 (102)	.3 (10)
Non-native English speakers	20.9 (647)	38.1 (1180)	24.6 (763)	12.0 (372)	1.9 (58)

Table 37
Rate the general campus climate using the following scale: (4-8)

Characteristic	1 % (n)	2 % (n)	3 % (n)	4 % (n)	5 % (n)
Friendly/Hostile	29.3 (907)	48.2 (1495)	16.2 (501)	2.8 (86)	.5 (17)
Communicative/Reserved	16.8 (520)	39.7 (1232)	27.4 (849)	10.5 (324)	2.4 (74)
Concerned/Indifferent	14.8 (460)	33.9 (1052)	30.2 (935)	13.9 (430)	4.0 (125)
Respectful/Disrespectful	18.1 (560)	44.5 (1381)	25.8 (799)	6.7 (207)	1.6 (51)
Cooperative/Uncooperative	17.3 (536)	44.1 (1368)	26.0 (805)	7.7 (239)	1.8 (55)
Competitive/Noncompetitive	25.8 (801)	38.5 (1193)	26.6 (825)	4.6 (142)	1.0 (31)
Improving/Worsening	15.3 (473)	40.0 (1241)	34.7 (1077)	4.9 (151)	1.5 (48)
Accessible to persons with disabilities/Inaccessible to persons with disabilities	29.1 (902)	42.1 (1306)	18.9 (586)	5.5 (171)	1.0 (32)
Non-racist/Racist	10.8 (334)	34.7 (1077)	32.0 (992)	16.3 (505)	2.9 (89)
Non-sexist/Sexist	12.5 (387)	32.0 (991)	32.5 (1008)	16.3 (504)	3.3 (103)
Non-homophobic/ Homophobic	7.2 (223)	19.8 (614)	36.6 (1135)	24.9 (771)	7.8 (242)

Table 38
In your opinion, how would each of the following affect the climate for underrepresented groups on your campus?

Provide more awareness/sensitivity workshops/programs to help members of the campus community become more aware of the concerns of...(4-1)

Group	Worsen considerably %	(n)	Worsen slightly %	(n)	No change %	(n)	Improve slightly %	(n)	Improve considerably %	(n)
Women	1.3	(40)	3.0	(92)	49.4	(1530)	36.4	(1129)	5.3	(163)
Men	1.3	(41)	2.8	(88)	69.4	(2151)	18.3	(566)	3.1	(97)
Racial minorities	1.4	(44)	3.4	(104)	33.3	(1033)	49.1	(1521)	8.1	(250)
Ethnic minorities	1.6	(50)	3.0	(94)	30.9	(957)	48.8	(1514)	10.8	(336)
Gay, lesbian, bisexual, transgender persons	3.2	(98)	6.4	(198)	34.7	(1076)	39.3	(1218)	11.3	(351)
Persons with disabilities	.9	(28)	1.5	(48)	35.3	(1093)	44.9	(1393)	12.5	(386)
Non-native English speakers	1.2	(36)	3.1	(96)	37.8	(1171)	43.2	(1339)	9.9	(308)
Persons with particular religious backgrounds	1.1	(35)	2.5	(76)	39.0	(1210)	42.6	(1320)	9.8	(305)
Older or younger persons	.9	(29)	1.7	(54)	53.1	(1645)	33.0	(1024)	5.8	(181)

Table 39

In your opinion, how would each of the following affect the climate for underrepresented groups on your campus?

Require all students to take at least one class that focuses on issues, research, and perspectives on...(4-2)

Group	Worsen considerably %	(n)	Worsen slightly %	(n)	No change %	(n)	Improve slightly %	(n)	Improve considerably %	(n)
Women	5.0	(154)	7.9	(246)	36.2	(1121)	35.3	(1095)	10.8	(336)
Men	4.9	(153)	7.2	(223)	52.7	(1633)	23.7	(734)	6.6	(205)
Racial minorities	5.2	(160)	7.3	(226)	25.9	(803)	41.5	(1285)	15.3	(475)
Ethnic minorities	5.0	(155)	7.1	(219)	24.7	(765)	42.3	(1311)	16.1	(499)
Gay, lesbian, bisexual, transgender persons	7.0	(217)	10.1	(313)	28.2	(873)	36.1	(1119)	13.6	(422)
Persons with disabilities	4.5	(139)	6.3	(194)	29.6	(917)	40.3	(1250)	14.5	(449)
Non-native English speakers	4.8	(150)	7.2	(223)	31.1	(963)	39.4	(1221)	12.7	(394)
Persons with particular religious backgrounds	4.6	(142)	6.5	(203)	27.7	(859)	40.6	(1258)	15.7	(487)
Older or younger persons	4.3	(134)	5.6	(174)	42.2	(1301)	32.9	(1020)	9.6	(299)

Table 40
In your opinion, how would each of the following affect the climate for underrepresented groups on your campus?

Require all staff to take at least one class that focuses on issues, research, and perspectives on...(4-3)

Group	Worsen considerably % (n)		Worsen slightly % (n)		No change % (n)		Improve slightly % (n)		Improve considerably % (n)	
Women	3.3	(101)	5.0	(154)	38.3	(1186)	37.3	(1156)	11.5	(358)
Men	3.2	(98)	4.4	(137)	52.6	(1631)	27.3	(847)	7.7	(239)
Racial minorities	3.3	(102)	4.8	(148)	30.1	(933)	43.1	(1336)	13.9	(432)
Ethnic minorities	3.3	(102)	4.5	(140)	29.0	(899)	43.9	(1362)	14.6	(452)
Gay, lesbian, bisexual, transgender persons	4.1	(127)	6.1	(189)	31.9	(988)	39.2	(1216)	13.8	(428)
Persons with disabilities	2.9	(90)	3.7	(115)	32.1	(994)	42.5	(1316)	14.3	(442)
Non-native English speakers	3.2	(99)	4.2	(130)	31.1	(963)	43.0	(1333)	13.8	(428)
Persons with particular religious backgrounds	3.1	(97)	4.3	(134)	32.1	(996)	41.5	(1286)	13.8	(427)
Older or younger persons	3.1	(95)	3.5	(110)	41.3	(1281)	36.0	(1116)	10.9	(337)

Table 41

In your opinion, how would each of the following affect the climate for underrepresented groups on your campus?

- Have more art, music, and cultural events that recognize distinctive cultures (4-4)
- Have more art, music, and cultural events that recognize lesbian, gay, bisexual, and/or transgender persons (4-5)
- Have more art, music, and cultural events that recognize persons with disabilities (4-6)
- Include services that enhance the University climate for diversity as one of the criteria for faculty/staff evaluation (4-7)

Actions	Worsen considerably		Worsen slightly		No change		Improve slightly		Improve significantly	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Recognize distinctive cultures	.8	(25)	1.7	(52)	22.7	(704)	48.8	(1512)	22.1	(685)
Recognize lesbian, gay, bisexual, and/or transgender persons	5.4	(166)	11.2	(346)	36.2	(1121)	33.3	(1033)	10.2	(315)
Recognize persons with disabilities	.7	(23)	1.3	(39)	34.5	(1071)	45.4	(1407)	14.1	(436)
Include services that enhance diversity as one of the criteria for faculty/staff evaluation	3.5	(110)	5.1	(157)	30.6	(948)	42.0	(1302)	13.8	(429)

Appendix C

Survey Comments – Content Analysis[1]

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[1] All misspellings and grammatical mistakes in quotes occur in original comments.

The State of the University of Missouri - Columbia Campus Climate

Hundreds of respondents contributed remarks about the state of diversity at the University of Missouri - Columbia (UMC), its perceived strengths and weaknesses and potential solutions, and about the survey itself. Many respondents commented that UMC provides an accepting, friendly, campus climate, with little – if any – hostility toward cultural, political, or sexual diversity. For example, one person reported, "I love this campus, I feel safe and welcome. As a religious minority I have not experienced any form of discrimination. Mizzou is now my home, and I have no apprehensions about living here currently or in the years to come."[1] Others saw infrequent tension as a reflection of "real world" clashes between certain groups. Several of these and other respondents stated that the diversity of UMC's campus needs no improvement.

Several respondents praised the University for its efforts to create a diverse, welcoming atmosphere and asserted that the campus climate has improved in the last several years. Some of these respondents cautioned the University with statements such as, "I'm concerned that the results of this survey could be used as a club to force an agenda rather than as a source of information to increase understanding. I have not witnessed any of the overt, inappropriate behaviors directed toward people of various minorities as you have defined them (race, gender, etc.) that have occurred on campus."

In contrast, some respondents reported that the administration has responded inadequately to reports of harassment or discrimination and has often fallen short of self-established diversity and inclusiveness goals. For instance, one person remarked, "Please take complaints seriously. I know of someone who filed a complaint voicing a legitimate concern, and was harassed by the department chair (and his Admin Associate) for the rest of the semester. After witnessing this, my faith in the University system has sharply declined." Additionally, a number of respondents noted that the University has been less

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[1] Quotations included in this analysis are representative of themes that emerged from several respondents' comments.

welcoming for underrepresented groups than for the majority population, and some individuals shared examples of racist, sexist, and anti-gay experiences on the campus.

The University's student body and employee base were frequently characterized as a homogenous majority composed of white, middle-class Christians. Though several respondents reported that the general University community has an understanding of gender and race/ethnicity issues, many reported that the campus discriminated subtly against people from underrepresented groups. One respondent reported, "I have seen lots of prejudice here at UMC -- lots towards women, towards Blacks, towards Hispanics, etc. And of course lots towards gays. But I think it is very hard to identify the ways in which this prejudice is given expression here. People are very covert; one must reconstruct from a comment here, an act of commission there, an act of omission over there." Another wrote, "Much of the discrimination I have noticed on campus are sins of omission rather than commission- and so did not often find a place in the questions on this survey. Some examples include: references to family that do not account for gay partners, lack of benefits for gay partners, an assumption that everyone is Christian--this occurs in conversation and is evident at holiday time where Christian symbols are proudly displayed without the corresponding symbols for other religions and office parties are similarly Christmas-oriented." While respondents observed harassment or discrimination against African Americans/Blacks, Chicanos/Hispanics/Latinos, women, and LGBT people, several respondents were particularly concerned for Arab-Americans: "I think the campus needs to do a better job educating students about Arab-Americans and Muslims after 9/11. Most of the offensive comments I've heard since then have been directed at those groups."

Some respondents reported a "classist" divide between faculty and staff, where staff members were thought of as second-class citizens. "The biggest issue I see in working here since 1970 something is the snobbishness of twenty percent of the faculty towards staff and students who have not obtained a PhD. .... You should have classes teaching the Professors and doctors at the hospital not to be prima donnas." Conversely, someone else wrote, "The faculty I do encounter are professional and have never expressed disparaging

comments. What I do encounter is among the staff I work with: mostly suggestive humor that is not overly offensive and those who have crossed the line have responded positively to being told to stop. I do hear disparaging remarks directed towards particular women and racial minorities, but it is more of an individual problem than an overall issue with gender or race."

Several individuals were critical about perceived "affirmative action" or "preferential" employee hiring and student admissions; they indicated that many minority employees and students were not qualified for their positions. For example, one person wrote, "The bias I observed as an employee in hiring (noted in question 1.9) was the creation of a new faculty position to enhance minority representation on campus. The gender bias observed has been the additional merit given to female candidates with qualifications equal to those of male candidates- again to enhance the diversity." Another noted, "I see the following instances more on campus than any that are being currently fought for: Hiring/promotion/inappropriate special treatment based on Gender, Sexual Orientation or Race. Particularly in instances where a minority is not as qualified technically or attitude wise."

Women, underrepresented persons, and the LGBT community were accused of secluding themselves, only to be the ones complaining about the lack of diversity on campus. One respondent believed "Gender and Ethnic minorities [were] interpreting issues and instances as offensive, getting upset and then when talking/reasoning with them about them, they agree it's not as they saw." Similarly, a few respondents perceive themselves as accepting of others, yet their comments suggest otherwise. One such individual wrote, "I realize after taking this survey that I'm not homophobic, but am more unaccepting of homosexual/bisexual activities than I previously thought."

Several respondents mentioned socio-economic status (SES) as a basis of discrimination on campus (even though SES was not mentioned on the questionnaire). One person noted, "The most subtle form of prejudice I have come to recognize occurs when adults, including faculty and staff, talk about which schools in Columbia are the best. This is

almost always a code for which schools have the fewest minority and poor students."
These concerned individuals believed lower-SES students did not have the same
opportunities as middle or upper class students, and that the University ought to address
these issues and offer support to low-SES students.

Services and accessibility for individuals with disabilities were reported to be lacking.
One individual mentioned, "Handicap accessibility is kind of bad on campus. Most of
the ramps to cross streets from sidewalks are so crumbly and broken, a regular
wheelchair can't get over them."

A number of respondents witnessed or experienced sexism, gender bias, and/or sexual
harassment on campus. Respondents observed staff, students, and faculty make
discriminatory remarks about women, the quality of women's scholarly work, and
women students' commitments to their careers and academic work. Individuals also
noticed the dearth of women in senior administrative and academic posts, and subtle
sexist expressions or comments. One white male recounted harassment his partner
received in the tenure process: "I came here as the spouse of a tenure-track faculty
member and I have seen her brutalized by a climate hostile to women and gays (she is
straight, but apparently she "looks gay" to some members of the faculty). Yes, she got
tenure, but ... EVERY ASPECT OF HER WORK WAS ASSUMED TO BE INFERIOR
and where her judgement and professionalism were constantly questioned. And this was
true at EVERY STAGE of the process and by individuals from EVERY LEVEL, from
the department to the provost's office." One individual shared, "An issue related to
sexism on this campus seems to be how men and women address one another. Most men
are addressed as Mr. so-and-so or Dr. so-and-so- but most women are addressed by their
first name only. This is common among students, staff, faculty, everyone... this practice
is demeaning and highly insensitive to women." Another noted, "While I've never heard
disparaging comments about women on campus, I have noted the relatively small number
of senior women faculty and the lack of a women's faculty organization and I have heard
that the recommendations of the status on women committee are seldom accomplished."

Also in regard to sexism, a couple of respondents indicated that men are often discriminated against. One individual said, "I would urge the committee not to overlook the too-easy stereotyping of and discrimination against males, who are often unthinkingly regarded as the 'oppressor' group. Not only is this inherently sexist; it also causes a backlash effect against underrepresented groups whom many males have long supported." Another reported, "I have heard more racist and sexist remarks aimed at European American men than against any other ethnic group. It seems in vogue to bash us for other people's problems...."

Several respondents commented on concerns and issues of the lesbian, gay, bisexual, or transgender (LGBT) community. Noting that LGBT people tend to be the most "invisible" group on the campus, many individuals called for the re-instatement of LGBT as part of the University's non-discrimination statement and policies. One such respondent said, "If this campus is unwilling to totally accept LGBT students - which includes writing non-discrimination clauses - then the campus climate cannot be totally healthy and accepting." Many people believed the LGBT community often falls victim to harassment and discrimination. For example, one person wrote, "I am not a homosexual, but I think they are degraded here extensively. Especially since the university will not acknowledge equal treatment of people with gay and lesbian orientation." One student admitted, "Most people I know don't care about racial or sexual orientation issues. However this does not stop them from using racial or homophobic slurs. I find myself calling one of my friends 'gay' or a 'fag' with some frequency." Contributing to the lack of awareness of LGBT people and issues, LGBT events have not been well publicized and that the LGBT Resource Center is located in a less than prominent location. One person suggested, "An item that could improve LGBT awareness on campus is to move the LGBT center from the top floor of Brady to a more visible place, like on Lowery Mall."

No respondents suggested that LGBT people and issues receive equitable treatment on campus; some believed the LGBT community seeks undeserved "underrepresented" status and is too vocal about perceived inequities. The following quotes illustrate these

points: "If gays, lesbians, and transgender/transsexuals want their orientation to not be an issue, then they should act like heterosexual people do, and not make it an issue. In other words, keep their business to themselves, like the rest of us." "I believe that a LGBT life style is a sin. I also believe that we each have a choice to determine if we believe it to be a sin or not. I have several friends who happen to be gay.... I am trying to teach my child that LGBT is a sin, however each person has the right to life as they chose and we as good Christians must accept each person for who they are without passing judgement." "My experience has been that gay, lesbian, & transgender people tend to be very confrontational, discriminatory, and unaccepting of heterosexuals, and Christians in particular."

A few individuals noted that non-native English speakers oftentimes experience discrimination. One person wrote, "While I am a white native speaking American citizen, my husband is a naturalized citizen ESL speaker. He has encountered numerous roadblocks in the work place as a staff person on campus. Derogatory comments and emails from his immediate coworkers as well as others in the same department. These have been both about his accent and word choices as well as his religious choices."

Respondents' comments about religion focused mainly on the ways "faithful" Christians feel they are discriminated against for expressing their beliefs. One such person wrote, "I would challenge the implication that non-Christians are the only underrepresented religious group that are subject to discrimination. Increasingly, certain Christian groups, especially those of conservative beliefs, are subject to ridicule and bias." Fewer respondents remarked about the experiences of people of non-Christian backgrounds, though those that did comment felt discriminated against or underrepresented. One Christian woman recalled the feelings of her non-Christian boyfriend, "he feels very uncomfortable when certain actively Christian groups are out recruiting around campus. One group that makes me as well as him uncomfortable is the group of men that hand out copies of the New Testament. Another example is when some groups put up table trees in the dining halls.... he feels like he has to be careful with how he displays his religious beliefs for fear that he will be bothered about it." Only one respondent spoke specifically

about the lack of awareness of Judaism or Jewish culture: "Teachers don't understand the need in missing class for [Jewish religious] holidays and what not.... It is a misunderstanding that has always bothered me."

Lastly, several respondents purported a distinct opposition to the ideology of diversity, claiming that its attention to difference and its minoritizing view only succeed in exacerbating tension, producing backlash, and creating division. One such person said "To me diversity means 'to split apart'. It has been more of a harm to our United States of American[2] than a unifier. It is a self-centered attitude. Instead of promoting self-serving, inward-looking thinking among people, why don't you promote unity by focusing on what people have in common?" Another wrote, "Too much attention to 'differences' in people can lead to an environment where not only the minority feel 'special' or 'looking for those threats,' but those in the majority ... feel abused."

Improving the Campus Climate

Solutions of varying degree and type were presented within respondents' comments, ranging from top-down intervention to individual consciousness shifting. Several respondents indicated that before coming to the University, most students have had limited interaction with people from underrepresented populations or exposure to cultures different from their own. A few respondents advanced no suggestions and instead stated that there is no need to find solutions to nonexistent problems. These individuals believed that UMC has adequately addressed climate and diversity issues, or that it is not the University's responsibility to do so in the first place.

Classroom solutions were among the most popular, with required courses (and workshops for employees) dealing with other cultures, diversity, and race frequently mentioned. A few respondents wanted practical solutions for addressing discrimination in the classroom and clear, practical advise on how to get students who make inappropriate comments to hear what they're saying and choose to stop making these remarks. Some respondents were in favor of mandatory diversity/sensitivity training for all populations including

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[2] Misspellings and grammatical errors in quotation marks occur in original comments.

students, faculty, staff, and administration and of requiring attendance at diversity events. On the other hand, many respondents contested the institution of a mandatory class – as the requirement may breed resentment among individuals – and suggested instead that the University give professors incentives to integrate diversity into existing paradigms. Others suggested the University develop student affairs programs, bring in speakers, and conduct seminars at which attendance is voluntary to help all members of the University understand diversity issues.

Proposed solutions involving administrative intervention resoundingly asked for more visible and vocal leadership on diversity issues, particularly in adding LGBT to the University's anti-discrimination statement. Said one respondent, "Administrators and those who are visible leaders of the University must take the lead and be examples of what we proclaim to be as a University." More than a few respondents said they would like to see better communication between the administration and the other University populations. One person suggested, "One of the things that would help make this campus seem more dedicated to under represented groups, is to have more diversity in the Administration. Though there are more women in higher positions it's pretty obvious that most 'positions of power' are held by older white men. There are very few African Americans, or any other minority groups represented in the Administration. This is a prejudice of my own- but I never feel like a group of older white men- having a 'conference' in Jesse Hall, are going to have much insight into what is important to anyone who falls outside of their group." Administrative offices were cited as needing to become more supportive, user-friendly, and responsive to discriminatory infractions, harassment, and threats. Policy changes instituting a zero tolerance for perpetrators of discrimination or violence were suggested.

Reevaluating and revising admissions policies and their implementation were regarded equally important to the abovementioned administrative solutions. Some respondents suggested recruiting and admitting more minority and openly LGBT students and faculty. Additionally, tuition should be made more reasonable or financial aid packages more

comprehensive to support the enrollment of a balance of students from different socioeconomic class backgrounds.

Campus-wide conversations about race, gender, sexual orientation, and religion were suggested, with encouragement for more student involvement and for those who experience discrimination to organize more effectively. The lack of communication between groups was bemoaned, although no concrete examples of how to amend the situation were offered. Several respondents addressed ideas for all-encompassing cultural events in which all University constituents would be encouraged to participate and attend.

Finally, the most general of solutions involved allowing individuals to come to terms with diversity on their own accord, while benefiting from the University's increased attention to and education on certain values and groups. "Diversity" as an idea and in practice would need to be reviewed and redefined to prevent further tokenism and lip-service. Respect, individuality, interaction, and appreciation for all should be promoted as much and as often as possible. In terms of categorical awareness, attention to physical and psychological disability, sexual orientation, the perception and treatment of women, minority and bi-racial/multiracial students, and empathy with – not condemnation of – heterosexual, white men and Christians needs to be integrated into a broader appreciation for diversity. Commonality and the celebration of similarities should be presented alongside consideration of difference, with the expectation that identity politics and the importance of categories would diminish.

University of Missouri-Columbia
Climate Survey Comments

- With the amount of attention underrepresented groups get I almost feel underrepresented because I'm white. The campus should also focus more on the fairness of education rather than racial issues. The fact that I don't have the same opportunities as everyone else is disturbing. By this I mean that someone who has a Prof. or TA who speaks English well has an unfair advantage over students who don't have Faculty that speak English well. Honestly I think that by forming all these groups and clubs for racially diverse groups you just segregate them more and make it a bigger issue than it really is. Then problems start to occur.

- I live in a residence hall...I dine at Rollins and at eva-j's..Religous propaganda is placed everywhere on the tables- i wasn't aware that this was a Christian college- i find these flyers intimidating. i have raised the issue before in some dining service surveys - but nobody seems to listen or care. Also there seems to be no free-thought groups around campus...if we have the campus crusade for Christ -then why can't we have a group for atheists and agnostics? Finally it has been made known to me that if one of our university professors comes out to us- they could possibly get fired? How can there be a positive campus climate when sexual orientation isn't protected against discrimination by the university itself. MU has to stop being so hypocritical and instead of giving sexual minorities "coming out week" they should be better protected.

- I think the big thing your study was targeting was violence or negativity in speech and action towards minorities. It's important that you keep the distinction between under representation and violence towards those who are underrepresented. I don't think our campus is hostile towards underrepresented groups- I think that's just it- people need to know more about them. This is not to say that no hostility exists at all- of course I don't see it through the filter of my arguably "normal" white straight female perception. I mentioned earlier in the survey that I felt that there was a different sort of under representation of those students who aren't a part of the Greek system here. Ask anyone who's not Greek about that and they would probably agree. It's like two different worlds- and the Greek one is the elite one. This is also a reflection of the monetary caste system that the university has [un]knowingly imposed. I'm poor- I'm on financial aid- and no one seems to really give a shit if you get the money to go to school or not because you're trying to receive it instead of give it. My sister was a senior this year and had to drop out of school because financial aid got us confused (we're twins). let me repeat- she had to drop out as a senior because of an error that was in no way her fault. She never received an apology- and this sort of thing is endemic not only of the beaurocratic bullshit those who aren't rich and living off the fat of their parents have to go through- but also the apathy with which student affairs are handled here. In short- i really- truly- loathe mizzou- and i can't even imagine how those who are underrepresented feel. I'm sorry I used your survey for my own personal diatribe against mizzou- but i think it's important to note the bitterness of the underrepresented ness of those of us students who are poor and have to work 2 jobs while going to school full time because financial aid can't get their shit together. okay. so yeah- i don't see our school problems as racist or sexist as much as mere under representation and apathy- which- i guess you could argue is racist and sexist. okay- i'll shut up now.

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- I believe the exclusion of the Sexual-Orientation clause set this campus back years in providing an equal and safe campus. Ignorance breeds ignorance and a university of this magnitude should provide the education to break this cycle of intolerance. Thank you for this survey.

- It's not what you're given in life- what color- what race- what creed- its you do with it. Equality is a useless idea. Discrimination (careful perception) is necessary to identify weak or destructive personalities and avoid them. People are not equal. White people are not equal amongst themselves- black people are not equal amongst themselves- the variation of within races is far greater than the variation between races. It is far more important to fairly approach a new human contact- perceives their level of strength and worth based on their actions and behaviors- and discriminate on that basis alone. Not disparage- but discriminate.

- The recent events (terrorism) have created some animosity on a campus that is usually tranquil. We tend to be nicer to people because of the attacks- but the people from the countries where the attackers were from- have experienced some racism.

- I just think the campus should focus on equality of the human race- not just races or sexes because separating these out still leads to thoughts of holding groups unequal. The campus should try to avoid any kind of inequality to keep from resulting in a reverse discrimination.

- This survey is very difficult to answer and many of the responses I left blank or left neutral answers. Because of the type of format used- I felt that the questions were inextricably leading to a particular conclusion. There was little room to give objective comments and answering the questions as presented I believe has the tendency to stereotype the participant into a particular group or belief system. For example- answering the questions as presented would likely have shown me to be opposed to homosexuals. This is not true. I disagree with the lifestyle they choose but believe they are equal as individuals. This study presupposes that homosexuality is a genetic trait such as race or eye color. This does a disservice to the participant as recent scientific study has demonstrated that this is by no means proven. Consequently- if this is only a lifestyle decision should it be given equal consideration with genetic traits such as a person's race or other predetermined factor like national origin? It is my opinion that many of the questions were designed to paint me as being a Republican or a Democrat or a conservative or a liberal. Why? What use will this information have? Is it designed to paint a particular group as intolerant based on the definition of intolerance held by the survey's designers? This University exists to promote education for all- regardless of their beliefs- race or gender. That should be our focus. Education and learning itself should help to disabuse people of stereotypes they bring to an academic setting. Special classes or workshops are unnecessary and could promote resentment and foster the very behavior in some that we would like to see stopped. Finally- I would like to say that the only serious type of discrimination I've observed has been directed at those of religious faith. A reading of the "Maneater" newspaper's student created comic's page demonstrates unimaginable intolerance for people of faith. If this paper allowed a fraction of this intolerance to be directed towards other groups I believe there would be an uproar- however- this intolerance continues with the tacit acceptance of the MU administration. Thank you for your consideration of these thoughts.

- If everyone were just treated equally you wouldn't need to have special organizations for "underrepresented groups." Put everybody on the same level- and see what the results are then.

- I noticed in segment 2 that the scale was reversed (left to right) suddenly without warning- i.e.- strongly agree became strongly disagree. I caught my mistake before submitting- but my guess is many people will make the mistake I almost did- calling into question the validity of one (or more) of the questions.

- Respect intellectual diversity. More Teach-Ins.

- Try to counter the negative attitudes aroused by the September 11 attacks. One way is to raise issue related to the racial profiling and unequal treatment of people of Middle Eastern descent- which is going on nationwide. Requiring students to take certain courses which encourage acceptance of diversity would be helpful as well.

- Not sure? Having been a student at two universities and a faculty member at two- I find the climate at MU quite bewildering. There appears to be pressure to conform to some sort of standard. I would not say the campus community is hostile- but it is- on whole- quite unaccepting of feminism- gay/lesbian folks- non-native English speakers- and anyone possessing "different" religious beliefs. I believe that there is an assumption that you are heterosexual- Christian- politically conservative- and comfortable with mainstream mid-Missouri culture if you are working at MU--this strikes me as odd for a major university campus and somewhat unique in my personal experiences with universities. There is diversity at MU- it is just not promoted--too often it is hidden.

- Before you can address a problem you have to know what has occurred.

- Most of the people on campus are relatively intelligent. Knowledge and awareness definentally improve social acceptance- but upbringing is a large factor that governs attitudes. As intelligent as most people are- many are raised to be ignorant regarding certain issues. It is inevitable that people will experience some form of culture shock when introduced to new things. How people deal with these things is important. Teaching people to be nice is all fine and dandy- but the ignorance that creates the negative attitudes will persist. People need to be taught sensitivity and acceptance at an early age because most people's morals can't be changed after a certain point or age. Any attempt to abolish this ignorance or improve acceptance- morals or other factors will have to take place long before a person makes it to college. Luckily (as horrible as this sounds)- most people that are ignorant enough to demean people because of irrelavant differences are too uneducated (or ignorant)to actually make it to college. I understand pride in differences (i.e. race) but clubs- fraternities/sororities- and other groups that encourage social division or seclusion only increase barriers and the display of pride or togetherness is less significant than the social or racial divisions or discomfort away from the specific group. It is good to support nonconformity but encouraging social division is a serious and sad mistake.

- The last set of "questions" made no sense- as the heading promised "statements on various social problems" and the categories were in fact just categories- not statements. That's why I left them blank. One category earlier asked if I had witnessed prejudicial

hiring based on race or gender- and I said yes. I said yes because of the prejudicial hiring built into affirmative action- which I support. thanks for doing this.

- Abolish university sanctioned social clubs such as fraternities and sororities. These organizations have racist selection policies.

- I believe that all students and faculty should be required to take a class that addresses inequalities and the effects that it has on underrepresented groups. I enrolled in a class my sophmore year that opened my eyes to the inequalities in our country- state- city- and campus. There were many moments that held tension for many students and looking back and thinking on the comments that were made during discussions I can honestly say that many voices go unheard on our campus- and many issues need to be addressed. I have been forever changed by this class and I wish that it could attempt to have the same impact on others.

- This campus definitely needs to focus on important racial issues of inclusion and equality.

- This last page was especially difficult to answer simply because the issues were too broad. For example- do I agree with faith in God? Who's God? Do I believe it is important for me? Perhaps- but maybe I don't believe in touting this philosophy. Also the issue of equality on one of the pages was difficult to define. I believe that we should all be treated with equal respect- but I celebrate diversity. Also when a person violates a trust of mutual respect- I think it is fair to not allow that person to continue violation of respect to a certain point. I believe in second chances and loving everyone despite their faults. Do I agree with government price controls? What sort of price controls? I wasn't allowed to answer "no comment" when I think some things should be regulated and sometimes the government should stay out of people's business. What about "feeling"? How can I agree towards that? Yes- I have some? Finally- I think many of the addressed issues come back to the question of economic equality. Our system of thinking promotes wealth as a means of happiness. I believe that a more equal economic system would be good in the sense that 20% of the world's population lives on one dollar a day and they world could be a better place if people were healthy- had food to eat and were educated. However we need to leave the Western ideals that promote education as a means wealth which leads happiness. I think a satisfied population comes from having community and learning healthy relationships without the media-generated materialism that the United States promotes as the world-wide goal for utopia at the expense of our planet and our people. Basically- economic equality should not mean uncontrolled suburban sprawl where everyone has their own acre of land- but rather everyone eating and respecting their family and neighbors.

- I think the campus does a good job already. However we need to work on not making it such a big issue all the time. Some people don't feel like they are oppressed but the adopt that idea from a select few that feel they are.

- Regarding persons with disabilities I have observed on this campus that MU obeys the letter of the law but not the spirit. There are still buildings on campus that are technically accessible but make it impossible or create an unusual hardship for many individuals with disabilities to work in or have the ability to move about in as other people do. e.g.- the MU bookstore is not ADA compliant- access to only one floor of a building (London

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Hall)- no missing chair spaces in Brady Commons (this assumes that individuals in wheelchairs have someone always with them who can move a chair for them or forces them to have to ask someone else to please move a chair for them)- etc.

- Have more activities- events- and places to go that represent other backgrounds besides Caucasian.

- Because I am a woman- I fear walking down streets alone at night- walking through parking lots at night- etc. No man that I have ever talked to knows this fear- and it astounds me as to why I and many other women feel it. It seems incredibly unfair that I always have to look over my shoulder and maintain a heightened state of alertness. Along with many other women's issues- I think that everyone on campus should be required to take a women's study class- a multicultural/ethnicity class- etc. There are so many aspects of being an individual and a group member that many other people not in the group never realize exist. I think it is important for people to be aware of issues that affect women- people of non-European background- etc. But it has to be a really well thought out class- not one that people are going to dread taking. Something that incorporates lots of guest speakers about rape- violence against genders- sexuality- race- etc. It just really important for people to get that exposure and to realize and understand people better.

- Some of the questions were hard to answer because they do not apply to me. Some were difficult to answer because I could not relate well to them.

- The idea of offering voluntary classes to inform people about issues relating to LGBT persons is a good idea- but- most likely- those who would attend would be those who are already sensitive to those persons. Increasing the number of LGBT social events would be another way to promote acceptance- however- it would also present an opportunity for those with animosity towards the group to cause problems.

- I believe the more access people have toward nonbiased information about LGBT will help diminish ignorance- which is seemingly always associated with hatred and fear. Overall the only way for people to become more accepting of others is to choose to do become more accepting of others. And only that person can choose for him/herself what they want to become. The campus has a very open attitude and climate. And I feel very safe and free to express myself in whatever manner I choose.

- Adopt the sexual orientation clause--if our own administration won't even stand up and say- "we value this class of humans as a vital part of our campus community-" then students- faculty and staff will never follow suit. That has to be step one.

- Have more events to talk about it and make it more open on campus

- Such efforts may contribute to some change for the better and are necessary to some degree- but they would not have a great impact on the situation... I mean... laws alone cannot eliminate discrimination. Thank you

- I hope that the person concerned can make more exhibitions to the multicultural people.

- I would like to use this space to suggest how this campus could improve race relations. Simply- people need to be honest with themselves and others about how they feel regarding race. Additionally- there needs to be more open dialogue about real issues between whites and blacks and Asians and everyone else. It is my belief that this campus is one of the most segregated and secretly hostile in the nation. As a black person- all you have to do is walk outside and you are quickly offended by some random "unintentional" comment from a white person. People don't want to admit that they are the speakers in this scenario- but until they do- there will surely be no progress in this particular arena.

- I'm sorry- but I feel as though Christianity is a minority too.

- Start by playing down the notions of gender that influence our lives--I hate being a woman when what being a woman means is being skinny- beautiful- empty-headed and submissive. We need broader-based recognition of the different ways you can be a female or a male (or both) and how these genders are "supposed" to act.

- We have an LGBT center- but does anybody know it exists? It is a great resource- but it is underappreciated because it is not well recognized on campus. There needs to be a movement both by the students (LGBT students and allies alike) and the administration to boost it's recognition on campus.

- I think that when we quit worrying about who is in what subgroup and start acting like people are people- we will actually be gaining on this whole issue of discrimination. The big problem with this questionnaire is that *you* have made assumptions about what the important subgroups are--and missed my personal subgroups. That skews all of the answers to all of the questions--they simply do not logically apply to my situation. The big questions are not about race- gender- sexuality and religion- but about cultures- and in the United States being from a different area and a different SES can create major cultural differences.

- There are many forms of sexual discrimination that can occur in the workplace. The field I work is male dominated. With that atmosphere come views that the women in these male dominated fields are inadequate for the job. The views can be portrayed by words and actions (lesser promotions- important duties given to the males instead of females-etc.).This happens where I work somewhat frequently. I think there needs to be better education for men on how to respect women in the workplace. There also needs to be clear cut instructions on who women can turn to for help if they believe they are experiencing this type of harassment. Often it is swept under the rug because there is a great fear of losing their jobs or worsened work conditions. Men are pounded with the traditional sexual harassment instructions but that usually leads them to respect women less.

- We need more women and minorities at the top of our administration in highly visible positions. At present it appears to be all older white men- giving the impression that we do not value the contributions of other groups.

- A balance of qualified female administrators in "key" positions who can lead by example and set the standards for acceptable/unacceptable behavior. I mean in positions such as President- Chancellor- Provost- Dean- Chair- Director. Equivalent pay and promotional

opportunities for female employees compared to their male counterparts. Targeted retention efforts for current female faculty and administrators.

- I'm not convinced requiring courses will help change the attitudes of students. It may be appropriate for staff and faculty. I think climate is improved when social- living- and working environments are inclusive & non-discriminatory. The recent suggestion by Sen. Bond to hold student visas- for example- created much stress and fear among international students. Official statements help- but campus conversations would be helpful as well. The model being used by AARP to inform people of the power of conversations about sensitive- end of life issues--called "caring conversations" --might be an interesting model to exam.

- We need to improve everyone's ability to feel empowered to be true to themselves. We need to quit comparing ourselves to others. We need to live together but not copy each other. The media- in all forms- can make a difference in this area by advertising with a variety of races- genders- weights- heights- etc.I find it interesting that weight was not one of the topics discussed. It is one of the most obvious areas of discrimination in our society. Student desks are small- bathroom stalls are small- airplane seats are small- etc.

- Requiring staff- faculty and/or students to take classes promoting other lifestyles (?) would probably not be a good idea. Sometimes when people are forced into doing something-it creates hostility.

- Changes happen inside people. Accessibility- non-discriminatory administrative practices- etc.- can be legislated and implemented; that is the responsibility of the University and requires much attention and vigilance to ensure compliance. Administrators' and instructors' attitudes and practices can be extremely effective as others see their example- but the real changes have to happen within people- not as a result of being required to take a class or seminar- view art presentations- etc. These things should be available and in the case of art exhibitions are a real treat- but they should not be forced. My personal experience of this campus and medical facility has been entirely positive. I think this institution is doing a wonderful job overall.

- Teach women to negotiate and gain respect.....like when buying a car or getting services of that nature. I find the most discrimination when buying car- tires- lawn mowers etc.

- The campus would benefit from further awareness. Classes and educational meetings are not publicized. I think one reason for that is under funding. Departments and student groups don't allocate funds for advertising because it is too expensive. Another reason is that people feel pressured into being politically correct. Required classes for students or staff would be offensive to some and cause additional job stress. Not everyone is intolerant of underrepresented groups. Some tolerant people could come away with a negative response if good intentioned educators treat them as intolerants. If non-compulsorily classes and educational experiences were offered and well publicized- then those interested could expect to have a positive- pressure-free experience.

- I have been at Mizzou for 8 years. In that time- I have seen Mizzou grow in a number of ways especially related to diversity. I still believe there is a racial problem- though. I have heard racial slurs- often from students. Thank you for doing this survey.

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- My personal opinion is that the biggest obstacle facing our educational institution is the class/caste system upon which it is based and which is consistently nurtured. As a female staff member- I am constantly and consistently reminded of the power/class structure under which I work. Faculty- of course- are at the apex of the university-class pyramid. There are times when I think students are on the bottom and there are times when I think staff resides there. Irregardless- the striation exists- is nurtured and functions to make the atmosphere at MU inefficient- non-cooperative and at times- even hostile. I feel I am constantly and consistently being made to "know my place." The 60's child in me resents this philosophy immeasurably. Courses on diversity- racism and sexism will not help - primarily because those who are racist- sexist- etc.- won't attend. Forcing them to attend will only create resentment and more hostility. And- it won't change their actions. I often wonder if eliminating tenure would have a positive effect. Certainly can't talk about that! I know it could be different. There are pockets of better environments peppered throughout MU- though they're few and far between. I firmly believe that any change will have to come at the most basic level - departments. Department chairs have a tremendous impact on the everyday life of students- staff and faculty. They set the tone. Some set resonant ones - many do not. I don't know what the answer is- but I know that after having worked at this university for over 25 years- I have little hope the environment will change. I no longer enjoy working at the University of Missouri-Columbia and dread 8:00 am M-F.That makes me sad. My students are the only reason I keep showing up.

- I believe that Christian people are actually the minority now- so it should be completely reversed on this survey to be more accurately assessed.

- Pay better wages! Some of the discrimination comes from whether or not a person has a certain degree...while on a campus that IS very relevant- in the support Staff arena - it is not as critical. If a person can do the job - they should be compensated appropriately by the work done - not the level of degree! non-English speaking people should take English speaking classes - to help them speak English so there is more clear communication. We could be missing a lot of what these intelligent people have to offer - just because we can't understand what they are saying.

- Include an employee orientation class discussing personal hygiene.

- I do not agree with your idea of being underrepresented. Each group that is listed is represented in the proportion that it exists in society. In fact it is my opinion that LGBT groups are over-represented. Every floor in the residence halls and every bulletin board across campus has signs calling attention to their issues even though they represent only a small fraction of the student and staff population. Tolerance is what you should be focusing the survey on- not representation.

- This university needs to address the lack of a maternity leave policy for faculty women and the way faculty women are treated by department administrators when they are pregnant. This is especially true for tenure-track assistant professors. I am planning to leave this university as soon as possible because of the way I was treated when I was pregnant.

- I find all the questions to get at problems associated with being a woman to be useless because they are framed in terms of "femininity." Even giving the substitute of

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"femaleness" doesn't get you out of the bind. Femininity is to start out with almost a synonym for heterosexual woman. It is too ideologically driven to be useful. What is wrong with "woman?"

- One thing the campus can do is to stop accentuating differences between various groups of people by proffering surveys that force one to express agreement or disagreement on issues for which one's opinion is truly neutral. For example- a scale of 1-6 leaves no place to express neutrality or no opinion. The campus needs to quietly and efficiently provide the services needed for all groups to function at their best. If there is a center for dealing with issues of discrimination- its services should be well-publicized and provided in a way that eliminates fear and embarrassment. Special events designed to spotlight specific groups often have the effect of highlighting that group's separateness- further isolating the group and often fostering resentment in those outside the group. With that said- however- it seems to me that events in which people from many groups celebrate their culture and heritage together do create an atmosphere of acceptance and sharing. Workshops and classes should focus on making each member of the campus community aware of the campus code of ethics; its rational- how to deal with violations- and the consequences of violation. Once we all understand what we have in common- then we can appreciate and enjoy what makes us each unique.

- I think that the climate has improved for Americans of Middle Eastern Ancestry. In 1995- I felt very uncomfortable on campus after the bombing of the OK building. I heard comments that made me fearful for my own safety. After the tragic Sept. 11- I have not had the same fear on campus that I did in 1995. I think that people have become more sensitive to people of Middle Eastern ancestry. We need to go a long way for acceptance of all people- but we are going forward. Normally- in surveys- people of Middle Eastern ancestry are categorized as "White-European" and that is how the US Census told us to answer for the short form. I think that is how I am listed in my employment with the University. I am- however- a member of the Pan-Asian Faculty and Staff Association (as they consider people of Middle Eastern ancestry as West Asians). I am comfortable in my own self-identification. It is interesting- however- to see how I am 'boxed' by others.

- I believe in slow and patient education. I think that having students take courses (more than 2) that tackle issues of other cultures- religion- gender in increasing greater depth over the time that they spend here will help move towards the goal of achieving even a beginning/incipient understanding and respect for different genders and sexual orientation- cultures/race/ethnicity- ages- and physical/mental/emotional abilities/skills. True respect and understanding require attitudes that go beyond mere tolerance. I have no illusion that it can happen in one course or even in one to 4 years; especially since there is a lifetime of other values that an individual has that will compete for dominance with what the university can hope to teach. But the campus can certainly help plant the seed of recognition and awareness amongst everyone.

- More diversity among administrators- staff- and faculty is a necessity. I would like to see more women in administrative positions- and more racial diversity on all levels. It is discouraging to experience shock when I see a non Caucasian teacher walking on campus. Seeing non Caucasian teachers should become a norm. I would like to see more people that look like me in higher positions. That would be motivating.

- Getting to know others different than oneself on a personal level is what is missing for most of the people on this campus. More group activities or required "anything's" is not necessarily going to engender personal relationships. Brady Commons is one of the most visible segregated places on campus for students- but there are plenty of others. Many classroom sessions are de facto segregated; white and black students never intermingle. So just putting people in proximity does nothing for rendering diversity meaningful to the campus. I have seen distance students come on to campus for a workshop and immediately introduce themselves to international students whereas the white students on campus- attending the same workshop- ignore the international students that they see everyday. I have also noted the white students do not reach out to welcome distance students to campus workshops -- but generally ignore them until the distance students take the initiative to introduce themselves. Does that suggest few of us here feel the sense of "home" and "courtesy" that is automatically accorded to visitors?

- One of the questions asked whether it would be useful to require students to take one class about minority issues. I marked I didn't think it would because I think students develop a dislike for anything they feel forced to take- and this may do more harm than good. Also- with regard to classes that already focus on multicultural issues- such as cross-cultural journalism- I think there should be more of a focus on the unifying of all groups than on the distinction of those underrepresented groups. I think all this does is increase segregation and encourage stereotyping because of the generalizations about underrepresented groups made in such classes.

- I think the best way to have a more understanding campus is through diversity. and exposure. MU's student body is very conservative and somewhat unwilling to step out of the comfort zone to learn about other cultures. The Greek system contributes to this by encouraging socialization only with those who are alike. The independent students are more likely to attend events such as International Night- India Night- the International Fashion Show- but this group of students is a very small percentage of the student body. Mostly these types of exclusive social circles are a result of how a person has grown up. Frequently- though- it's also a matter of lack of exposure to other cultures. I don't think you can force a person to be open-minded- so I'm not sure there is a practical solution.

- I believe that each time you separate people by group(ie race- gender- sexual orientation) you promote discrimination and create divisions that are not necessary. If we were to focus more on identifying similarities- then the differences would become less important. Example- if we looked at how we could help all students be successful instead of just the black students or the gay students we would climate the some of the feelings that one group or the other gets (or needs) special treatment and it would help create unity instead of division.

- Eliminate the tenured faculty --Put everyone on a performance program --Stop hanging on to the people who are "done!"

- In my particular and very liberal school- Christian and Republican students and faculty see their faith become the butt of jokes and supposedly humorous comments. The survey seems to target non-Christians with its religious questions- but I know many Christian students who fear sharing that particular identity because of negative perceptions- comments- and jokes.

- UMC continues to exhibits ambivalence toward real diversity on campus. Student-faculty and staff representation from all minority groups is unsatisfactory and I see no concerted efforts being made toward improvement. Compare us to a school like the University of Virginia- we look BAD. Something must be done.

- I feel that specifying the differences between us is part of the problem. The more we emphasize that we have to be 'sensitive' to all of these groups the more we are emphasizing our lack of unity. I thought the idea of equality was that we did not accentuate the differences anymore.

- I think the world in general is very focused on categorization. A lot of people do not feel comfortable if they cannot place you into the groups that they know and accept. Perhaps eliminating such categories would improve the climate for the next generation.

- I was not born in the US and as such- there are quite a lot of discriminatory practices that I see- and that I am subjected to- but which- over the years I have chosen to ignore and accept as part of the price to pay for choosing to be a successful member of this society. Discrimination comes from all sides- from both the white Americans and the black Americans- but for me- they both balance out and mostly ignored- that is the only way to be successful and get along with everybody- regardless of race...it is all mostly ignorance from all sides! People in this society are too conscious of race! The world is too diverse and interesting to be enjoyed than worrying too much about ethnicity!

- I am new on campus- but I understand that the University's anti-discrimination policy does not explicitly protect gays- lesbians- and transgender persons. If this is true- I think that ensuring that these groups are afforded the same rights as their classmates and co-workers is very important for signaling to students and the community that these rights are important. I believe that public universities have a responsibility to model these sorts of socially desirable- but sometimes controversial (among some groups and individuals)- behaviors. I also believe that the students will benefit greatly from both exposures to diverse groups and individuals and an environment that is accepting toward those groups.

- I feel that there is not enough student diversity on this campus- in comparison to others - each entering class should contain more students from different ethnic backgrounds such as Asians- African Americans- Europeans- Hispanics- etc.

- This campus "pretends" to be concerned about campus minorities such as ethnicity-sexual orientation- etc. It puts on programs once or twice to seem pro-active- however- I do not believe that enough is being done. If there are more programs out there- they need to be more advertised and there needs to be more encouragement to attend.

- Provide maternity leave for adoptive parents. Create a maternity leave policy for faculty.

- Questions left blank were not applicable (e.g.- roommate- office mate).2. questions about whether requiring students and staff to take a course on each of several specific diversity issues would change campus climate may get somewhat misleading results. I would have answered quite differently if there was an option for a class on diversity issues more generally. Requiring that all individuals take a class on one specific aspect of diversity is- in itself- not very diverse! Likewise- perhaps requiring students to take SOME class

that targets diversity would improve campus climate (and perhaps this is what was intended by the question)- but this is not how the question is worded.

- Handicap accessibility is kind of bad on campus. Most of the ramps to cross streets from sidewalks are so crumbly and broken- a regular wheelchair can't get over them. There is also an anti-Christian bias sometimes. They are always thought of being the one that is biased- but many people are biased against them as well.

- Communication and providing the environment for individuals to express themselves freely- is the most important step. But- more important than that is to take the issues and try to come up with solutions. No one person has all the answers and can provide and plan the course of actions. The issues of discrimination are not an issues that can be examined- addressed and a solution applied to them- making them go away by simply talking about them. It is an on-going issue that needs to be addressed all the time. People by nature are fearful of the uncommon. By creating many situations/forums/speeches/gatherings etc etc to make the uncommon- more common- we might have a chance. On our campus- too often- we have gatherings and different forums to address the problems but- they are NOT followed through and nothing changes. It is extremely frustrating because it appears that there are many forums addressing many of these issues but- in reality there are no actions plans and nothing gets changed. These token jesters of communication- in my opinion is nothing but- a false advertisement. I hope and pray for the day the faculty- staff and students from different religious and ethnic background- especially ones from the Middle Eastern culture find the opportunity to educated and exchange ideas and feelings with the administration- helping our campus be a friendlier place to exist in for all minority groups. Amen!

- One area that I feel needs to be addressed is in the actual curriculum at the University. I am adjunct faculty and expose my students to issues facing women and various ethnic groups. I have had a number of students mention to me that they didn't know about these issues before taking my class. This is very alarming to me as they are mostly seniors. We should provide more resources to our women's studies program- develop Latin American Studies- Asian American studies and African American studies. All of these areas are lacking at MU.Also- there are very few Latino students and faculty on campus. The Latino community in Missouri is growing and should be reflected in this public university. Active recruitment of Latina/o students and students of color should be a goal of the University. Also- in conjunction with this- there needs to be a serious effort at the level of detainment. Minority recruitment and detainment should be considered together as objectives for MU (both for students and faculty).

- The university always is talking about no discrimination- but when I need to fill a form for a job- etc where I need to write my race- religion- color etc. at this moment I'm feeling discrimination!.

- I find it interesting that you refer to Christians as a majority. However being a Christian is getting more and more politically incorrect and unacceptable. You are more likely to be discriminated against for being a Christian. Also tolerance of others belief or sexual orientation - they should not be discriminated against but neither do their beliefs or orientation need to be shoved down everyone else's throat. Respect and tolerance goes more than one way.

- While you can't change someone's mind for them- you can create guidelines for workplace/ learning-place behaviors which spell out the campus policies regarding diversity and prejudice-based intolerance. Also- I strongly believe that "Separation of church and State" is vital. Several years ago- I had to speak up because work-related emails were coming from within my building which always contained religious prattling at the end of them. These were mass mailings that went out to the whole department. I talked to the sender because I didn't think 'official' work related mail was the place for him to display his fervor for his religion. He got mad and said he had a right to put anything he wanted as a tag on his mails. I had almost 2 dozen people in my Department who also found his mails offensive sign a petition for him to cease and desist. I showed it to him- stating that I would go to the College Admin with it and he had one chance to stop with the propaganda. He did stop. My point is this: If I had sent out a work related mailing which contained "Satan Rules" at the end of it- I would have been run out of the College. I am not a Satanist- but I think we all need to understand that people come from so many different walks in life- and for awhile - we share a walk with those around our lives now. We can talk about differences- we can learn about differences- but we should never assume.

- Yes- I feel that tokenism is what is happening on this campus. I believe that they wanted me badly in the department I am in because I am black. No real issues are addressed.

- Being a female student- I have witnessed and have been victim to quite a bit of harassment. This is especially the case within the residence halls and walking on or near campus. The main form of harassment experienced by my female friends and me are derogatory comments. We are often called "sluts"- "bitches" and "whores". Getting honked at- whistled at- and hollered at constantly is also an almost daily experience. I often do not feel safe walking on or near campus with other female friends and I would never walk alone. Aside from fearing rape I also must fear the humiliation of countless comments spewed from men driving by. I often get the feeling that I am always being critiqued by every pair of male eyes to see if i measure up to the so-called standard of what a woman should be. In class I do feel pretty equal- but when it comes to off hours it changes. Another example of harassment often comes from the all male floors in the residence halls. It seems that when these guys are put together their immaturity decreases rapidly. One all male floor has a hobby of sitting on the balcony and yelling derogatory insults at people passing by below- particularly women. These guys comment on their bodies. I don't know what advice I can offer- what would it take to change the image that woman are pieces of meat? How do you force these boys to grow up? Perhaps some sensitivity and respect should be taught.

- I'm not gay and I love Jesus Christ! We have embrace those who are different...hate the sin- but love the sinner. Also- being black doesn't mean they're a criminal...get to know someone of a different race or ethnicity.

- I just hope something is done with the information gathered. I think some of the questions were worded in a confusing manner. For example- you could only claim that you were discriminated against if it affected you in a unreasonable interfered with ... Discrimination at any level whether it unreasonable interferes with you ... should not be tolerated. So because of the way the question was worded- I don't think you are getting true answers.

- I felt discriminated against in my own Department based on color and ethnicity. African American are privileged students in awards- scholarships- treatment in the classroom and so on. The fact that they can sue the University for Discrimination gives them a lot of power inside the Department. I was harassed by African American students that demand good grades regardless of they lack of knowledge- they were students to fill in requirements of minorities for the department. I was threatened with being sued- all this by African American Students. I think grades should be granted on basis of performance- work and knowledge and not color of skin. I really think this issue should be address because we- as ta have no power in the classroom- specially the students feel we- T.A.- are zeros because we are not professors. People- Faculty- staff should be aware of people who have accents when they speak English and make an effort to understand them. I didn't mean to complain. This is the first time I am given an opportunity to vent my feeling for being discriminated against. Curious enough- the worst professors with racial sensitive issues were not Caucasian. I was look down for being Hispanic and there were clear remarks that said because I was Mexican I had a horrible mixture of Spanish and English. Lots of prejudice against Mexican Americans- I got confused with that although I am born and raised in Mexico. I do defend my people and somehow the American students should appreciate what it means to have cheap labor to sustained their economy and not look at aliens like they are "aliens". Thank your for doing this kind of job.

- I am actually not sure. But I do feel that multi-racial groups on campus do not get enough credit. We do not belong to a certain group because we have so many different ethnicities anyhow that many ethnic groups are afraid to accept us. So I always walk around campus feeling distant from out community and that people are judging me.

- I feel the University is a very accepting of different kinds of people- and I have never felt discriminated against personally. I think if the campus wants to continue to improve- however- that less importance should be placed on the differences between people. Too much emphasis is placed on outward differences and labels for people.

- Discrimination related to gender- ethnicity- race- and religion should not be included with discrimination due to "sexual orientation issues" which are behavioral and dealing with morals. Homosexuality and other deviant sexual practices should not be aggressively promoted and normalized- but I do not condone the mistreatment of people of any group whether they are a "majority" or "minority". Students- faculty- and staff should not be required to attend mandatory sensitivity classes where they are indoctrinated with pro-homosexual and pro-transgender (etc.) propaganda which discriminates against their religious beliefs.

- This survey seems fairly biased. I have a learning disability- I am a grad student in science- and I am a woman- but I don't march around holding signs and crying. This survey supports the idea that everyone in a minority group whines all of the time about what life has delta them. I have an idea...don't let any of this come into the issue! Don't ask about it- don't refer to it- don't give people special privileges. Letting someone have extra time on a test because of a learning disorder is fair- letting someone with lower standardized test scores into any professional school because of their ethnicity is discrimination. People have lost site of the fact that the actual meaning of "discrimination" is to give someone or some group unfair preference over another. Not necessarily the majority over the minority. All of these surveys support the incorrect

definition of discrimination- and it simply makes people that were not angry previously upset and discouraged!

- As a religious minority on campus- I have experienced discrimination in the curriculum based on testing dates on religious holidays- outwardly Christian prayers at school functions (ie: invocation in Christ's name at graduation)- an uninviting atmosphere in the wintertime - Christmas decorations and parties. One can either try to be all-inclusive (which tends toward the impossible) or be willing to keep school things secular- while still being able to appreciate diversity.

- Why the specific reference to LGBT in the instructions of 5-1 given the presentation of this survey as a general investigation of climate.2. Given the wide range of meaning given to so many key terms and yr lack of provision of definitions for such terms- I suspect much of this information will be of little use; for instance- is the remark insensitive in general- in the specific situation it was used- to me in general- to me in the context etc.

- Include sexual orientation in the non-discrimination clause. I don't understand why it is not included - people are definitely discriminated against on this issue - if MU does not discriminate- why is it such a big deal for sexual orientation to be in the non-discrimination clause?

- Personally- I'm sick and tired of having diversity forced down my throat. Pointing out all the differences between races- genders- etc. with these kind of surveys only exacerbates and more clearly defines those differences. All I ask for in life is to be treated as an equal. I don't want ad hoc solutions to force equality on the citizenry. A university policy of diversity for diversity's sake is a horrible notion and should be abandoned. Some of my friends call that reverse racism. I think they're wrong. It's racism. The term "reverse racism" suggests that racism is a one way road. When I am accepted to graduate school- and I WILL be accepted- I want to know that it is because I MERITED that slot among the most intelligent in my field. The fact- for example- that my mother is Puerto Rican should have no impact on my admission. That is not the reality- however. I would be a fool not to check the nonwhite box when I am filling out applications. That means scholarships the whites can't get their hands on and a leg up when the admissions board meets to "foster" diversity. The funny thing is that I don't even speak Spanish.

- Comment: There is a fine line separating "increasing awareness" and "shoving it in someone's face." The latter will produce adverse effects. It's acceptable to offer information regarding the under-represented- but forcing people to learn about them (i.e. making it an educational requirement) is something entirely different.

- Why are minorities perceived to have a greater financial need when it comes to scholarships and funding than a person who comes from a middle-class white family? A person who comes from a white middle class family seems to be discriminated against. There are all kinds of financial aid and scholarships for minorities- it seems that the average middle class student has been overlooked and has now become the minority.

- This survey is way too long.

- I think the campus is fine now.

- This survey might help- however im not sure what the campus is willing to do with this information.

- The previous section was mis-aligned on my monitor. All my responses should be moved downward one line.

- I do not consider myself a LGBT person.

- The last page is poorly structured in my opinion because there is no uncertain/ don't agree or disagree answer. Many questions I would respond completely neutral for and I am force to take a side I don't' believe in- i.e. as a male I am more likely to be normal-healthy- mentally stable- be treated respectfully by authorities and police- receive favoritism in tests etc- and benefit from informal networking. I don't think being male affects any of those things in any way at all and if I could choose neutral I would. I do not wish to choose disagree on those in question because to do that I think would imply that I believe females have "an advantage" or some such nonsense in those areas and i don't believe that gender affects such things. on the first page- I put that I have heard many disparaging remarks about minorities- I do not mean that I have heard any seriously negative remarks- simply friends joking around- not actual hate orientated speech or feelings of real resentment. if it is speaking of serious resentful remarks then I would say none in all categories except against people of middle eastern/islamic background- i would put that around 10 or more- but in light of recent events this is hardly a surprise and in my opinion can be/should be discounted.

- Mandatory procedures only make people mad. People have to want to learn and change. You cannot force.

- That lifestyle is sickening.

- I bailed out on the 'equality' questions because they are too vaguely worded. Equality is a mathematical concept that can't apply to humans unless we're talking about cloning. So-equality is not only non-existent in human relationships- anything approaching it is a blow against the appreciation of diverse talents and accomplishments -- at the individual as well as the national level. Legal equality is something different- but I don't see that addressed here. 1. Increase study abroad opportunities.2. Enhance the Asian/East Asian Studies Program.3. Begin a program in African Studies (or enhance it if it already exists).4. Increase the number of foreign languages taught -- there should be full-time programs in Arabic and Hebrew; and any number of other languages taught on a less frequent basis. 5. Fire any curator or administrator who complains ignorantly about the poor teaching of non-native English speakers -- send them back to the farm. 6. Scrap the basketball and football programs; or clean them up. It's an outrage that we bring so many African-Americans here only to play their games- when we have no intention of graduating them. They form a subculture that attracts negative comment- and the primary fault does not lie either with those athletes or with those who note their inattentiveness to their studies. The fault is with the program that brought them in.7. Please- no more requirements in the curriculum or sensitivity workshops.

- You never address the issues of European American men in this questionnaire. I have heard more racist and sexist remarks aimed at European American men than against any

other ethnic group. It seems in vogue to bash us for other people's problems...Does equality mean that when I apply for a job I will be considered based upon my qualifications and not have higher standards because I am a white male?

- I would suggest that non-didactic- informal activities and meetings between individuals of differing groups is the best way to increase diversity. Specifically arranging "diversity-enhancing" activities as such tends to backfire. However- getting individuals of differing groups together and putting a "face" on members of other groups is the best way to erase stereotypes. It's easy to dislike a vague "group"- but hard to dislike someone you have met and found to be a decent person. As an example- I work with a man who years ago said he used to believe we should "turn Iran into a parking lot" with bombs until he met an Iranian technician I had hired and found what a nice guy he was.

- Underrepresented groups are not treated equally with each other nor treated equally with white males or females (as dominant groups). Some groups are given tremendous money- attention- and privilege- and others are not.

- Please dismiss my selections in the social attitudes questionnaire--those items are way too vague for my taste: For example- when you ask if some people are more "worthy" than others my first response was "yes-" because some people work harder- are more honest-ethical- etc. Then when I moved on a question or two I realized that my response would likely be read as a believe that some people are INNATELY better- which is not at all what I meant. Because I couldn't find a reset button- I decided to skip the rest of that items. I also decided not to respond to the social attitudes scale items--insufficient context for most items. With the religious organization/leadership item- I could respond to my own group or what I think about lots of others- some of which would prompt an agree-some a disagree. In other items- am I supposed to respond from the context of my university or life as a whole? The U.S. or the world. Frankly- this last section makes me even more uneasy about the project as a whole than I was when I first learned of it ... The tighter the context- in my opinion- the more reliable the results will be; the broader the context- the more likely it will be that someone could respond differently to the same item on another day when in a different mindset. Good luck.

- This survey is completely useless. Change the climate and change the culture by bringing in more diverse people.

- It is my experience with previous employers in the industry- that tolerance cannot be forced or taught in a classroom. In my experience- the best teacher of tolerance is to travel to foreign countries where one becomes the minority. However- perhaps some subtitle expositions during the day in Lowry Mall from the various groups could help. I don't think requiring classes is really going to be very effective. There are instances where religous values and beliefs dictate levels of tolerance causing groups not to associate with one another but not necessarily to discriminate. In my mind- there continues to be a distinction between behavior and culture. I continue to believe that attributes that are defined by behaviors can be changed or perhaps controlled. At the same time- alternative behaviors do not merit discrimination. Sometimes the greatest common ground is to agree to disagree.

- The question regarding disparaging remarks- in my opinion- would be difficult to quantify. In the “ climate” that I live and work in- disparaging remarks

are often made. These remarks are directed toward an individual’s inherent behavior- work ethic- and ability to work and interact with others. I have overheard comments directed toward people of color- ethnic minorities- women- men- homosexuals- but these comments were not directed specifically toward their ethnic background- skin color- gender- or sexual orientation. They were not stereotypical or gender- racial- or lifestyle based. Humans of all backgrounds can be jerks at one time or another with varying degrees of frequency. My College/University climate is VERY tolerant and accepting of diversity- but is not tolerant or accepting of INDIVIDUALS who do not “work and play well with others” (so to speak).

- I feel the University does an thorough job of protecting/fostering minority groups. I think we provide an open atmosphere for others to come here and feel welcome. I strongly disagree that we should continue to force others to accept minorities such as gay and lesbians- and go so far as to ostracize the Christian majority by forcing this issue. As a Christian- I feel threatened far more often by my "unaccepting beliefs". Some people just feel this lifestyle is wrong- and should not be promoted. I- nor the majority of Christians condemn these people- but disagree with their choice of a lifestyle. Just as some people disagree with others choosing to paint their hair green. They make the choice- but it is a losing battle to make everyone love and understand them. Don't try too hard to push "understanding and acceptance" on everyone- it just makes them angry. The most frustrating thing I have encountered at this University is almost not being hired because I was not a minority. I am all for the best person getting the job- but not for filling quotas. The educated white male may be your most discriminated against individual- in the workplace at least.

- As a staff member in a very diverse setting I don't see much discrimination on campus. As a Native American on campus I feel well received and appreciated- though this may have more to do with my educational status and position as opposed to the color of my skin. The University could be a bit more sensitive towards issues concerning minorities (e.g.- return the Native American artifacts and bones back to their rightful people)- but I think discrimination is the product of one's formative experience and not their current environment. While it is likely a worthy task- it would be very difficult for the University to try to "re-educate" those staff- faculty and students who come to campus with some type of bias. I would add that there seems to be a lot of self segregation among African American and Caucasian students. Walking across campus or visiting Brady Commons- one sees this. Perhaps this is just a natural phenomenon- but there does not seem to be as much racial mixing on this campus as I have witnessed on others. It would be nice to see the University become more proactive in recruiting ethnic minorities to campus and then retaining them.

- While this questionnaire has focused on issues of race- gender- and sexual identity- I think that many of the problems on this campus come from a lack of clear expectations for what it means to be a student- faculty- or staff member at MU. We have a disjointed curriculum and very little cooperation among the undergraduate divisions. There is not a lot of cooperation among faculty and staff. There is not a mechanism for students to reflect on their experiences and make meaning of their degree. We are a very disjointed institution.

- Mandatory classes for students- staff and faculty need to be instituted. These classes must be presented intelligently and professionally. Further these classes must be repeated

on a cyclical basis. The classes should be small in size and not with your everyday working professional peers. Free interaction is a must.

- There is a certain bias to this survey- a lot of it to do with one's perception of the concepts of equality and diversity a perceived need- by some- for legalistic solutions to a perceived lack of these two concepts. Each human being is a special creation of God. Each person is deserving of respect and appreciation for their unique gifts. However- we are not all equal (mainly because of financial and educational realities)- and not every human choice or desire is normal(whatever that really means). I think things nationally and internationally could be more equal- but I don't think legislation is the way to accomplish this. Homosexuality and bisexuality are not normal. I don't believe in a hierarchy of sins- and I don't really know (no one does) the relative contributions of "nature and nurture" to sexual orientation. However- I don't feel sexual orientation needs to view in the same light as gender- race- and age. It appears that many who are confused about their gender and desire equality are also confused about the distinction between equal (as in no different) and unique (as in requiring special treatment). All humans are deserving of compassion. As a middle-aged- male - Caucasian- I do feel that these factors have been held against me in some instances- when a member of an underrated group was applying for a similar position. I understand the reasoning; however- I do not always believe that the application is appropriate. The statistical analysis of a survey like this will be a nightmarish and the interpretation of the results will be challenging. I pray those interpreting and applying the results will have the wisdom of Solomon and that common sense will prevail.

- Just because I think that males receive preferential treatment- resulting in my answers in the Social Attitudes Scale- that does not mean that I agree that that is the way it should be. I do not.

- My comments are related to your survey. Many of the questions would ideally have some explanation. Secondly- the use of a 6 part scale on the last part- without the possibility of a clearly neutral answer- is misleading. Is your survey instrument biased? Do you have a point you are trying to make? Just for information purposes- how many Native Americans/Alaskans are there in town?

- Too much of my tax money goes to improving the status of minorities- too much affirmative action- to much worrying about status of "minorities"- O.J. Simpson trial seems to represent the climate in this country. It is sad.

- I urge the University not to infringe upon the rights of one group to "help" another. Making equality a mandatory issue- keeps it an issue. Ideally equality should not have to e thought about.

- To the extent that you require any specific program or class on the needs/desires of under-represented groups- you are very likely to increase rather than decrease the level of distrust and misunderstanding between the groups concerned- primarily because the students at this campus tend to resent the suggestion that they fulfill additional requirements of any kind- and will therefore take a negative view of the content of such requirements. A more important problem with this survey is that it is essentially useless- as far as I can tell. For example: In the items asking about relative numbers of negative comments made on campus- the whole notion of base rates of content is almost entirely

omitted. I also fail to see the usefulness of asking people what*they* think would help any particular kind of climate- since that is essentially asking them for a theory of their own likes and dislikes- which is probably meaningless. In addition- the series of questions about "equality" really did not make any clear distinction between equality of opportunity and equality of outcome. Enforcing the former makes complete sense- but attempting to enforce the latter is deeply damaging in general. I'm not sure your test items are really going to differentiate between people answering on the basis of opportunity versus outcome.Oh- and then there's the fact that you're not doing anything like random sampling...I have no clue as to how you'll be able to drag anything useful out of such a self-selected sample. Somehow- I doubt that this is really the point; the point of the exercise has to be in communicating some vague notion of "we care" to the community involved. If so- fine- but I don't think you should pretend you're getting much else out of this exercise.

- A technical comment about Part 4 of the survey--it was difficult to align the items with the response scales. I worked all the way through before I realized I was one off. You may want to take a look at that. Otherwise- good survey. I was happy to participate.

- Some items force a response that might suggest a bias- but are really just an artifact of the way the item was written.

- Although our largely white faculty is quite welcoming of students of color- and even makes real effort to hire faculty of color- the fact remains that our students have little opportunity to encounter faculty of color- since there are so few of them. Perhaps the university could provide money for additional positions earmarked for the best available faculty of color in fairly broadly defined fields. The problem is- our searches are always so targeted to serve narrowly defined needs- the hiring committee usually does not have the option to hire candidates of color who might not fit the job description as well as white candidates.

- Comment: Sept 11 has changed some aspects and could have altered responses.

- Pretty comprehensive survey. The questions regarding requiring the campus community to participate in "services- program and activities" for different groups- is a tricky one. My feeling is with any "requirement" that a natural by-product will be resentment and hostility for being "forced" to participate. This might be ok if the campus just increased the available services.

- The questions at the beginning of the Social Attitudes Questionnaire are too loosely defined and are likely to yeild skewed results. Equality in regard to what? Worthy in regard to what? You can't ask vague questions and expect precise answers. That's all.

- I don't believe that there is a problem.

- I object to the inclusion of the homosexuality/transgender category as being an underrepresented group on campus. All the other groups listed are not choices- but facts of birth. It is out of your control whether you are born black/white- or Asian/European- whereas sexual preference is a choice. Just because the majority of people disagree with your choice does not entitle you to special treatment as a way to "overcome" your ideas. I think this campus would be greatly improved if we stopped giving undo extra attention to a small- but extremely loud segment of our student population. If you want to

campaign for an underrepresented group on campus- how about students with A-section basketball seats. Now there is a minority group.

- I think that workshops are a waste of time and money because they don't get the message to enough people. Requiring people to go to classes is a bad idea because it is in a person's nature to dislike anything they are forced to do. In general- you are fighting a battle that cannot be won in college. Sure some people may be open-minded enough to change their beliefs- but the strongest beliefs people have come from their parents. I think you will just have to rely on the open-minded people of the world to lead the others out of their hatred and bias.

- First- I resent the use of the term "underrepresented". How many should we have of any group? And by the time you list all of the "underrepresented people- you have only left healthy- heterosexual- white males- which is at that point a distinctly singled out minority. This makes them "underrepresented"- if that term equates to a minority. Being well traveled in the last 25 years- it is increasingly obvious that the new- socially acceptable target for blame- discrimination- and "bashing" in general- is the white male. Watch one evening of network television for all the evidence you'll need. The common attitude is man equals bad- woman equals good. We deal regularly with people telling us they need a "good female" or a "good black" recruit. This is illegal and unethical in a country where we proclaim the it is wrong to hire people for what they are instead of what they can do- or for their color or sex. Somehow when whites/males suffer from this it is considered to be a good thing. We claim to seek color blindness- yet attach color to everything as long as the color of choice is not white. In talking with many people over the years- and in many locations- who have been sent to various "awareness" trainings- I find that the "training" is generally resented as being insulting to their intelligence- and derogatory of anyone perceived to be in a minority status. I have heard female employees complain that harassment training actually created a hostile work environment where one had not existed before. The men felt unfairly singled out- and were then threatened with various legal actions in an ongoing undertone of the courses. The result was dwindling communication- to the point that the women said they couldn't get work done because the men they needed to work with felt it was unsafe to talk. This is counter productive. In regard to harassment or chauvinism- I find that few men are nearly as chauvinistic as modern women. Yet when the term chauvinist arises it is always applied to men. Having grown up in the Kansas City public schools I was part of the minority/white population of the school district. The overwhelming majority of racist behavior I have observed was directed toward whites from blacks. When I see programs or stories on racism- it is always a white offender. This is not the world that I have seen. Jesse Jackson spews racist sentiments constantly- but few- if any- will recognize it as such publicly. He has even gone so far as to label the hiring of people based on qualifications as "meritocracy"- and endorses hiring for color...as long as it isn't white. It is disturbing to see so many people accepting- or at least not objecting- to these practices. My indications that I have experienced offensive communications on this campus all come back to a single-repeated occurrence that is sent to all faculties periodically. We all receive an e-mail asking for nominations for honorary degrees. Originally it especially encouraged the nominations of "women and minorities". I objected to this and did receive a communication from the Chancellor's office saying they would look into it. They didn't do so until I labeled this as creating a "hostile work environment" due to it's obvious exclusion of white males- who are the only minority after you group all females and minorities. They altered the wording afterward- to "underrepresented groups". In an institute of higher learning- I doubt there is anyone who doesn't recognize this as a thinly

veiled request for "women and minorities". Of course at this point- who is the minority? It is insulting and offensive- and again- it is the only incidents of racially/sexually offensive activities I have been witness to. The issue is if we want to recognize people for what they have done as opposed to what they are as an accident of birth. In regard to the questions about some people having more opportunity than others- some not being as deserving as others- etc. I must elaborate. I did not agree that all equally deserve in several categories- but it has nothing to do with race- sex- etc. It has only to do with the fact that we are all born with varying talents and abilities that are beyond our control. So not all will have the same opportunities. And some are less deserving because of the kind of people they have chosen to be. Some don't and won't try- some appreciate nothing. In short- some have done nothing to earn anything- yet feel they are entitled. This is my point of reference. It has nothing to do with accidents of birth. As Bill Gates said- until you have accomplished something- don't expect to have high self esteem. Finally- "homophobia" has nothing to do with your questions. You can find homosexuality absolutely disgusting without being afraid of it. Homophobia would indicate an irrational fear- not a distaste- dislike- or natural repulsion. I find it to be objectionable behavior- and heterosexuality is the norm (if not the fad)- but I am not afraid of homosexuality and I have no concerns that I might harbor latent tendencies. You can dislike something without being afraid you are one.In brief- I find that most people are far too concerned with getting by day to day- and trying to do something for their futures- to spend any time trying to oppress those who are different from them. Further- they don't have the power to do so anyway. I don't think the average person is concerned with all of these issues until it gets thrown up at them. As a bit of a social scientist- I have found that most people- when left to their own devices- don't go out of their way to act out prejudices. They judge others by their actions- and really don't care about the race or sex of others in a significant way. I think most of these issues are reported with great bias and are created more often than encountered.

- I think it's fantastic that you're trying to make the community on MU more acceptable to our minorities- but unfortunately you're only bringing more attention to them- therefore making them stand out only more. By making them stand out more- they become the center of harassment. In this respect- I don't believe you should force students to take a class that focuses on underrepresented groups - this action would only cause resentment and division amongst the students of groups who were not noted in the class such as white American males. I believe MU treats everyone fairly- and therefore there should be no change. Right now- from what I see- MU is an equal opportunity campus. It seems that the faculty and staff treat everyone the same. The students come from entirely different backgrounds and often they DO say things that may be considered offensive. However- I believe that going to a large campus such as this one- one must learn to tolerate certain comments. Actions- however- should not be tolerated and then- and only then- should real action be taken to discipline the offender- not promote the minority's group it was against. I believe that the only way to dissolve racial lines to stop making them.

- *more flexibility for working students*more flexibility for older students*more online classes*get rid of tenure- it is being abused!*more world inclusive classes*have normal coffee in memorial union*put more floppy drives back in the computer labs- we all don't suddenly own zips*Tell the police to STOP PROFILING! Help not hassle!*expand the library*more vegetarian food on campus- including McDonalds*Free Lenard Paltier!

- Some word for international students is hard to understand. some error may occur.

- A survey class of issues faced by underrepresented groups might be nice.

- The campus climate could be improved by focusing on the hiring and retaining of faculty members in underrepresented areas- particularly those dealing with sexuality. I would like to have seen this survey address issues of class. One problem with the university is that it underpays many members of the staff.

- I feel that racism will never go away. However- I come from a group of peers who joke about their nationality and the color or their skin. I feel that racism is not a big issue these days in the US. The US is more bound together than I have ever experienced- but I feel that the country is hostile toward other countries and that is only do to the emotional roller coaster we have gone through this past month.

- Those of you overseeing this study and its application to campus life face a huge task. I recognize the level of advantages I enjoy and have enjoyed as a white male. I also recognize the apparent absence of "voiced" concern for underrepresented groups here on campus regardless of the validity of that appearance. One area of concern has remained with me all of my years here at MU. Our campus members who are chair-bound are forced to take rather round-about ways to gain admittance to most of our buildings. In effect- those who move at the slowest pace often have to take the longest route to arrive at their destinations. Thus- a wheel-chair bound person has to allow for a much longer travel time than would be the case if more direct access were available. Those of us who are ambulatory might well take the same situation as an affront. I believe that getting faculty- staff- students- and administrators of diverse backgrounds together in discussions- focus groups and other more informal exchanges may do more to push the envelop on improving campus relations and climate than any type of required attendance.

- More group interaction as opposed to cultural events that focus only on one group- underrepresented or not.

- We must have administrators who are of the highest level of intelligence and competence. We must cease the climate of preying on the students of this university for money in every way possible. Our professors must implore students in their classes to be respectful and generous. We also must teach our instructors and professors to speak better English because many students harbor poor attitudes towards entire ethnic groups because of the fact that their teachers from these ethnic groups cannot teach because they cannot speak the language. Thank you for considering my comments and using your position of power to help the powerless students.

- I believe that the number one issue today- in the U.S.- that would result in change- real or perceived- is for groups that feel underprivileged to take positive responsibility for the actions of their members. In today's accepting- pro-active climate- the use of militant or terrorist activities only detract from the overall social view of that group by the whole- especially when that same group is not first to condemn the socially unacceptable actions of members of their group. My concern in today's climate is that a backlash situation will develop if groups do not take primary responsibility for the conduct of their own members.2) I also think very- very strongly that surveys like this do not help us achieve the objective of social and workplace equality that we all desire. 3) America today is not

the 60's and it isn't the 70's; we need to build on the advances that were made in those decades- rather than beating the same old tired drum.

- One note about the Social Attitudes Scale section: I found the question to be somewhat ambiguous and I answered it based on how "true" each statement is in my view and not based on whether it should be as how I see the world. Just to clarify...

- This is a VERY BAD survey. It's unclear. In the last section I feel that it is a 6 on nearly every question- but in a better world it would be a 1. Are you asking my opinion on how I feel or how I perceive the "social climate's" perceptions?!!!

- I think that the university should look into balancing the harmony within residence halls more. And sexual orientation seems to be a big problem at this school. Also- students often make fun of staff that don't speak English well. And people of Middle Eastern descent or Muslim religions are going through problems right now.

- I had a little bit of difficulty interpreting some of the questions on this survey. Some consideration might be put into the wording of the questions.

- Don't think that equality for every single person regardless of background will ever happen (at least in my lifetime :)). To me it's utopia.

- Blatant attempts by administration to make the campus "more friendly" to minorities- seems cheap and not genuine. Small steps are needed to combat this problem- not cute little pictures of a multi ethnic group hugging- that will only bring accusations of trying way too hard to be taken seriously.

- I think that all people deserve the rights that homosexual- bisexual- and transgender students and faculty deserve. The reason they are not achieving this equality is because of things like this survey. If people who are considered unrepresented would like to be recognized as normal they should quit doing things that point out their obvious differences- accept who they are and quit seeking the approval of everyone else. Heterosexual white males do not march the streets to gain some sort of approval from all other groups. I think that the norm is not allowed to celebrate itself other wise they are considered insensitive to the minorities- so those in minorities should grow up be happy who they are and quit trying to gain acceptance from the people who are obviously giving them a hard time for their efforts.

- This campus has the best climate that I have ever seen or heard of. Keep up the good work! :)

- This was really long. Some of the questions did not make sense.

- The problem is that we are here in Missouri. Areas like California have more diversity and they are not without prejudices. The point is not to make a big deal out of opening up the university to diversity- but just to do it. The fact that the Board of Curators did not approve a revision regarding gays and lesbians (I don't recall what it was- but it was viewed positively by gays and lesbians) makes it seems that- from the top-down- the climate is very cold. I also find that student organizations are closed off to other groups and even closed off to certain people who lie on the outside of their groups. Involving

student organizations in the process would be of great use. Instead of being didactic- they could be the ones teaching the benefits of diversity and tolerance.

- I believe that the MU Campus is a wonderful place to receive an education and be a safe place to do so.

- I think that a very strong distinction must be drawn between promoting awareness and equality- and actually "forcing" it onto the scene. That is- if you try to "even out" the cultural or racial slate- by accepting a certain percentage from each group in order to show diversity- that actually becomes counter-productive because it does not reach the root of the problems. Proper education and awareness can help very much. If people are taught to have an open mind and are never taught that certain groups are better or worse than others- then we will be a lot further along and real progress can be made.

- I don't think that work shops will help raise awareness- but if they are manditory they will make people more hateful- just like the guys are after going to workshops about women and rape.

- This is something I feel very strongly about- and always have...There are groups on our campus- and across this nation- who feel somewhat separated from the "majority"- but i strongly feel that most of that separation that they feel is brought on by themselves. To make an example out of a group- I'd have to use the black population on campus- b/c this is where I see the most problem areas. I constantly hear of how blacks are mistreated- or treated unequally... but most of those things are things they do on their own. You see a "black section" in the commons area... no one makes them sit there segregated. I once read an editorial in the paper about a person complaining that no one walks across the grass of the quad but everyone walks across the grass of the black culture center... that's because the quad is something that stands for every student at the university- while the black culture center stands for only some- and is only a reminder of the fact that we are different. So many times I see people who think they are struggling for equality- and in trying to do so- only highlight all the differences among us. I do not by any means think that people in this world are treated equally- but I do feel that in their fight to gain- they only lose more by pointing out the fact that people are different. Equality means unity- and they estrange themselves from society. We are all Americans- and that should unite us above anything else. We should stop trying to gain equality by singling out groups and minorities- rather we should strive to integrate our lives and cultures with theirs and make us all on people- in one nation.

- I didn't see one type of harassment on this survey- a type that I've had to deal with most of my life--being overweight. The harassment comes from males. I get mooed at- spit at- people constantly laugh at me. I guess this has something to do with the ideals as women as pencil-thin. It's not right.

- As a Freshman- I haven't had much time to get the feel of what the "campus climate" is truly like. As a woman- I have experienced a little discrimination- but mainly from people my age. I try to be accepting of all people but I have noticed much discrimination mainly among students. I think the organizations around campus are doing a good job of raising awareness for their own particular case- but the main goal here is to make every single person realize they are no better than anyone else. How exactly we can accomplish that is impossible to say; since people come from such strong/different

backgrounds. I don't have a specific suggestion right now but if I think of one I'll definitely let you know! Good Luck!!

- When a heterosexual becomes homosexual- they should expect that most people aren't going to want to be around it- therefore they will naturally be expected to keep it to themselves- and if they don't it's their choice and they know there might be consequences. I think this campus is very open about these issues- it's a good place to learn- and we aren't discriminatory towards homosexuals- some just would rather not witness it first hand. And I don't think it should be shoved down our throats if we aren't homosexual.

- I am very happy with this campus. I answered these questions honestly- but really have not observed much stereotyping or discrimination in any way. I am a very accepting person- and most people here seem to be the same way.

- If gays, lesbians, and transgender/transsexuals want their orientation to not be an issue, then they should act like heterosexual people do, and not make it an issue. In other words, keep their business to themselves, like the rest of us. We have a GLBT Resource Center on campus. Why not a Heterosexual Resource Center?

- I have not experienced discrimination for the most part in my years at this university. That is not to say that I do not believe that it is occurring. I think that this is a wonderful questionnaire- however- some people have very strong views that can't be changed- regardless of what the university tries. If my mother won't except her daughter's choice of husband- how will university students change their way of thinking. Good luck with this project.

- Within the dorms mix racial- religious- etc. backgrounds a little more. Within classroom settings mix racial- religious- etc. backgrounds as much as possible. Hold more discussions about accepting differences within people.

- I was walking through speakers circle the other day and saw a homosexual man force a heterosexual woman to take a ribbon to wear so that "coming out" would be easier.....she was clearly offended and so was I. Then when the homecoming dance was publicized as a "coming out dance" I was really offended and felt very excluded.......like it was a LGBT dance- not for heterosexuals.

- There is a large push for acceptance of people who have a different sexual orientation. However- I have seen very little to improve racial diversity on the campus. I feel that because you can look at an African American and tell that he/she is an African American makes their situation different from people who might experience sexual orientation harassment. I would like to see more done to improve the relationships between the races on campus.

- I think we need more activities that appeal to all groups of people so that there is more interaction among groups. I think getting to know people different than ourselves is the best way for students to become more understanding of other people. Currently- it's very easy to avoid interacting with other groups. Generally- we try to not be disrespectful toward others- but we don't make any effort to get to know them either. I don't think that students will flock to a "Get to Know your Diverse Student Body" event- but there could

be more activities that appeal to students in general- and thus bring about interaction among diverse groups of students.

- I have only been at Mizzou for a half a semester- but I think there is a healthy climate of diversity. Of course people hold their individual discriminatory views- but these are not supported by the university as a whole.

- I just wanted to note that on the above section I was answering the questions as I believe the conditions in our country are currently. I was not saying that was how I thought things should be. I was confused by what the questions were asking.

- I believe that MU campus is in very good shape to tackle the sorts of problems that may occur from society today. I think the only problem we have is that we are easily swayed by the almighty dollar. If we could get around monetary persuasion- we could be a more equal university.

- We need more visible leadership for minorities and for international students who do not have any kind of organization that can help them to know how to participate on campus.

- I think that people are born with and have developed stereotypes and negative images of minority groups be it women- homosexuals- or non-American culture. The University does a good job of keeping diversity awareness in check and as much good as the University wants to do and promote- the University can not change peoples' narrow-minded viewpoints on a large scale. However- it is necessary to continue to promote and increase promotions for underrepresented groups in order for all members of the MU community to realize how sensitive all people are regardless of particular lifestyles or cultures. With more education- programs- and awareness opportunities- more will be learned. I think the University almost makes joking attempts at improving diversity. For example- last week was Coming Out week & one of my best friends here is gay & I honestly felt insulted reading in The Man-eater the activities planned and the back picture with a group of gay people standing in front of the columns. Though my friend wants to be open with his sexual identity- he can't fully because of societal and other peoples' thoughts on how it is "wrong". I think the University perpetuated the week negatively by speaking of drag queens etc. for the night at The Soco Club calling it "Soco Loco" night. My friend is such a nice guy & I love him but because of stupid cutesy activities like that people look down upon him and judge him and his friends because they are perceived to be all drag queens and all "theatre major" feminine types; and that does not settle well with me. I don't know how to change it but if they weren't so singled out as "Gay Day" then maybe people wouldn't see gay people as that much more distinct than heterosexuals. The same can go for the expansive million-dollar Black Culture Center. Black people are the same as anyone else and if any other ethnic group built up i.e. a "White Culture Center"- that group would be seen as a racist supremacist group. That is reverse racism- my friends. If we're going to establish million-dollar hang-outs for the people of MU- we should make them tolerant and accepting of all groups opposed to singling out minorities and giving them special treatment. I am not racist and I do not perceive minorities to be of less importance but I think we should include everybody to have better forums for tolerance.

- I believe college is the place to receive an education. Too many people have forgotten this. They believe it is more important to attract "underrepresented" individuals than

providing quality education. I do believe in treating all people equal. It is essential for society to function properly. However- the University spends too much time and money trying to attract people from minority groups when they could be worrying about providing EDUCATIONS to the students they already have.

- I feel that some schools strive too hard for racial and sexual equality. Take the black cultural center for example. Although the black cultural center is a good way to learn about history- it only displays black history. To truly be equal- one wouldn't have black history- they would instead have just a history center. I have heard many whites say- "how come they get a black history center? They aren't any better than we are." The same goes for black history month. When we create things like this devoted to one ethnicity- we are telling our country that they are different from us. This is why I marked what I did for having required classes for faculty and students. Having these types of classes will most likely create racism- rather than prevent it.

- Baker-Park is no where accessible to handicap students. The wheel chair ramps have bushes in front of them making it impossible to let anyone in the building if they can't walk.

- Thank you for including me in this survey. I an very interested in the current climate of MU and ways to make diversity- acceptance and knowledge of underrepresented groups a priority on this campus. Good Luck.

- Because I am not actually the member of a minority group- I can't actually speak for them- and I don't know what campus climate is really like for them. However- for myself- I can say that I have continuously felt safe on this campus. I really don't feel that workshops are going to change people's opinions of minorities. Being around minority people and seeing them as PEOPLE will.

- I would just like to clarify my answers a little bit. First of all I believe that while discrimination is wrong it is a right of any individual to discriminate in any way they choose. I think the campus in most areas concerned here already does too much to highlight our differences. I think the best thing would be for the university to only worry about faculty discrimination and violence- not individuals actions.

- I think people are scared of each other because we are different. We need to find a way to bring the people together. We need to find a way to get everyone's guard down - so that they may meet people different than themselves.

- You can't change people's attitude by making them take one course or one class. First of all the classes are always poorly designed- under funded- with unmotivated people sitting the seats. Its a recipe for failure.

- So you want to improve the campus climate? Hmm- first off stop trying to force politically correct ideas upon us (students/staff/faculty/Americans in general). Most people will not change their fundamental opinions based on what your group does. I personally will never agree homosexuality- bestiality- or other behaviors outside of the norm are good and worthy of being considered normal. I like the military's don't ask don't tell policy. I'm a black female conservative republican studying to enter a white male dominated field. I have not let one individual's (student/staff/faculty/others)

attitude- words nor do actions effect how I go about getting an education. Maybe- 5 times in 24 years- I've had to let someone know that I would not let them slight me based on physical attributes I had no control over. A single isolated comment / incident does not count as a sign of a hostile campus climate because every society has it's fair share of bigots. As my survey results will show I've never had problems getting along with my peers- professors nor coworkers. Your group may very well upset the sort of reserved / indifferent attitude many people on campus have with regards to others different from themselves. As long as no physical violence- overt discrimination- nor harassment is occurring leave things alone. Do not attempt to give select people special rights nor parade them in front of the masses in attempt to make them out to be victims. Do not force me to spend $500 and my valuable time on a course in which I have to at the very least pretend to agree with pc notions. More than likely I'll resent the so called under represented group after an attempted brain washing. I personally don't like what social engineers like you all are striving to do. This "grand experiment" you are attempting to put into the works may hurt the campus climate (and America) more than help it. FYI: I don't believe this is a random survey- I've receive one to many "random" surveys not to believe I'm on some sort of campus list. None the less I'm glad to provide your group with a prospective a bit different than what you may not have expected from a so called minority.

- Too long

- This campus has become highly intolerant of non-native English speakers- even those who are US citizens. Imposing arbitrary language proficiency testing and screening for P&T by under informed administrators and racially homogeneous (i.e.- white) students is dangerous and a witch hunt for Asians and others who are smart and hardworking yet perceived as dumb because their English proficiency is somehow perceived as low. Only 5% of the world's population lives in the US- yet the need to learn about the 95% is diminished by this type of fingerprinting and uninformed behavior.

- I can accept people of a different sexual orientation- but I do not believe this is the norm-therefore- I do not want their lifestyle thrust upon us in our nation or our work environment

- People must quit thinking of people as "groups". That's where stereotyping comes from. People are individuals! Each person must be looked at separately- evaluated separately! For example- (race) It's not the color that's the problem- it's attitude! I have friends of every race- yet there are those of every race including my own that I don't like because of there bad attitudes. I don't want to closely associate with people with bad attitudes or much different life style because- I don't want that kind of influence in my life. Yet I will be friendly and polite to all people! If we can't all get along- we won't survive!

- Campus has pervasive & informal institutionalized discrimination in hiring- promotion- and consideration for: disabled people hourly staff members african-americans asian solder (40+) individuals non-Missourians Human Resources allows this to happen despite the non-discrimination policy of the school. My spouse and I have both experienced hostile work environments which have gone unchallenged by Ms. Touzeau (sp?)- Ms. Sadowski and the others in HRS. HRS backs in every instance management against employee and allows management in departments to get away with hostile work environments in order to get rid of unwelcome staff. For example- the Provost and HRS

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have turned a blind eye to "reigns of terror" in the Colleges Business and Engineering & the School of Medicine- where the Deans and their minions are blatantly forcing people to look for other work- feel uncomfortable- have excessive or else no work assigned to them- be moved arbitrarily around physically. This university still has the hierarchical mentality of the 1800's and early 1900's -- administrators and managers can do bloody well what they like and the staff can "go elsewhere if you're unhappy". HRS will only intervene if they feel the university is going to be liable to a lawsuit! The Provost-Chancellor and Deans need to look at their own behavior and policies- allowing discrimination to take place and hostile atmospheres to develop in campus departments.

- One wonders about the seriousness of this "campus climate" endeavor. If this campus was serious about non-discrimination and campus "climate" it would first get rid of all institutional discrimination. The local United Way continues to support agencies that have explicit discrimination policies. The fact that the university continues to institutionally support the local United Way through payroll deductions and the fact that it uses its staff and resources to support the campaign is an explicit example of institutional discrimination and institutional support for discrimination.

- People seem to fear that which they don't know. Bias is much of the time not based on personal experience- but on stories related to them by other individuals or in the media (as it tends to report/support negative stereotypes as these are the stories of "the news"). I think activities which bring people together to really get to know one another and discover their commonalities and celebrate their differences is the first step. Many times those in the majority are oblivious to the existence of the problems of those in the minority (in the broad sense of the word) as they have never had to confront them. Being made aware of what those problems are would also go a long way towards helping resolve some of these issues.

- This survey seems to lean toward support of gay and lesbian rights which was not stated up front. My impression- probably due to the timing of the survey- was that it would lean more toward race and religious preferences. Singles and co-habitators are also a very unrepresented group- not addressed at all in this survey but a growing segment of the American cultural experience.

- Interaction between groups.(examples include: on-segregated social events- foreign language requirements with mandatory tutoring by international students-and relevant sociology classes taught with enthusiasm by members of the represented groups. Please-no diversity movies)It is an assumption that the interaction and respect can be legislated by government or mandated by management-and will be voluntarily socially integrated and accepted. Faculty/Staff/Student organizations exist to extoll the virtues of their inclusive represented membership.

- Teach by example-

- Some of the questions were hard to understand. I was not sure what you were asking.

- Equality does not determine respect--hence why I answered some of the questions about equality as I did. Just because you make everyone equal does not mean you will make anyone RESPECT another person who is different from him/her. You cannot make new laws or inflict punishments because people act disrespectfully to those who are different

from them. You will only encourage them to continue in their behavior- continue to believe they are right. They will not fear laws; they will hate more. The only way you can get rid of a bad idea is to replace it with a good one. Therefore if you wish for people to respect others--respect them first. Show them diversity and pluralism is something that makes this country great. Being different makes us great. We should respect ourselves and others--not go politically correct and try to equalize everything. Some people are not worthy of our equality--regardless of race- ethnic background- or sexuality. Teach us to evaluate people according to their hearts- not the minor details that make them as a person--but then it is probably not your responsibility to teach us that....

- Questions 1.3 - 1.5 are subject to interaction with facility. Many staff have none- as I- and this will slant the outcome as there is not an opportunity to answer anything but no to those questions in my situation. Question 2.3 and many other questions are geared toward racism- reading as whites against other ethnicities. As a white person I often feel I am a victim of racism from other ethnicities because I am white. This discrimination is JUST AS REAL- and just and unacceptable. I feel STRONGLY that others who preach that whites need to change their racist ways- need to consider their own actions and practice what they preach. I feel CONSTANTLY bombarded with how racist I- as a white person- am and that I am the one that needs to change. I was not raised to be racist and do not consider myself to be so. I am frustrated that I am constantly asked to consider the feelings and history of others- to be more considerate and accepting. As I white person- I should have the right to also ask that of others- without being tagged a racist- if they expect it of me. What would happen if we built a "White Culture Center" on campus? I feel strongly that we did this campus an injustice by calling it the "Black Culture Center". It should have been named the "Multi-Culture Center" to include us all! Just because my skin is white does not mean I am any different- worse or better than any other human on this planet. I feel that the constant push to be MORE accepting of others- and advertising our "culture" differences as the means is pushing us apart. We're all just people!

- I do not think classes should be required unless a person causes trouble or harasses others. As long as someone can get along with everyone- they are allowed to THINK whatever they want; this is the USA. My experience has been that gay, lesbian, & transgender people tend to be very confrontational, discriminatory, and unaccepting of heterosexuals, and Christians in particular. Therefore- I think that if any classes are required- they should be required to teach acceptance of monogamous heterosexual relationships. Also- people should be informed about the FACT that most gays & lesbians earn very good money- and are not discriminated against in that way. Also- acceptance of Christians as a whole should be promoted. They experience harassment because of their beliefs alone.

- In my experience- (as an Alumni and staff member) the environment at MU does not promote ethnic diversity. One of the first things I noticed about MU when I started here as a student was the lack of black people...not just students- but staff and faculty members as well. I also quickly noticed the segregation of black students from whites in the Brady Commons eating area. I believe that everyone notices this segregation- but most people prefer to act like it doesn't exist- or make jokes about it. I recently had a friend visit from out of town- her first comment upon walking through Brady's Food area was- "Why don't the "kids" all play together here"? As a women- I have found MU to be a better employer than others I have had. I felt compelled to resign from another employer due to excessive sexual comments and harassment from male co-workers. I have experienced none of that type of harassment at MU- but I have felt the pressure of

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the glass ceiling. In my department it is noticeably easier for men to advance in management positions than it is for women. I do feel that women are treated very respectfully in my department- but there is a certain level of 'jock' camaraderie among the men that the women just can't break into. As a manager- I found that I had to work very hard to gain the respect of the men- while male managers who started around the same time as I did seem to be more generally accepted in to the fold. The funny thing is that some of the younger male managers have also noticed this- and even asked me if it bothered me that it was 'easier' for them. I have also worked as a technical person in my department- and I've found that in most cases I have been treated more fairly by the technical folks because the most highly valued person on the tech team is the person who has the most technical knowledge. So from a gender perspective it feels like a much more level playing field. The one drawback I have noticed on the technical side is related to age. Often older people are assumed to be incapable of keeping up with technological changes- and I have seen cases where older staff whose knowledge should be respected and utilized are pushed aside in favor of a new- younger staff member. I think we need to bring in young people with fresh ideas- but at least in my department we should be teaming them up with some of the more seasoned staff- and we should encourage them to learn from each other. Thank you for giving me the opportunity to participate in this survey- and to voice my opinions.

- I have a suggestion regarding the questionnaire. It would be appropriate to separate gay- lesbian- bisexual- and transgender into their own sections instead of grouping them together. I think you would find that each of these groups experiences different levels of discrimination. I think that while the public needs more education regarding gays and lesbians the amount of positive information available about the transgender population is seriously lacking and this would be reflected on this survey if the groups were given their own fields rather than being grouped together. Also- the question that asks to whom are you attracted seems inappropriate or perhaps worded offensively.

- Sexual orientation is very much unlike the other types of diversity discussed in this survey. This issue becomes most apparent when sexual orientation challenges traditional family values. Accepting persons from different races- backgrounds and physical challenges is a non-issue- if the notion that all people are equal is embraced. However- equating all types of sexual/family relationships with traditional family values is another matter. The acceptance- on an equal basis- of people with other than traditional sexual orientation needs to be promoted on an individual basis. However- I'm not sure that promoting the acceptance of families or groups of people that are non-traditional is an issue that should be even be dealt with at the college-campus level. This issue- in my opinion- is more of a philosophical or cultural issue and not necessarily one of the acceptance of diversity. I sometimes wonder if we spend too much time focusing on differences. The U.S. is truly the 'melting pot' of the world. And the intermixing of the world's cultures continues to increase. We are indeed heading toward a world-wide integrated common culture. Should campuses reduce the emphasis on cultural heritage and separation and focus more on commonality between people?

- Work environment should not be based on Race- sexuality- disability- gender or ethnicity. The work should be evaluated and respected not the diversity of the person. It should not make any difference. What counts what the person can contribute to the workplace? At MU it is not.

- Staff are an ignored segment on this campus --more in some colleges than in others. There are lots of disgruntled senior staff that take advantage of their positions. The university has a policy of Z-coding which most employees are not aware of. It is not in the manuals. Human resources refuses to show your complete personnel file even when you ask! "Sorry we're several months behind in our filing." Perhaps this is an acceptable legal out but not a moral one. This leaves staff with no defense to unwarranted documentation! Staff really has NO rights on this campus! This is not what your survey is about but at least it is an opportunity to voice this concern!

- This survey was too long.

- I thought this was going to be about "climate" or temperatures in the offices. Very different than what several of us thought it would be.

- My comments regard the survey itself... one question asks if I would be comfortable have persons from the range of groups you have identified as a roommate. Since I suspect that I would not be comfortable having anyone as a roommate- that is a little hard to answer. In general- I found the questions to be ambiguous regarding the point of view and the subject. At times you ask about groups while at other times you ask about people. At times I was not sure if I should answer about my perceptions or about my expectations of current society. Good luck interpreting this survey.

- In completing this questionnaire- some of my answers were based on what I see as a struggle between basic individual values and rights. Campus climate cannot totally separate what are beliefs from attitudes- i.e. friendships- relationships away from the work or legal setting. However- because I don't want to room with an opposite gender-ethnic background has nothing to do with equality- but with sharing common threads with friendships away from the workplace. Campus climate in working to improve such- must acknowledge that people must be open to other groups in public and the work setting- but not expect one to cross over into friendship and living arrangements with those to whom there is no common thread. We should have the right to choose in the non-work setting- even in dormitories- those whom are compatible in interests- i.e. music- age- etc. while knowing in the work setting or publicly- the need for tolerance and fair treatment.

- Representation is a key component. We must learn that admitting to growing up- being educated- and participating in a system that is historically and therefore genuinely racist-sexist- and in general discrimatory does not question our personal value or parents intentions. It is just an essential realization that we must make to move forward. We must reexamine our history and realize that we have lived for centuries now far removed and ignorant of who really are. If do not realistically critique what you come from- you will never know how to fix what you have become.

- In my position at the university- I really do not see any discriminatory actions on the usual "minority" groups. On the contrary- I see more of this discriminatory action being more on the American white male population. I mainly see this in scholarships/fellowships being awarded on campus. To me- this is becoming the more minority group- and I see this a lot in my position (I am an American white female Admin. Asst.). The campus is so worried about not offending the "minorities" on campus they forget the supposedly "normal" groups. I see this as being more and more the case

and it's really becoming more unfair and the scales are really tipping too much the other way.

- The word "accepting" in 1-12- can be taken a number of ways. This was about the only question I could take a number of ways. One has to accept something they do not like and can not change.

- Should have more opportunities for additional comments on individual questions.

- I am a middle-aged female. I began working at UM-C almost five years ago- after moving to Columbia from a major city. Right away I perceived that women were treated with less respect than I had most recently experienced. When I initially joined the workforce over 30 years ago- as a woman I experienced harassment many times on the job. However- as the years passed- more and more women entered the workforce and assumed management positions. I had been promoted through the years to a management position and was well-respected by colleagues for my abilities and experience. Attitudes had changed and I rarely experienced or witnessed intimidation or harassment at work. When I came to Columbia it was like going back in time 30 years. At UM-C- male administrators referred to their executive assistants or secretaries as "my girl." When I began making contacts for employment- I was automatically pigeon-holed for a clerical position- in spite of my previous experience and achievements. In one situation- I was subjected to endless "blonde" jokes by a department director. I wonder what the backlash would have been if "spick" or "nigger" had been used in the jokes instead of "blonde." There are also instances where emails have been sent to me on the job from co-workers expressing derision of men- Christians- and Republicans. Thank you for providing this opportunity for input. I have previously not had an opportunity to "vent" or to share my experiences. Perhaps ongoing opportunities should be available for individuals to express themselves about these issues- and to bring about positive changes. While it is impossible to enforce or legislate decency- I would be in favor of interactive sensitivity programs for staff. People also have a right to remain ignorant and stupid even with increased awareness of the value of diversity. Some folks just won't change their attitudes- but they need to be accountable for consequences if they choose to offend others. I don't have much interaction with faculty and students- so I'm not sure if the programs are needed for those individuals as well.

- They must be more supportive of woman who are in positions of administration. Also hire more women into these position. Then involved them in decision-making.

- Phew! I was glad when I finished it. It was too long and too stereotyped questioning. On a more practical note. To change the climate in society towards the perception that all are equal- I think it is too late to address it at the University levels. Fundamental transformation of attitudes just will not occur unless something occurs in our lives to eject us out of our complacency(such as th Sept. 11 disasters). In the final analysis it was not USA versus Osma Bin Laden or Islam versus any religion of the world but simply intolerance that lead to non acceptance reaching the worst end result hatred for our own fellow human beings. What is sorely needed is Education in Human Values starting at the level of very young children in their formative years - teach them the human values of Truth- Right Conduct- Love- Peace and Non-violence. These human values practiced consistently will win many more wars and lasting peace and brotherhood amongst all peoples than the combined might of the cumulative arsenals of all countries.

- We do WAY TOO MUCH for minority groups already. Absolutely no more needs to be done. As for homosexuals- this is simply a fad that is being used for some people to gain special rights. Homosexuality is caused by not having enough things to do or think about in today's society; if they were concerned with survival- there would be not be a homosexual in America.

- Take into consideration the timing of when this survey came out...i.e. especially concerning #14 in first part of the social attitudes scale (people may react more strongly to that at this present time).We need to focus on getting to know INDIVIDUALS- and not just grouping them into a category. When we see people as individuals- instead of lumping them into a group- attitudes can sometimes change. Thank you.

- In a word I would suggest that the campus move forward to improve its climate carefully. Certainly there can be no tolerance for discrimination against any group whether currently underrepresented or other. Care must be taken also to avoid creating a backlash of resentment in the non-underrepresented group as such resentment will only undermine acceptance. It is my perception that pursuing equality and acceptance is easier for some groups than others. Improving access for persons with disabilities while physically difficult and/or costly is easy for other groups to accept due to the perception that a disability is not a chosen lifestyle. Likewise- I believe racial/ethnic and even gender access and equality should follow a similar model by encouraging an understanding that ones ethnicity or gender is a fact rather than a choice. Improving acceptance of different sexual orientation or religion is- I believe- an entirely different in that whether or not membership in one of these groups is by choice public identification with such a group is. My personal feeling is that another person's religion or sexual orientation is none of my business and has nothing to do with their value as a person or the validity of their relationships. I don't know any way to change perceptions of such things as public displays of affection except to encourage an understanding that affection regardless of who displays it is as much a good thing as hostility also regardless of who displays it is not. Perhaps a good starting point in assisting these groups to attain equality is to take positive steps to eliminate legal barriers such as those denying same sex marriage and recognition of unmarried partners (both homo- and heterosexual).I do believe that change takes time and that exposure is the best first step to creating understanding. At the same time I know that confrontation does not promote acceptance so it is important to find non-confrontational methods of exposing the masses to unfamiliar groups. Acceptance must be a two way street in that members of underrepresented groups need to understand the difficulty that others may have in learning to accept them. Whether right or wrong a person's feelings are real to them and they are unlikely to change their feelings in a direction they find painful.

- There is too much favoritism shown towards minorities.

- Note: One of your questions indicated that I should place myself on a continuum of how "out" I was. However- I had already indicated that I was heterosexual. I answered the question on the basis of how many people I share my orientation with.

- I think there are other issues and classifications when you are discussing bias behaviors or witnessing disrespectful behavior. Often- I have witnessed displays of behavior from those who hold higher positions on campus- as hostile and/or disrespectful. It is not more

men or women who do this nor are the recipients more men than women. That is also a form of intimidation and one that I did not see addressed or at least categorized in this survey. Thank you.

- While I am a white native speaking American citizen- my husband is a naturalized citizen ESL speaker. He has encountered numerous roadblocks in the work place as a staff person on campus. Derogatory comments and emails from his immediate coworkers as well as others in the same department. These have been both about his accent and word choices as well as his religious choices. This campus is not doing very well amongst the staff in creating a climate of non discrimination.

- The questions about the relative worthiness of individuals were answered differently than questions about groups. I.e.- I believe that some individuals are more worthy- deserving- etc.- than other individuals due to such things as personal ethics- attitudes- etc. I do not believe that any groups are superior/inferior to other groups.

- While I believe that I do have more rights or privileges because I am heterosexual- I wish it was different. I wish that my friends who are GLBT would have the same rights to parent- be married- etc that I do simply because of my sexual orientation. Thank you for this survey.

- Campus admin. Spend much time promoting gay issues and tolerance of races- but turn around and discriminate based on race and don't support minoritory faculty members. This campus is much better than many other campus on hiring of minorities and promotion. Surface programs will not change the heart of men and women.

- What is "Non-native English speakers"- if you mean people that cannot speak English- then you should say that. And- yes people at the University SHOULD be able to speak English (to teach- anyway).

- I would recommend more diversity training in specific environments (e.g. professional schools in particular) so that students and faculty will be more likely to be tolerant of differences and less likely to make other people feel uncomfortable. This may involve things as simple as hosting events which introduce other cultures/beliefs/sexual orientations/etc. than the mainstream (e.g. showing films- hosting speakers or discussions- etc.).Also - a quick note about the survey - in the last section- I understood the social attitudes questions to refer specifically to whether or not we agreed that the items in those statements are true in this society- NOT whether or not we agreed that they were acceptable. Thanks.

- The campus here I believe is very homophobic. I am not a homosexual, but I think they are degraded here extensively. Especially since the university will not acknowledge equal treatment of people with gay and lesbian orientation. I also feel that the campus body is passively racist. The majority of the student body officials are Caucasian. The university does not offer enough ethnically diverse courses (i.e. Asian civilization). Greek people are especially racist. They pretend they are not- but if you heard some of the stuff that these assholes say in class- it's unbelievable the animosity here. I am of Asian descent. I do not feel I am not equally represented on campus. As stated before- there are limiting ethnically Asian courses offered here. I have been and will continue to

look up Asian history on my own terms since the university will not help. The Asian clubs here are also of no help.

- I hope I answered the questions in the manner in which they were intended. I try to be as open to different nationalities as I can to try to understand where (and why) they are coming from. I think the International Day on Lowry Mall is a very good way to show differences in nationalities. It gives people a chance to experience some of the things that are different and the same between different nationalities. As far as racism- that is a very different thing. Some people just don't like people who are "different". That can be very difficult to change. Perhaps offering projects where people of different nationalities can work together might slowly bring about change. Things that might promote patriotism might make people realize that we are ALL citizens of this country and that we need each other.

- My suggestion is that the overall university is not to bad a place as far as discrimination goes. Most people I know don't care about racial or sexual orientation issues. However this does not stop them from using racial or homophobic slurs. I find myself calling one of my friends "gay" or a "fag" with some frequency. I am not scared- or prejudice of bi or homosexual individuals. Also something that really pisses us students and I think is a root to some of the hostility is the unbelievably expensive parking tickets- book costs- educational costs. This wears heavy on the student body and puts us under great stress. When we get a ticket for missing the meter for five minutes we get very angry and hostile to the other students who write the tickets. It may sound like a ploy to get some action taken on this but I believe it's true.

- First- there is an utter lack of diversity in University faculty. Being a member of an unrepresented group- it would be nice to see more minorities in positions on campus that do not involve cooking- cleaning- or participating in athletic events. Also- homosexuals- bisexuals- transgender- etc. do not have any support or representation on this campus- as far as I can tell. Also- university administration should take more time listening to the concerns of students. I don't think they care at all. Also- minority recruitment is declining- that is pathetic- especially since this campus is centered between two very urban environments (Kansas City and St. Louis). I know for a fact that inner-city St. Louis is NOT targeted in MU recruitment strategies. Why is that? Also- a multicultural course should be mandatory for all students to graduate. There is no reason why a person should attend this school for four years and never realize a cultures beyond the dominate culture.

- Since my beliefs are more Eastern in nature- the idea of equality (if my definition is the same as yours) has no real meaning in the larger spiritual sense of existence. However- treating others in a fair and respectful manner at all times is a worthy goal for all human beings. My suggestion would be to encourage "the golden rule" among the campus community and the rest will fall into place. It doesn't get any simpler than that.

- I had a hard time answering a lot of these questions because of their were so vague. Lots of the questions would depend on circumstances. The equality questions for example. Are you asking just upon two people standing next to each other and you know nothing about either other than their appearance. Was you start learning about each ones knowledge- character- and background- then yes people are not always equal. If just treating everyone

equal for the beginning without any knowledge- than yes I agree everyone should start on the same level. Again I found to many areas that were hard to answer.

- Minorities are receiving way too much press and laws being passed to protect a very small cross section of the public should be banned. Make all laws pertain to all people. Discrimination is Discrimination. Even with no mention of a particular group. Everyone in this country is too sensitive. I am discriminated against daily and I see no changes even in the distant future. The "Liberals" in this country are destroying life- liberty and the pursuit of happiness. All in the distorted name of "making this country a better place to live". HOG WASH! Leave the people to fight out their own differences and wear thick skins. This country was founded on hard work and earned respect. Not gimme- gimme- gimme and protect me even if I do not like what someone says to me?

- I would urge the committee not to overlook the too-easy stereotyping of and discrimination against males- who are often unthinkingly regarded as the "oppressor" group. Not only is this inherently sexist; it also causes a backlash effect against underrepresented groups whom many males have long supported and wish to continue to support as the society moves toward greater equality for all its members.

- I believe the MU campus works diligently to promote and protect racial- sexual- ethnic- and religious minorities. If anything- there may be over attention given to that which is out of the mainstream- ironically creating almost an uneasy environment for the racial/sexual majority. For instance- messages challenging and disparaging majority views and behaviors can be seen on public postings throughout campus- presumably with the approval of some department of the university. Slanders directed at either majority or minority populations are equally offensive. Classes on race/gender/ethnic sensitivity- if offered- should be voluntary- not mandatory. The imposition of such things as a requirement appears to presume that attendees of the classes are inherently unequipped to deal with diversity issues on their own. It may also tend- ironically- to widen the gap between divergent groups. I say this because members of the majority population could resent the feeling of being infantilized by compulsory sensitivity courses- and minorities could view the ubiquitous courses as validation of their fears of being in a hostile environment. In cultural matters- I have no objection to inclusion of diverse products of art- music- literature- etc.- in the education process. The criterion- though- should be not diversity as an end in itself- but the true significance of each work considered and its contribution to our cultural lives.

- Sexual orientation is private and I would never expect to see a person's sexual orientation be a focus of their contribution in any avenue of work.

- This campus has made some strides- but we are still generally in a very dark age for women. We generally lack women's leadership roles at higher levels of administration. This campus has also tolerated- abetted- and in several cases covered up and rewarded department chairs who have made multiple sexual advances to several women graduate students- despite the students' following proper reporting channels. Students who reported advances were instead asked if they may have been dressing too seductively or underperforming on their jobs- and no clear consequence was ever given to the perpetrator. I realize this is a sensitive issue for the University- but it definitely sends the wrong message to women on campus- and has harmed several of our female grad students. We have procedures to deal with harassment- but there's never a clear and

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public consequence for this behavior. We don't need any more statements of policy about this- we need perpetrators to be held accountable so that we're not perpetuating an abusive environment.

- This survey is way too long. I could not finish it.

- People need to relax and quit waiting to perceive harassment- discrimination and being offended. The questions about every person and country being equal: If everyone was equal that would mean bringing others down and destroying them. This world was not meant for everyone to be equal. That is not to say that discrimination is valid- but we wouldn't want to dumb people down just to make those who aren't as intellectual feel better. Imagine what this world would have missed out on if Einstein- Newton- or Beethoven were brought down to make the rest of us "feel" better.

- I didn't have a problem with anyone until September 11. Now I'll never be able to completely trust a Muslim. That doesn't mean that I'll be rude or anything. You just can't trust them now.

- The most common derogatory comments I've heard have been directed against Christians- especially those who are politically or theologically conservative. I'm not surprised that your survey- when it asks about negative attitudes toward people of a different religion- focus on non-Christians- expecting Muslims- for example- to be the targets of negative words and deeds. But in the past weeks- I've heard -- from students- staff- and faculty -- only words of support for Muslims in our community. But the last time I heard a derogatory joke about Christians was last week. To argue the other side (which I'm often accused of doing!):If I were African-American- I'm sure I'd receive many more negative comments and prejudicial treatment. We need to improve the "campus climate-" especially for people of color and- among those- especially African-Americans. If you have any questions- feel free to contact me. I don't mind if you know my name because I'm a middle aged white guy (with tenure- no less) so I don't fear any retribution. But thanks for making this survey anonymous for many in our midst (e.g.- homosexual individuals who haven't come out) could reasonably (unfortunately) fear negative consequences if their responses became known. Thanks for doing this. [name]

- My views of gay- lesbian- bisexual and transsexual rights is based on solid Christian values. They like me are human beings- who have a right to ask for forgiveness of their sins and accept Jesus Christ into their lives as their Lord and Saviour... Salvation. Their orientation is wrong in the eyes of God. Hence I personally do not condone nor encourage their behavior or rights. If I do associate with them- it is with the view that I can encourage them to change and become "Saved". I have acquaintances (not close friends)- who are and relatives who were gay (who have now died due to disease).This is my first semester here. My answers in this survey are in response to what I have perceived to date. I am not certain about the rights of gay people on campus. But I do know that they have an organization recognized by the University. As for racial issues- they have been minimal. There are more subtle nuances whereby some Caucasian students are unwilling to speak- associate or socialize with persons of other racial or ethnic persuasions. But this is a reflection of the nation as a whole. It is slowly changing. We are not where we need to be- but THANK GOD- we are NOT where we used to be.

- The campus needs to promote all people as equally important. A non-discrimination policy concerning gay- lesbian- bi-sexual- transgender should be added to the campus wide non-discrimination. Also the campus needs to foster a more diverse staff and acceptance of people in non-traditional roles- e.g. women in technology- maintenance-construction- etc. The campus also needs to work on equalizing pay scales. I have noticed support staff are compensated at a much lower rate than the administration. This gap also seems somewhat based on race- gender- and age.

- Two notes:1) Location in community- i.e.- where you live- could impact how persons respond.2) The timing of this survey is likely to bias persons against persons of other religious backgrounds. I think this was poor timing on the part of the researchers. I hope this considered before making any conclusions from the results.

- Comment: As a 60-year-old I found many of the questions completely irrelevant. The survey seems geared to undergraduates. Then- why ask others to complete the same survey? Surely- you could have had different surveys for different groups of people?

- I think the faculty-student relations should be increased.

- The students bring into this campus attitudes- feelings- and emotions directly related to their upbringing. As an institution- the University can only provide awareness-education- and experience to individuals so they may choose to change if they were raised with prejudice. The faculty have taken a job to introduce to the students a variety of ways to communicate utilizing all resources to show no indifference. They are held with more respect than any other person on campus. The administrators do not know nor do they understand the type of climate this university is in. They require a survey to be conducted to show concern. The results of this survey will go untouched regardless of the results unless a large number of the public causes the administrators to focus on prejudice.

- Gays and Lesbians are the least likely group to be noticed by me unless they speak up. I do not worry about sexual connotation. I would not room with anyone other than a family member or my spouse unless I were widowed. In which case I might consider a female roommate- but not likely. I prefer living alone and the questionnaire does not address this option. Unless of course communal living is the only choice as in war times or poverty. Thank you.

- I have several comments about this survey. I feel that a lot of the questions are unfair. There really aren't a ways to answer them. Like- the questions on me compared to gays-lesbians- etc. how can I judge how other people would perceive me as. I felt that a lot of the questions were hard to answer...

- As a member of hospital staff- I spend very little time on campus and tried to answer the campus specific questions without being too positive or too negative. I'm just not familiar enough with the campus climate.

- This survey seemed to be more of an effort to gain approval for the non-heterosexual life style than a survey about diversity. People don't go around with a sign on their chest indicating they are heterosexual. Why do the non-heterosexuals want to wear such a sign? To me diversity means "to split apart". It has been more of a harm to our United

States of American than a unifier. It is a self-centered attitude. Instead of promoting self-serving- inward-looking thinking among people- why don't you promote unity by focusing on what people have in common? Ditch the hyphenated references to self- like African-American or Mexican-American. If you are a citizen of the USA- you are an American. One could not go to Africa or Mexico and be accepted as an American-African or an American-Mexican! Labeling people as "African-Americans" (most of whom have never been to Africa) is no different than labeling people as "North American-Americans" - which most people would agree sounds ridiculous. I found your survey to be very opinionated against the white- heterosexual community - as if that is the only group of people in the world who are capable of discrimination.

- Move the campus to some state other than Missouri - home of good-old-boys and Bible Thumpers. All humor aside- I don't understand how someone can hate or even dislike a group they've never met or interacted with. I can- however- understand- how someone may come to dislike individuals in a group- if there has been a specific incident. I speak from personal experience. I am a female staff member whose responsibilities include training- supervising and assisting graduate students in a research setting. I have had to deal with a male- Arabic grad student for almost four years- and although I have tried to cooperate with him and be understanding of his cultural biases- he has afforded me no respect and refuses to follow rules or accept training I am required to give. I can understand how experiences like this might make one have negative feelings about a whole group of people- but I suspect this man would be difficult no matter his ethnicity-religious beliefs or background. Luckily- I have had the pleasure of working with a few other Arabic males that are very agreeable- thus reinforcing my belief that this one grad student would be an arrogant jerk under any circumstances.

- The University should be a market place of ideas where the best ideas come to the forefront and stupid ideas are revealed as inferior. By stressing diversity over reasoning skills the university actually is increasing the hostility that exists. If a legitimate forum for expressing and debating differences is not permitted- it will be done in secret and perhaps with negative results if people become frustrated. Rather than try to accept all-openly debate the social- physical- psychological- economic- ... consequences of various actions and cultures.

- RIGHT NOW RELIGION AND NATIONALITY ARE FOREMOST IN MANY PEOPLES MINDS DUE TO THE SEPT 11 EVENTS. THE BEST USE OF FUNDS RIGHT NOW WOULD BE TO SPEND THEM ON SEMINARS OR EVENTS THAT ADDRESS ISSUES LIKE- PANIC- FEAR AND HOSTILITY AND HOW TO PREVENT PANACEA. THEN SOME SERIOUS DOLLARS AND EFFORT SPENT TO PROMOTE UNITY- ACCEPTANCE AND EXCELLANCE WOULD BE MORE WELL SPENT. EXCELLANCE- DEDICATION AND STRIVING FOR IMPROVEMENT IN ALL THE CAMPUS ALSO NEED TO BE RECOGNIZED. WHAT ABOUT SOME FORM OF UNIVERSITY MEDAL OF HONOR-EXCELLANCE AND VALOR?!!! WE NEED TO DEVOTE AS MUCH POSITIVE INPUT AS THE NEGATIVE INPUT THAT IS AVAILABLE OUT THERE.

- First of all I disagree with the term homophobic in this survey. That implies that someone who believes homosexuality to be bad is "afraid" of homosexuals. I think its against the laws of nature and God and I'm not afraid of Homosexuals. My uncle is gay-and I also have a couple of gay friends and even worked comfortable with a homosexual

as my manager before. I believe Homosexuality to be a sin. In the bible it says that it is a sin. I can't think of the passage right now- but it's in there. The Bible also states that all sins are equal- so for me to hate on someone for being a homosexual would be hypocritical unless I myself have lead a sinless life- which no one has. The one difference to me is that when I commit a sin- I can recognize it as such and ask for forgiveness. Homosexuals don't think what they are doing is wrong so they live in continuous sin. This is why I think it's impossible for a homosexual to be a religious leader- well a Christian leader. Having sex with someone of your same gender is wrong- and people who are homosexuals are mentally ill. That's right I said it- but at the same time their illness doesn't threaten me in anyway- so I don't have a problem with most. I don't like the ones that put up rainbows and gay pride stickers everywhere. My uncle is like that. I don't put up straight pride stickers to let everyone now my sexual orientation so why would I care about anyone else's. Keep it to yourself. People are to politically correct. I think most people are like me and don't have a problem with it- but there are some who like to bring attention to them by identifying with a minority. Another big over played out issue is racism. Ok I'm not racist and I know not all blacks are like this- but it pisses me off that the black community has been begging for years for equality and to not be segregated but every time I look around there is a blacks only student union- college- scholarship fund- and entertainment network. That is so hypocritical it makes me sick. I hate white people that refer to people of different race African Americans- Hispanic Americans- Asian Americans- and Native Americans. They call me white- I don't care. If someone cracks a white joke I'm good humored about it- cause I can take a joke- so I'm going to call black people black- Mexican people Mexican. I don't get mad when someone doesn't say Europian American when referring to me do I. People need to just relax and respect each other and stop trying to extort there minorities to get attention. Why can't we all just call each other Americans. If you go over to Germany and ask them what race they are they'd say German. They wouldn't go into this long drown out speech about where all the relatives are from. That's about all for me. Good luck with your survey. MIZZOU ROCKS!!!!!! Except for the football team. ;-)

- There is racism in the campus. I see it every day- jokes comments to me and to patients who can not understand with out an interpreter. I have had to stop people who make those comments.

- The campus climate study misses the entire concept of respect. Which is the only true driving force for a positive climate. If respect could even be understood by our citizens today we would be living in an ideal world. Instead a tremendous amount of money and time are wasted on surveys which are trying to find out why we are different. Allow me to tell you that no matter how much grouping these researchers try to do- each individual is different. So the best thing to do is respect each persons uniqueness and hope that they will do the same.

- I would only like to reiterate the fact that I think the campus does a good job in addressing the issues facing underrepresented groups.

- First and foremost I cannot express anyone else's ideas and beliefs for them. As for supporting your beliefs/ideas- if you feel comfortable with them and truly believe in them you shouldn't need to justify them to anyone but yourself. Expressing your ideas for the sake of informing others is a different idea entirely however. That is why it is difficult at times to express one's self in any environment with a set provision of inherent

predispositions. I as well prefer to be on healthier terms with people- and such that this condition can be extended well beyond the realm of what is evidently obvious. A good face to face discussion on any subject matter goes very far to enlighten the audience and dispel myths about religions/philosophies/beliefs- which are numerous- and show the community in a positive light. Contrarily- a poor representation of these items (or other "radical" view) is quite damaging to the community as a whole and yourself in particular because it reinforces the idea that all "radicals" are ignorant and/or deranged (the latter is sometimes true by standard definition of the word- but the two are often miscorrelated). Furthermore- merely restating axioms without the ability to support them makes you look not only uneducated on the subject matter- but also like you are merely a drone without the ability to think for yourself – like the Red Army under Chairman Mao- the Nazis under Hitler- and the Nazis (I mean Americans) under Bush just to name a few. Thus- it is with great vested interest I view debating with others – it makes me look bad when someone (or someone claiming to be one) misrepresents an idea or concept and also makes themselves look like a fool. It stands to reason that when in discussion on topics as government- war (or rather anti-war sentiments) there are two primary goals: one- to make the person who is opposing your views open their mind and question their own beliefs and- two- to make them seriously consider your argument for your philosophy. Of these two objectives the former is certainly of greater importance- because even if you have failed at the later at least you have made them question their thinking- which is necessary for the world to progress (without such inner reflection people ether become easily manipulated or steadfast in "their" beliefs – neither of which are good). This concept in discussed in much greater depth in Alvin Toffler's brilliant work Future Shock. In addition- by keeping this in your mind as your primary objective you will seem pushy and forceful in getting your ideas across- which makes the person listening to you more likely to consider what you are saying. While it is sometimes impossible to get people- both of the Right and the Left- to investigate their beliefs- which only goes to show how insecure they are in them- it should nevertheless be attempted because their reflection may not be immediate- and it will force you to ruminate your beliefs. This will in turn allow you to discuss issues- because you will better understand your stance on the issue and why you have that view. You should make a point of asking yourself why do I believe this- and after you read an article- book- essay- etc. of relevance or witness an event of importance consider how it affects your perspective. If your outlook on the world is stagnant either your dead physical or mentally. The rebuttal is in my personal opinion the most important part of any discourse/debate- because a sharp counterargument places the other person on the spot because you have discredited their point- thereby weakening their overall argument. Furthermore- by discrediting their point you have made them more likely to think with an open mind and reflect on their way of thinking- which if you remember is the focus of the discussion. What then is the key to a strong rebuttal- which will open the minds of those who stand to denounce your beliefs/ideas/philosophies/religion? While it seems quite obvious- being able to "think on your feet" is a great attribute in debating- and by debating my primary objective of this essay (suggestion) is to have a way to open people to the truth about things. This can be gained- in part- by experience – either by you actively participating in the discussion or by watching others- since many of the same arguments are made repeated- and you can determine how the argument is best handled. This however doesn't mean you should sound like a tape when making your rebuttal. You need to make your counterargument differently to different people – it might be beneficial to present anti-war sentiment to a Christian that you would an atheist- yes? Your understanding of not only your philosophy- but also that of your "opponent" is crucial to being able to debate well. If you do not know about the view that you are opposing you are committing forensic

suicide. Thus- it stands to reason that if you intend to debate on subject matter- and "represent" the groups that you will be undoubtedly correlated with- it is imperative that you be well read on a wide variety of subjects. Noam Chomsky- Howard Zinn- Mumia Abu Jamal (despite the obstacle of being in solitary confinement in a federal penitentiary)- Jello Biafra- and others all have CDs out- which are not difficult to obtain – Mumia's are obviously the most difficult to find. Furthermore- Radio4All.net has a substantial amount of audio tracks available for download. Noam Chomsky is one of America's preeminent political dissenters (his formal education is in the field of linguistics – he is the Chief Linguistics Professor at MIT)- and therefore tends to deal with the despicable deeds that governments (particularly the US gov't) commits and tries to cover up and the woes of capitalism among other topics. Howard Zinn is a historian who has taught at several universities- and those focuses on an economic and class based view of history and current events as they relate to previous ones. Mumia was- and still is in some regards- a journalist- who was accused of murdering a Philadelphia police officer- and is on death row as a result of his political beliefs and thus a rigged trial. Mumia talks on a wide variety of subject matter- though the state of American society and the state of American prisons are prevalent in many of his speeches. Jello Biafra (his real name is Eric) was the singer for the Dead Kennedys (a political punk band from the 70s and 80s) and has run for mayor in California and one of the Green Party's nominees for president in 2000 (Ralph Nader eventually got the nod because he is less radical than Jello- and thus would be more likely to gain greater support). Jello speaks on a wide range of topics though the media and censorship probably what he is best know for.Since many radicals are or consider themselves philosophers there is a great wealth of literature on radical principles and philosophy. As for my beliefs in regards to anti-war essays- books- pamphlets- etc. Gandhi- whose famous quote "An eye for an eye makes the whole world blind" is being used frequently these days by war protesters- is a good place to start. Howard Zinn has written a fair amount on the topic of war. You therefore might read "Just and Unjust War-" which appears as a chapter of his book Declarations of Independence. There is currently a flood of anti-war propaganda (that is the proper use of the word – the word received a bad connotation after WWII [Chomsky discusses this]). Kropotkin too has written on the subject of war (WWI was the war of the time) in his pamphlet War!- and his words still ring true today:"Every day we hear of fresh inventions for the more effectual destruction of our fellow-men- fresh expenditure- fresh loans- fresh taxation. Clamorous patriotism- reckless jingoism; the stirring up of international jealousy have become the most lucrative line in politics and journalism."Thus- the logical conclusion would be that this essay is intended to be understood as relating to morals- influences- religion- government- and debate- which while based on societal influences (unless you have lived your entire life void of any outside influences- which is impossible since light as well as a lack there of would be an outside influence and so on) are still individual. This is clearly evident by taking a survey of a decent number of people regardless of background (obviously the closer their backgrounds are the more likely their answers are going to be more similar- but still probably not the same) and having them itemize and rank the characteristic they value- which is essentially all morals are in the common sense. I can guarantee to you that my morals are different than yours and certainly much more different than Howard Stern- Hitler- Franco- Kissinger- or even my parents (interesting selection of people). If everyone had the same morals we would all have the same goals and everyone would get along great- which is obviously not the case. Social interactions are simply the output of individual judgment based on personal experiences- as well as other outside influences (faith- family- education- etc.).Hence the question is asked "What is a better system?" is not surprising- and is a question that is often asked. The answer to this question is a matter of personal opinion for the most part

dependent on your philosophy. Some argue that a communist system is optimum; others will tell you that oligarchies are preferable; while others dismiss all systems as being inherently bad (this is the general philosophical stance of Voltaire's Candide- which is also a satire on optimism). There are numerous books look into societal forms and systems (not even speaking of systems of government and their justification of those systems). TAZ (Temporary Autonomous Zone) and PAZ (Permanent Autonomous Zone) by Hakim Bey- an avant garde philosopher- pushes these self-explanatory societal - fairly communal – forms- which are fairly popular among many anarchists (in fact there are many throughout the world including one in Ontario- a couple in California- and even sort of one in St. Louis). TAZs are sort of like counter-culture festivals of varying lengths- which normally have food- educational programs- and discussion forums on-site and the bartering system is in full effect. PAZs are the obvious extension of the TAZ- which seeks to make these "festivals" into full on self contained "communes" with the TAZ principles as a base. Some people find some of Bey's writing difficult to comprehend because of the manner in which it is written- but it is nonetheless a theory (or rather observation) that one should be familiar with. I feel it would also be beneficial for many of us to read "Future Shock" by Alvin Toffler- which relates to how society will adapt to cope with an ever more rapidly and acutely changing society. Toffler is not "radical" by any means- but he makes many thought provoking arguments.Obviously-since just about every political philosopher (which is closely related to a social philosophy - an extent of this essay) who has written or spoken on the subject has presented a view of the ideal society that is at least slightly askew from the ideas that have proceeded her/him there is a wealth of different concepts lurking in the shady realms of your biblio or bookstore.The point being- I could go on for hours about a single question you have asked. That being 16. "Government laws and regulations should be such as first to ensure the prosperity of business since the prosperity of all depends on the prosperity of business." There is so much more to the surface of things. I cannot begin to tell of economic system under which we operate - I would talk for days. If you would like an insight on this matter Noam Chomsky- professor of linguistics at M.I.T- has written amazing books that would enlighten anyone who dares open their mind to economic systems.This ends up with the willingness of an individual to educate themselves- rather than to believe everything they see and hear- which is apparent in much media - such as television. Sincerely-[name, email address] There were two unexpected errors on this page alone.7. I hardly ever expect things to go my way. 13. Federal government aid for the construction of schools is ling overdue- and should be instituted as a permanent policy. Perhaps "things" and "ling" should be revised.

- Recently when I having trouble with being harassed by a middle eastern student I was unable to get ANY help whatsoever from the university or the police...This is inexcusable! I pay a hell of a lot of money to be here (probably more than your precious international students) and I think the LEAST I deserve is to feel safe...

- I don't think that requiring classes for all students is a good idea at all. People are not going to change their beliefs or opinions because of a regulation. In reality- most students that I have come in contact with would just consider it another required class that was standing in the way of their graduation.

- Remind all of the principles which underlie diversity

- Formulation of policy after open debate in an atmosphere free of intimidation is a first step to creating the right climate for an academic institution. Transparency of actions and accountability of administrators is a much needed follow-up step.

- Administrators and those who are visible leaders of the University must take the lead and be examples of what we proclaim to be as a University. Clear- concise and timely decisions should be made regardless of the issues after appropriate input. The Board of Curators and Legislature sometimes become involved in the areas above and influence our administrator's on decisions.

- A much more proactive approach on part of the administration is needed in regard to issues of difference. Discussion must be "opened up" on the issues of discrimination-hostility and violence against groups who have historically lacked power and continue to have less power and resources in relation to majorities. This does NOT include all of the groups listed in the questionnaire. Education about the subtle- culturally embedded nature of discrimination against women- people of color and differing nationalities-gays/lesbians and those with disabilities is desperately needed. This campus is superficially "cordial" but clearly segregated by race/ethnicity. There is an open display of pornography that objectifies women in the campus book store. Why are magazines which sexually advertise young "women for sale" in a university book store when date rape and sexual abuse are common problems on college campuses? What message does this communicate to students about women? A campus climate of "respect" is one demonstrates it in all facets of university life. It does not allow censorship of the truth about history or society due to concerns about controversy. Multicultural requirements for students would be one step. Create incentives- rather than requirements- for staff and faculty to learn more about the subtle forms of discrimination that most of us don't think about but engage in. Make diversity in hiring and student admission an important factor of evaluation to ensure opportunity- and provide role models for students of difference. Such steps have already been taken on some of the best campuses in the country. As MU moves toward increasing its quality and national ranking- it must also move toward ensuring the highest standard of equality- education and respect for all students and faculty.

- InformationInstructionImplementationRealistically- this campus is way off in terms of improving the climate for underrepresneted groups- but should be commended for the climate that has been created for persons with disabilities (I fit into both categories- per se.) What worked once- could definitely work again. Along the way- something was done correctly.

- This survey was far too long. It also seemed superficial and rather biased.

- In my daily routine I see no problem with the way people interact. People are considerate. Although there are obviously differences between races and genders- I don't believe forcing people to change their views would work. It has to be a gradual social change and forced classes and seminars may only bring about tension.

- Two brief comments: First- realize that I am in the CECS department and I would guess that 80% of grad students are not native to the United States. (I am one of 3 Fluent English Speakers in a class of 35 and this is not uncommon.)1) I said in part 1-9 that I experienced discriminatory hiring based on my Non-English speaking Status. I applied

for a TA position and because I AM a native speaker- I jumped to the top of the list because the PROFESSORS all request native English Speakers and this is because the undergrad STUDENTS all request that their TA's speak English as their first language. 2) I don't have a problem with Non-Native Speakers... Some of my good friends are not native speakers- BUT they speak English well enough that I don't have to repeat myself or constantly try to decipher what they are saying to me.... I would replace Non-Native speaker with Non-Fluent-English speaker. I've made this comment: Since one of my professors has a heavy accent and has not yet mastered the English language- it is difficult at times to understand his Lectures. If he taught the class in his native language- he would have a higher percentage of the class understanding his lectures. (Unfortunately- I would NOT be one of those people.)

- Of course- it may be part of your study- but the use of words like "equal" and "deserving" are problematic. For instance- a statement such as (and I paraphrase) "Some people are just more deserving" could be answered in the same way by people with very different views. One person might believe that some are more deserving because they work harder- another might reach that same conclusion because he/she believes that some people are racially/ethnically/morally superior. Likewise- the statement "All countries are equal" (paraphrase) leaves the respondent open to all sorts of interpretations. All governments/people may/should be equal before international law- but are all governments the same- do they respect human rights- protect minorities- etc.?Again- I appreciate the possibility that the imprecise use of language may be part of your study. But I found the more precise definitions used later in the survey to be more helpful in allowing me to give answers that were both more honest and representative of my views.

- I think questions about students that aren't participating in greek life- but do associate themselves with different fraternities and sororities- would help to understand the social boundaries that are created among students who are among the Greek and those that are not would be extremely helpful.

- THERE IS NO MIDDLE OF THE SCALE TO CLICK...T

- This a good survey!

- Note: One question asked me to select the button in the center. There was not a center. Three would be to the left of the center and four would be to the right of the center because there were an even number of choices. I did not complete this question.

- Some of the questions on the survey opened up several questions. It was difficult to give a single answer when the answer can vary with circumstances. Yes- there are a lot of negative attitudes on campus towards underrepresented groups- but there are a lot of positve or "accepting" attitudes as well- and that will remain. In terms of providing different educational opportunities or workshops- I think that they will help those who either already know the information or are open to being exposed to learning the information- and most of those people already seek out this information- or take classes about this information; but there are also a lot of people who are set in their ideas- and don't want to hear or learn anything new (especially in LGBT issues)- or believe that they know all that they need to know about that group (particularly with racial/ ethnic minorities) and this has been my experience in talking to people. That's not to say that these workshops/classes won't work- because with a campus as large as ours- there are

always people who need to be reached. Also- in terms of staff (assuming that you're talking about university employees such as office workers- CDS employees- maintenance-etc.)I think that the workshops would help in terms of helping staff members to deal with people with these issues- though I'm not sure that it would change their attitudes- because most likely they're participating in this because it is a part of their employment- unless- once again- they have an interest in the issue. Finally- I personally have not noticed a major problem with agism. Of course I am within the "normal" college age group- but in terms of having classes with "older" students (haven't had any with "younger" students" I have not witnessed any negative attitudes towards those students- but more positive attitudes.

- I do not think that "sensitivity training" does much good... Not because of the goal... The goal is very admirable. The reason I think that it doesn't work often is because people do not want to learn the things- so they shut themselves off of the training and zone out for two hours and get nothing out of it. I think that sensitivity training has a lofty and great goal- but it doesn't work much.

- Being a straight- white- middle class- Natural-born Citizen who is a male. I don't fall into any type of minority. However- I can acknowledge the problem of diversification on this campus. My only suggestion is that the university doesn't try "generic- blanket" attempts to bring all of us together- for example making an announcement at a football game that "Today is coming out day!!- Please love your fellow gay Americans." This is insensitive and useless- it would be more of a joke than an effective technique. Mizzou should try instead to make small steady strides rather than big ones. After all- most of the hate related problems that people have are instilled on them in childhood by the climate in which they grew up- long before they ever step foot on to this campus.

- I think to get all in peoples faces about sex and race and all of the issues brought up in this survey is just a little silly. If there is a problem- maybe perhaps a little here and there to remind people- but I currently see no problems that need major addressing- rather than the middle eastern gender problem or more accurately those individuals practicing muslim. The grouping of all middle easterners/muslims into the same group as the terrorists- is a problem and I think should be immediately addressed.

- A considerable number of the statements on this survey are very poorly worded and seem to be either leading or double-barreled questions. Here are a few of the most glaringly bad. Example #1: "I conceal my negative views toward LGBT people when I am with someone who doesn't share my views." What if I don't have any negative views? I would probably respond negatively to this statement. Or what if I DO have negative views but I DON'T conceal them from anyone? I would answer the same way as someone who has no negative views. There are many more such statements on this questionnaire. Example #2: "I keep my religious views to myself in order to accept LGBT people." How would someone who DOESN'T accept LGBT people answer this statement? Probably negatively. And how would someone whose religious views DO NOT conflict with their acceptance of LGBT people answer this? The exact same way. Absolutely no differentiation is made between people who are at exact opposite ends of the continuum. How in the world are you going to account for these differences when evaluating the data? Do you REALLY want to know what people think? If I had to make a guess based on this questionnaire- I would guess not.After thoroughly reading through the questionnaire and answering as best I could- I believe that this is a very

poorly constructed- fundamentally flawed study that can only yield biased results. I will have no qualms about voicing this opinion when the results of this study are released.

- I thought that there were some poor questions. Question 13- I conceal my negative views toward LGBT people when I am with someone who doesn't share my views- assumes that I have negative views. I found it extremely difficult to answer these questions because I did not hold the beliefs that the question assumed. Also- the question that asked to click on the middle button- there is no middle button.

- I hope each survey completed by students has some profoundly positive and moreover-visible effect on the procedures and actions taken by leaders and administrators to improve the "climate" of diversity. More people of color should be represented in leadership positions. It is sad that one of the only faces that we often see is of Michael Middleton- who still- has done a wonderful job in making sure minorities are visible. Gays and Lesbians should not be shunned for their existence on campus. I speak for most students who have completed this survey honestly when I say that there should be a diversity task force on this campus that serves as a catalyst to ensure that voices are heard of those underrepresented groups. Thank You [name]

- I'm not sure that there is much the campus can do to change people's attitudes towards those who are unlike them. Certain people can be changed once they have been educated to the differences others have- and some people- due to religious- ethical- or personal beliefs can and never will be changed. Education is the only thing I think the University can provide its students. Once educated to the differences we all have a lot of open minded people might change their views on things- but as I said before some people are simply unchangeable- no matter what you show- tell- or teach them. After all- there are still racists in this country- even after the civil rights movements of the 60's and the continued education of the nation. Some people are too ignorant to be reached- some people don't WANT to be reached and therefore will not be. We can only "help" those who want to be- or those who are uncertain of their beliefs.

- I think the main problem this campus has in regards to LGBT students is that the majority of departments don't have non-discrimination clauses. That is just an unacceptable state of affairs. Simply based on that I would call this campus homophobic. If this campus is unwilling to totally accept LGBT students - which includes writing non-discrimination clauses - then the campus climate cannot be totally healthy and accepting.

- This last section I think you asked the same questions enough times to ensure that you aren't getting false answers- hope you weren't trying to make that hard to notice. I think this survey was a waste of time- you asked the same questions over and over not in just this last section. I think a lot of the questions are a bit vague and because of that- they are hard to answer effectively- and therefore leaving you with false data. Also- you need to put in an option which allows people to put in their own personal answer- or at least giving a no comment option. There are plenty of questions on here that I don't feel that you got my real opinion on either because they were poorly asked or had poor choices for answers.

- I realize after taking this survey that I'm not homophobic, but am more unaccepting of homosexual/bisexual activities than I previously thought.

- I was confused by the questions regarding different modes of sexual expression. I answered with the idea that you can have different modes of sexual expression withing a monogamous- heterosexual relationship. If this is not the case- then the above answers are not valid.

- I guess my only additional comment would be to say that the lack of acceptance/understanding is firmly rooted in the student community- from my perspective. Development in the administration may be effective- but I see a far greater need to develop student oriented programs for better understanding of foreign ideas to the students. As always- the crux of the problem is lack of exposure to different ideas and lifestyles- if the campus could better showcase them I think it would greatly aid the whole diversity issue.

- Years ago- the Jewish population at Mizzou was much larger. As it has decreased- not only is there not enough facilities for Jewish students (more than one Rabbi- more money to programming- etc.)- but there has been a decreased understanding. Teachers don't understand needs always in missing class for holidays and what not. Just a thought. It is a misunderstanding that has always bothered me.

- Religion- caste- creed- ethnicity and sexual orientation and preferences are as personal as your bank balance. It needs to stay that way. Also- when it comes to sex- there is nothing that is dirty or obscene about any aspect of it. It is just a form of expressing love. you also need to talk about stereotyping(in not only the above issues but day-to-day life)all the best keep the peace Joy

- Excepting the fact that I am a woman- my background puts me in the majority group. I would like to say that my boyfriend is of a non-Christian faith and I think he has decided not to fill this survey out. I do know that he feels very uncomfortable when certain actively Christian groups are out recruiting around campus. One group that makes me as well as him uncomfortable is the group of men that hand out copies of the New Testament. Another example is when some groups put up table trees in the dining halls. I have tried to persuade him that they have as much right to put up things like that as anyone else- but I do see his point in feeling like it surrounds him all the time. He has nothing against Christians. I know this because I am Christian and we have been dating for over a year now. I just know that from his perspective- he feels like he has to be careful with how he displays his religious beliefs for fear that he will be bothered about it. I know there are probably concerns with other areas- but this is the one that is more obvious to me since I am closing related to someone that has to deal with it on a daily basis.

- In future surveys- I would separate the lesbian and gay questions for some of them - because based on my gender i had different answers- per say for the lesbian community and than the gay community.

- As one examines this survey instrument- one sees that it is not balanced in terms of ALL aspects of diversity. The early part of the survey was reasonably well balanced; but- in total- this is a survey of attitudes- etc.- associated with sexual diversity. If you disagree- simply run the numbers -- how many questions are related to ethnic- racial- disability- etc.- vs. how many questions are related to sex.Thus- the results of this survey will not be

an expression of campus diversity attitudes in general- but campus attitudes related to sex.

- I think that it should be mandatory for Non English speaking students and staff have a firm grasp- and be fluent in the English language.

- We appear to have a policy of "if two candidates are close- then hire the minority". This is not equal treatment.

- First of all- on one of the first sections of this survey- I misunderstood and didn't answer correctly. There was no way to go back to change my answers. I have not heard negative comments from faculty regarding different under represented groups because I don't have much contact with faculty. I'm curious about why so much of this survey was dedicated to sexual orientation. Why weren't other groups given the same amount of space on the survey? The more questions there were about my own sexual attitudes and practices- the more I began to wonder if this really is some sort of hoax and not really a survey designed to help make the campus more accepting of a diverse population. That is something you may want to keep in mind for future surveys. In the beginning of this survey- you referred to under represented religious groups as being non-Christian. I think you need to keep in mind that there are plenty of negative beliefs and attitudes about Christians. Don't assume that because there are so many of us- we are not recipients of plenty of derogatory comments. One of the things that would help make this campus seem more dedicated to under represented groups, is to have more diversity in the Administration. Though there are more women in higher positions it's pretty obvious that most "positions of power" are held by older white men. There are very few African Americans, or any other minority groups represented in the Administration. This is a prejudice of my own- but I never feel like a group of older white men- having a "conference" in Jesse Hall- are going to have much insight into what is important to anyone who falls outside of their group. However- in all fairness- it is this same group that hired women to be in positions such as the Registrar- the Vice Provost of Enrollment Management and the Dean of Graduate School. I appreciate the opportunity to be a part of this survey. I wish I had some answers for making our campus friendlier toward under represented groups. So much of it has to do with our own attitudes. I think it's a good idea to have courses for students to explore what it's like for the non-majority- but I don't know if it's a good idea for staff. I don't know if it's helpful to "make" staff members go to sensitivity classes. Students come to college to have their horizons broadened- staff members just want a paycheck. (I am keeping in mind that I may not be giving enough credit to staff members).Thanks for letting me express my opinion.

- I think the campus climate probably varies according to the division you work in- or the type of work you do. I work in Student Affairs- and we are a field that is very open to diversity and acceptance and so on. I don't imagine the same level of acceptance is such a priority in other divisions of the university. I also want to clarify some of my responses at the very beginning of this survey- for I think they may seem inconsistent. I have not been the victim of any type of overt harassment or discrimination. However- I am consistently treated differently because of my gender. I work as a team with two other men and- for example- I am constantly left out of meetings that are as relevant to me as to the others- and I recently received a lower pay raise than the others with absolutely no explanation as to why and after having never been told that I was performing in any way substandard. I am not under the impression that this campus promotes such

mistreatment- but I also don't see a whole lot of effort to combat it. Both here and in my previous job with the university- I have witnessed people "getting away with" some very discriminatory behavior- behavior that was reported to administrators but nothing was done about it. There seems to be almost a fear of confronting racism or sexism or whatever "ism."

- The questions and choices sucked. very unclear which way is a defined "yes" or "no"

- THE CAMPUS VALUE STATEMENT WILL NOT BE VERY MEANINGFUL UNTIL SPORTSMANSHIP IS REBORN AT ATHLETIC EVENTS; LITTERING AND VANDALISM STOP ON THE CAMPUS- IN RESTROOMS- CLASSROOMS- AND ON THE STREETS; NOISE ORDINANCES ARE NOT VIOLATED ON A REGULAR BASIS IN FRATERNITY HOUSES AND STUDENT RESIDENCES ALL OVER TOWN; STUDENTS COME TO CLASS PUNCTUALLY- DO NOT TALK DURING LECTURES- AND LEAVE QUIETLY ONLY AT THE END OF THE HOUR; SAFE DRIVING PRACTICES ARE OBSERVED BY ALL UNIVERSITY DRIVERS; AND COURTESY AND CIVILITY RETURN TO UNIVERSITY LIFE IN ALL THE ACTIVITIES OF OUR DAILY LIVES. THE MTV GENERATION HAS CARRIED VULGARITY AND HEEDLESSNESS TO A NEW LOW- IN MY VIEW- AND SO FAR EDUCATORS HAVE BEEN POWERLESS TO COUNTERACT THE INFLUENCE OF THIS LEVELING POP-CULTURE MEDIUM. CURRENT MOVIES AID AND ABET THE DECLINE OF THOUGHT AND BEHAVIOR IN OUR YOUTH. ANY INEQUALITIES I HAVE NOTED HERE ARE INEQUALITIES OF MERIT- NOT OF INTRINSIC VALUE- AND UNIVERSITIES MUST BE THE NURTERERS AND GUARDIANS OF GENUINE MERIT.. WHAT WE NEED AS A FIRST STEP TOWARD OPERATIONALIZING OUR UNIVERSITY VALUES IS A RETURN TO THE PRACTICE OF THE GOLDEN RULE.

- Most of the questions in the last section where confusing and I don't feel comfortable with the way that I answered them.

- One of the questions asked whether workshops would raise awareness of issues relating to diversity and underrepresented groups. In general- I believe that they will make no difference in changing people's attitudes--such events are usually attended by people who already agree with the issue being presented anyway. While this may be useful in creating a sense of solidarity among underrepresented people- little change occurs. Mandatory classes would have more participants who would not normally expose themselves to such issues- but then the problem of resentment at being forced to think about things one does not agree with could arise. Unfortunately- by the time individuals reach the age that they are attending or working at the University- many attitudes are already firmly entrenched. Focusing on teaching young people to accept diversity may have the greatest return. While it is not impossible to change their attitudes when older- it is much more difficult.

- Unfortunately- many of your questions could not be answered correctly because you seemed to make assumptions about what my feelings are- for example- #13 and 23 in the section regarding LGTB assumes that I have negative beliefs when I don't. I felt that no matter how I answered that question- it was not really the way I feel.

- I am an AMERICAN. The best thing we as a society- as a country- as a state- as a city and as a campus can do is STOP dividing people to fit molds and/or groups. I have little tolerance for those who THINK they are being discriminated against. If they don't like it here- sends them to Afghanistan!! I have been the receiver of profiling and discrimination. This was and is not based on my race- gender or ethnicity. It was simply based on circumstances and the fact that my supervisor at the time just simply didn't like me.

- Your responses concerning have faculty/staff/students attend classes on diversity issues would tend to backfire. We have had diversity shoved down our throats here for so long that it only tends to aggravate the employees more all the time. Forcing people to attend classes would certainly have the opposite effect desired.

- Too much attention to 'differences' in people can lead to an environment where not only the minority feel 'special' or 'looking for those threats'- but those in the majority either feel abused. It also leads to those in power to take special precautions which actually hurt the environment. i.e. Reverse Discrimination is rampant on this campus. I see the following instances more on campus than any that are being currently fought for: * Hiring/promotion/inappropriate special treatment based on Gender- Sexual Orientation or Race. Particularly in instances where a minority is not as qualified technically or attitude wise.   * Gender and Ethnic minorities interpreting issues and instances as offensive- getting upset and then when talking/reasoning with them about them- they agree it's not as they saw.   * Everyone feeling uncomfortable with dealing with those of different basis. Meetings- classrooms and office env. have the air where everyone is HYPERSENSITIVE about what they say/do and it impedes productivity and almost insinuates that there is a problem of discrimination when there's not.   * Students being taught that if the majority they have it good and if in the minority they have it bad. It only objectifies both and creates a feeling of the problem.Descrimination does occur on campus- but overwhelmingly the emphasis on and methods used seem to provoke more the thought that discrimination is occurring to 'you' as the individual and not be considerate of others making it extremely easy for those in the minority to abuse the system and those in the majority scared to do practically anything.

- Touchy-feely seminars sound good- but seldom help.

- Item 14 on Attitudes toward Sexual Minorities Scale is ambiguous. There is no middle button on a 6-point scale.

- Older women are not viewed as valuable on this campus

- Regarding Equality- Equal and worthy are two different concepts. I will never be equal to the Olympic athletes; however- we are all worthy of respect and dignity and the opportunity to play sports. So- the section asking about my feeling & thinking on equality was problematic. All countries and all people will never be "equal." Some will be larger- smaller- faster- stronger- etc. Next time- change the wording to "worthy." As for the climate on this campus for those whose peoples are oppressed or who are in the minority- I can not truly say. Partially as I'm white and partially because I do not interact with a wide variety of people in my job. That is- on a regular basis I do not eat in the cafeterias- travel in the dorms- sit in on classes. Thanks for interest in changing!

- The survey does not focus enough on issues related to race/ethnicity.

- I would like to clarify. I believe that a LGBT life style is a sin. I also believe that we each have a choice to determine if we believe it to be a sin or not. I have several friends who happen to be gay. I do not wish to witness any displays of intimacy with them or any of my heterosexual friends. I am trying to teach my child that LGBT is a sin- however each person has the right to life as they chose and we as good Christians must accept each person for who they are without passing judgement. Which means that those who are not attracted to the same sex have rights too. A little more emphasis on equal rights for everyone and less grouping as female- male- gay- bisexual would be a very good thing for our campus.

- I believe in communication and education as teaching tools. However- some individuals are biased bigots and cannot be swayed. They are the purveyors of hate and misunderstanding and- unfortunately- teach their children the same values.

- This university does not need another study. It simply needs to get serious. When faculty are hired to research and teach on issues of race and are productive both in the classroom and in the field- in terms of teaching awards and numerous publications- and are still denied tenure because the work is not "mainstream"- it gives you a sense of the university's commitment- or lack thereof. Or- when another faculty member was hired because of her path breaking research on black community empowerment and during her third year review- despite her numerous grants and publications- her department informs her that hers is not a valid line of inquiry and if she persists- she will not get tenure. Or- when a faculty member lands a major summer fellowship at a prestigious top five university to work with the key players in her field- and her department chair refuses to let her accept the award because it overlaps summer school by one day- although a colleague had already agreed to cover for her that one day. Or- in another case- when a faculty member is cussed out in class by a student who's upset with her grade and that student then follows the professor across the quad while calling the faculty member everything but a child of God- and then the student goes into the department still peppering the faculty member with every "bitch"- "dumb ass"- etc.- and when the leadership in that department tells the faculty member to "just let it go"- and the administration tells the faculty member to "let it go"- and when the faculty member persists- the department gives the student a slap on the wrist and puts the responsibility for the verbal abuse on the faculty member who-- because she's from the South and black just might be a little hypersensitive about a white person yelling epithets. You really get a sense of "campus climate". Or- when a very bright African-American student is attending a function of her discipline's honor society and the faculty advisor walks up to her and asks if she really has the credentials to be in the room with the others- you get a sense of "campus climate". Or- when a professor singles out a talented Hispanic science major and questions whether it is even feasible that the student- given where he came from- could have the requisite mathematics background to be enrolled in that class- you get a sense of "campus climate". Or- when the university can spend hundreds of thousands of dollars to build an athletic program- while simultaneously cutting academic scholarships for African Americans because that academic program is "too expensive"- you get a sense of the only significant role that this university is willing to have blacks play on this campus. I- personally- have been fortunate because I'm in a good department- with sane people who value me and my work. I realize however that what I

experience is not the norm. What my colleagues and students are experiencing- unfortunately- is the norm.

- Several years ago- I suffered extreme emotional pain from derogatory comments and discriminatory actions against me by older- narrow-minded faculty members in my department because- at that time- I was a young- single woman in a very male-dominated field. Now- all of that has ended- except that a slightly different version is now causing my family great anguish. My husband- who is also a professional scientist in my same field- is discriminated against on a daily basis by the faculty in the department- just because he is my husband. He is given the cold shoulder- not spoken to- whispered about behind people's back- and clearly many people are uncomfortable around him. Time and time again across this campus- I hear the same thing from other women faculty members about their husbands and the way they are treated. This campus needs to be much more supportive of women faculty members- by providing a more welcoming climate for husbands. We are losing many fine women faculty because they leave to go to other universities where there spouses are treated better. It is so emotionally crushing for my whole family that we are seeking counseling about it.

- Long survey- and biased mostly towards sexual orientation. I almost stopped answering because of it's length- and the repeating of several questions.

- One question asked to check the circle marking the middle of the scale. The scale was from 1 to 6. There is no clear middle for 1-6 since it gives an even number of choices. I chose 3 since it is near the middle but not the exact middle which would be 3.5.

- This was not a survey of the campus climate. It was a tool of the lesbian- gay- and bisexual persons in the country to intimidate persons who believe homosexuality is wrong. I resent my campus for having participated in the survey and believe it was a waste of my time to participate. At least you should have been more open about what the survey was about- instead of misrepresenting it under the guise of a survey about true diversity. Since when are non-Christian persons an official minority- anyway? Do you honestly believe that Christians are allowed to speak about their religion on this campus without severe and immediate retribution or discriminatory action? They are not. In the face of "tolerance-" Christians are being discriminated against. I'm not a zealot. I'm not a freak. I'm just a dedicated employee who is tired of seeing so much focus on "tolerance" and "diversity" really deceptively focusing ONLY on the gay agenda. The next survey that is submitted to the campus will be ignored by me- and probably by many of the others on campus who also felt like they had been deceived by the nature of this survey. So- future surveys will be biased in favor of the gay agenda- because those who want to promote it will be the only ones who complete the survey. I am angry and disappointed to have been used to put forth an agenda about which I fully disagree. If this had been a REAL survey (designed to get at truth instead of just continue the propaganda)- the amount of space dedicated to the gay agenda would have been BALANCED with the amount of space dedicated to disabled persons- non-native English speakers- African Americans- Hispanics- etc. If you choose to waste campus resources like this again- this employee will not be a participant.

- One of your questions asked me to click the middle button. There were only 6 choices. Hrm- where was I supposed to click? Or was it a question of what I perceived as the middle? Tricky tricky. I left it blank.

- Re. question of citizenship- as an American Indian- I consider myself a dual citizen - of the U.S. of my particular 'native' nation. Dual citizenship is not offered as an option. Symbolic statements/acts (such as the banners hung from the columns at the beginning of fall semester and posting of the MU values statement on the Chancellor's page) of institutional values and commitments are strong agents for change. However- substantive and lasting change requires- I believe- a weaving of the multiple facets of human kind/human behavior throughout the curriculum and understood as necessary knowledge required to be an educated person. That- I further believe- will not happen until there is an acceptance by a majority of faculty members that such a body of knowledge is- indeed- necessary and worthy of scholarly attention.

- Some questions are not clear to me. For example- if your question "some people are better than others" means a group/type/race is better than others- I do not agree. However- if your "people" means some individuals may be better than some other individuals- I do agree. My judgement that if a person is better than another does not depend on sex- race or ethnic background- but how she or he behave (does).You need to have a more strict definition for "people (one or more individuals or you mean a group- or persons having same ethnic background or sexual orientation).

- The bias I observed as an employee in hiring (noted in question 1.9) was the creation of a new faculty position to enhance minority representation on campus. The gender bias observed has been the additional merit given to female candidates with qualifications equal to those of male candidates- again to enhance the diversity. In response to 2.3- it appears to me that we put too much emphasis on gay/lesbian support. For example- what proportion of seminars/marches/clubs do we here about to support gay rights vs those of heterosexual rights or lifestyles- and how does that compare to the representation of each community on campus? I have witnessed too often that when preferential treatment is given an individual or group resentment is created- however subtle it may be expressed- among other groups not given preference. I firmly believe in hiring- promoting etc. based on the qualifications. If social programming- either governmental or campus- could be based on economic basis over social- it seems that the same results would be achieved (regarding race and gender- not sexual orientation) without building the level of resentment for a group of people. What is LGBT?

- A comment on the survey: The questions about equality are poorly phrased. Equality in what sense and people in what sense? All persons should have equal rights and value- but not all individuals have equal abilities. Why so many questions about sexuality issues and so few on other areas of discrimination? If this is to measure mainly the climate for sexuality issues- it seem disingenuous to bill it as a more general survey. One area of frustration I have on campus is that people seem to classify all conservative religious people into one extreme lump without realizing the diversity of opinion among people of more conservative leaning. I'm a bit to the right of center- but that's a lot different from being on the right extreme. Identifying all who think that homosexual activity is wrong as homophobic is misleading. You can disagree with an activity without being afraid of it or being unable to relate to people who disagree with you.

- Some of the questions were very hard to answer since they were a clear no. It got confusing at times.

- I thought the last section was just a bit too rambling- so to summarize. People should not be treated equally- but with equal dignity and kindness.

- Some hard questions that I have not really ever taken the time to consider. If nothing else- the survey will make me think about these issues a little more deeply for a time. Best wishes.

- This survey seemed to be weighted heavily toward sexuality and sexual orientation.

- I think the campus needs to spend more time on educational issues and leave the social education issues to the special interest organizations and groups. If someone is interested in learning more about sexual orientation then I feel they are free to do that here in Columbia. I think that any attempt to mandate sexual education to faculty / staff will have a backlash and negative impact on attitudes. Deal with individual issues on an individual basis and leave adults to educate themselves on the issues.

- This survey was difficult to complete because there were a large number of double negative statements to be evaluated.

- Survey seems to be very biased toward sexual orientation and LGBT issues.

- Some students have negative attitudes toward "minority" students (information shared by students).

- The social attitudes part of this survey is done very badly. The term 'equality' is used without being defined. Of course people are not equal in abilities and talents- and shouldn't be treated like they are. But of course I do not believe in discrimination- or that races or groups are not equal.

- I really do not think that my sexuality is an appropriate topic for probing when the issues as advertised concern the climate on campus. What and whom I am- whether hetero- homo or non-sexual are my issues not that of a 30 college survey. I finished the questions because I believe strongly that I finish what I start. You asked- I told you.

- The biggest issue I see in working here since 1970 something is the snobbishness of twenty percent of the faculty towards staff and students who have not obtained a PhD. You did not address this issue which has caused much more pain for many people including myself over the many years I have worked for the University. You should have classes teaching the Professors and doctors at the hospital not to be prima donnas.

- I think this survey was a great idea but that there was an undue focus on sexual issues and not enough on gender- race- and ethnicities. These are also nuanced and complicated issues that I feel are probably more pervasive and detrimental to the University setting than sexuality and sexual preference. Especially given the recent events surrounding the World Trade Center and Pentagon on Sept. 11th. As far as I can tell- this survey missed the mark and is at risk of not finding any problems that may exist on American college campuses because it concentrated specific questions almost solely on issues dealing with sexuality.

- This is stupid. Surveys like this contribute to and cause problems- they don't solve them. I do not categorize every person I interact with into politically-correct demographic/social/behavioral categories. Unless prodded into trying to classify everyone I come into contact with post hoc- I don't typically consider whether a person is Hispanic- Alaskan- Native American- Middle Eastern- gay- etc.- etc. Yes- I do notice if someone is African American or- usually- Asian- but it is not topmost in my mind even then. I don't see people as representatives of some larger demo/social/political group. I see them as individuals. It's a pity that researchers with your agenda can't do the same. Please pass these comments along to the Provost- Chancellor- and anyone else who authorized this useless and potentially damaging exercise. Somehow- I doubt that my comments will end up being quoted in your report or in the local media. It's much more exciting to report about alleged problems- isn't it?

- This survey brought it to my attention that in my opinion- if your community or workplace includes people of different ethnicities- sexual orientation etc. etc.- then in general people become more accepting of that minority group. It is when the community lacks a mixture of people with different values and cultures that you start to see more prejudice. This is just from my personal experience- having gone to a major university with a large homosexual community- I feel that that community was much more accepting of homosexuals than the MU environment. On the other hand- the university I attended prior to coming here was less racially mixed and thus was less accepting of different ethnicities. Thanks for doing this important work!

- I have seen lots of prejudice here at UMC -- lots towards women, towards Blacks, towards Hispanics- etc. And of course lots towards gays. But I think it is very hard to identify the ways in which this prejudice is given expression here. People are very covert; one must reconstruct from a comment here- an act of commission there- an act of omission over there. Alert listeners will hear lots of stuff which is scary.

- Some of the questions were difficult to answer because I believe there was a bias- or belief- that the responder would be- or is- a Christian. I came away from this survey with the idea that Christianity is considered the norm and every other religion is compared to it. It was an uncomfortable bias.

- I was only troubled by the limiting nature of the choices provided to answer many of the questions- e.g. some questions seemed more to need a yes/no kind of answer rather than characteristic/uncharacteristic. Most of the ones I left blank were due to this.

- I would like to note that my answers are based on the fact that I have no contact with students in my job and minimal contact with faculty. The faculty I do encounter are professional and have never expressed disparaging comments. What I do encounter is among the staff I work with: mostly suggestive humor that is not overly offensive and those who have crossed the line have responded positively to being told to stop. I do hear disparaging remarks directed towards particular women and racial minorities- but it is more of an individual problem than an overall issue with gender or race. Among administration and faculty I witness a vast variety of women and minorities in prominent positions as well as an overall acceptance of all ethnic backgrounds since this is such a diverse campus. I did experience- and have heard others comment- on the problems of faculty and TAs not having a full command of the English Language which makes

learning more difficult. That would be my only concern if that is considered discrimination if someone is not hired because they do not speak English well enough.

- I do not like to see sexuality flaunted in any form on campus or in the workplace-heterosexual or homosexual. People at work should be evaluated based on their contributions. I think corporations and schools are worse off when they actively promote sexual politics and implicitly encourage individuals to openly experiment to see what works for them. People will experiment as they wish in their private lives but workplace romance- heterosexual or homosexual should not be encouraged. I do not try to impose my sexuality on anyone else and appreciate if they do not try to impose their own sexuality on me.

- #14 has no middle box to click. Please disregard that mark on that one. Very confusing. Sexuality includes more than physical needs. There are also emotional needs which I do not feel are addressed in this form.

- My opinion of the survey is that several of the questions could be reworded to offer a clearer picture of the subjects views. Many were leading questions that were unclear as to how to answer. Also- there are people- such as myself- who were different in their youth. When I was younger- I was an average hormonal (hetero) male who quickly found that he liked sex . . . and therefore made sure I had a girlfriend at all times (though only one at a time). I since have started to study the bible. Now I am absolutely sure of my feelings on any sexual matter- which is identical to the biblical views (though it is not a good idea to assume an interpretation of anything).

- #14 under "Attitudes Toward Sexual Minorities Scale" is a poor question-there is no middle number between 1-6 that I can click on.

- I think this survey is a perfect example of why we will never have any understanding between the various components of our human community. What ARE you thinking?

- I'm concerned that the results of this survey could be used as a club to force an agenda rather than as a source of information to increase understanding. I have not witnessed any of the overt- inappropriate behaviors directed toward people of various minorities as you have defined them (race, gender, etc.) that have occurred on campus. That does not mean that I don't believe that they occur. I have just not been a witness to them. The most blatant stereotyped or prejudiced remark I have heard on campus was an African American student who said to a room of students and faculty "It's you all's ancestors that were slave owners." This comment was totally inappropriate for a lot of reasons. But it made it clear to me that intolerance and prejudice is a two way street. This individual has a serious problem that creates a great deal of hostility. The most subtle form of prejudice I have come to recognize occurs when adults- including faculty and staff- talk about which schools in Columbia are the best. This is almost always a code for which schools have the fewest minority and poor students. It says almost nothing about the quality of education going on in the schools. It's also not clear to me whether diversity training improves the situation in the short or long term. Training seems to be a wash in that some people become more aware and educated- but others become more angry and intolerant. Maybe there is a long term gain- but it may be related more to informal conversation after the training rather than a direct result of the training.

- So you collect a bunch of information in an opinionaire- but have you really got a plan of action developed to improve how human beings treat each other? Seems like this was a pointless waste of human effort as a test of web survey techniques. What is the value of the project in terms of what is going to result from the collection of data? Nothing...

- One key issue i believe should be addressed is the perception of second-generation Americans on this campus. here and everywhere in this country- those of us who are not black or white are too often defined solely by our ethnicity and not equally by our status as true Americans.

- Your questions were confusing. The deliberate use of double barreled questions makes me wonder how you are going to use this data given that you can interpret the results of those responses in multiple ways. Also- going through the last two sections- I kept forgetting which response went with which buttons. Furthermore "Very characteristic of me" was not a particularly good response for some of the agree/disagree questions. Finally- your check question asking respondents to mark the center button was frustrating given that there was no center button. On top of all that- given that I am supposed to be able to not respond to any question- the fact that I could not unrespond was troubling. There were a few times where I marked a box- realized that I did not understand the question- wanted to unmark the box and was unable to do so. One example is the demographic question about which gender I am "attracted" to. At first I assumed you meant sexually. Then it occured to me that you may mean socially. Those would be two different questions requiring two answers. When I went to uncheck the box- I was unable to do so. When you do a study like this it has to be crystal clear. Policy could be developed based on your findings. You need to be certain your findings are an accurate reflection of your participants' attitudes. But then again- I suppose you already know this.

- Christ- what a touchy-feely survey! I suggest you use an odd number of bubbles for questions in the future- so that we can choose a more neutral response. The truth is that most people probably don't worry about these issues - we're too busy with our own lives. I wouldn't be surprised if all men & women have had homosexual sexual fantasies at some time or another- or fantasized about murder and violence- or had racist and bigoted thoughts. Big deal. That doesn't mean we should openly parade our every internal emotion and examine it. These are completely normal activities in a functioning human brain. In order for civilization to function effectively- however- we need to internalize these private thoughts and impulses and carry on with productive activities. There are far more important things to do in life than get all wrapped up in your feelings and emotions.

- I think that our society has become one that thinks accepting everyone will solve many of the worlds problems. I really don't feel that this is the answer- we all have liabilities and part of life is not letting them be a crutch for every problem. I am a white roman catholic male and I know I will never get a cent from this university- however they would bend over backwards if I was a minority. I don't think that Homosexuality is right and I really don't think that we should promote acceptance. They are human and they should be treated as such- but they should not be given full rights of a married couple.

- I am very clear that I desire a campus (and national) climate of openness- understanding- respect- and equality of opportunity for all my fellow humans- regardless of skin color or sexual orientation or gender: "the big three." I am ambivalent about multicultural

"training" because I have attended some trainings that seem sanctimonious (presenter conveys a sense that audience is ignorant and unenlightened and never heard the notion of equal respect before.) They have also been superficial--presentation of "data" and exercises to raise "awareness"- usually striving to sound objective or morally neutral. There is bound to be some value in this. But the most important questions are driven underground in this approach. What we are addressing- in fact- is our deepest moral and political convictions that long pre-date the "multicultural" movement. We live in a nation that was founded on the radical notion that people were "created" equal- or somehow that equal respect is due to all humans. The national struggle after that is to determine who gets included- and who gets excluded- from this category. Like it or not- these values exist in the context of questions of personal and national- and yes- often- at times of religious- identity. Let's discuss this noble value of equal respect--do we believe it and embrace it and strive for it or not? If it is a good value- why is it good- why should we pursue it? And how- in practice- do we enact it? If you don't embrace it-- why not? With these questions squarely on the table- then we are truly having a worthy discussion- one that brings us together as citizens (of our nation and of the world)- hammering out what we think a good society is or ought to be. These questions are morally engaging- exciting-challenging- perhaps even dangerous. Discussing them openly avoids the often tedious and morally vacuous feeling that one is being "trained" (like getting more computer skills or something). How do you "train" people to care about each other's well-being? Finally- I work in an environment on campus that bends over backwards to be inclusive of underrepresented persons. This is a good thing. But I note that it has become quite acceptable to make derogatory assumptions about the Christian religion- with the implicit assumption that anything Christian has to be inherently oppressive and ought to be avoided. We have developed our own version of viewpoint discrimination. This is a bad thing. I don't know how widespread this is anywhere else on campus.

- Sex discrimination is still a huge issue for women faculty trying to achieve tenure - poor tolerance for the demands on women to have a family- be a housekeeper and do all the research- etc to achieve tenure in a short amount of time. It is definitely a male-dominated and male controlled process on this campus.

- My first concern about this activity is the instrument itself is unbalanced. It is weighted more heavily with questions regarding sexuality as compared to race- gender- ethnicity- religion. This leads me to believe the intent of the survey is not to objectively gauge the campus climate. It leads me to believe that the author has a specific perspective in regards to sexuality that they are trying to validate through the use of this instrument. My second concern about this activity is that: as a 40ish- heterosexual- Caucasian- male have been institutionally and legally discriminated against by what we erroneously call affirmative action. In employment practices- promotions- even committee membership within the University structure and throughout our society in general- with all other factors ie.- qualifications- skills- competencies- etc. if you are legally qualified as a minority this give your preferential treatment thereby discriminating against all non-minority classified applicants. In general what we call affirmative action should be thrown out so there is at least the premise of everyone being treated equally instead of some groups structurally- organizationally- legally being give preferential treatment.

- You need to tell us what the scale is for question #3.8

- Note- particularly in reference to questions about the campus climate- that I have only been at MU about 2 months. My responses are just based on what I've seen in that short period of time.

- survey was too long- will probably effect the number of responses you receive

- Please take complaints seriously. I know of someone who filed a complaint voicing a legitimate concern, and was harassed by the department chair (and his Admin Associate) for the rest of the semester. After witnessing this, my faith in the University system has sharply declined.

- The use of a six point scales on an "agree/disagree" questionnaire leaves the respondent unable to reply "unsure"- or "simply don't care". This forces the respondent to agree or disagree with every statement- including ones with which the respondent may have no particular opinion. It is deceptive and will unfairly skew the results of this test- especially because the nature of the questions- given today's political climate- evoke a sense of guilt at choosing the wrong answer. After this experience I question the reasons and intentions behind this study and feel that there is an agenda behind it. This is not an empirical study and if it is ever used for political propagandizing I will surely be very vocal in my distaste of it. Thank you

- I regret to say that this is one of worst constructed surveys I have ever seen. I am a highly educated person and I left answers blank to many questions because I could not figure out what was being asked and how the available responses related to the questions. I also found many of the questions bizarre and likely to produce the opposite reactions of what is intended by this project. Apparently a lot of money has been invested in this project. It is sad because I generally support the political agenda apparently intended by the researchers and sponsors but I doubt that this will produce valid results. Moreover- I can imagine that the survey itself may produce negative backlash. What a shame.

- I am offended that the police were the only occupational group- other than instructors/TA- mentioned. There are many other types of employees on the campus that could harass- beyond these three. That appears to be a built in bias in this survey. It is easy to get answers you expect or want if the questions are written in that fashion - leading the answerer.

- This is a poorly worded questionaire. Many of the questions/statements are so ambiguous that I am confident that the researchers will misinterpret the meaning of my responses. Therefore- I would caution the administration against using this questionnaire as the basis for planning.

- It is my opinion that we as an entire world community need to stop looking at ourselves as members of groups- but rather as individuals with individual merits. For example- last week on national Coming Out day- I was approached by an individual in Speaker Circle that told me to celebrate diversity. While I have no real problem with people being homosexual and being open about that- I think that it would be much better to celebrate individualism. I would much prefer that I live in a place that is full of people who are individuals able to work with others for the common good- not just the good of a particular group. Also I am particularly unhappy that I live in a place that has special laws and ways to treat people of all groups except mine (i.e. white- males- ages 18-35). I

believe that having said all this- the focus of this survey is not concurrent with a will to improve the common good (i.e. the good of people as people- not people who happen to be members of groups which are underrepresented.)

- Conflict with a person of different sexual- racial- or gender is not always because of the difference in our orientation although people of different orientation seem to always think that the difference is the reason- and of course our politically charged system- whether it be a regular politician or university administrator or journalist are always quick to jump on it and condemn the person who is white- straight- married and Christian.

- What's up with question 14 of the Sexual Minority Scale about clicking the middle button on the scale? You don't have middle with 6 buttons. If this is anonymous- how do we get the prizes offered at the beginning of the survey?

- I think you are forgetting two very important group on this campus who experience discrimination and unchecked harassment every day- men and white people in general. Surveys like this tend to assume that only "underrepresented" groups are subject to this behavior when in fact it is not confined to any one group. Just the fact that you have not included everyone in your survey is in itself a form of discrimination to those people who experience harassment but who are not in a currently defined social minority.

- I am curious why there was no attempt to measure campus attitudes toward atheists/agnostics. It appears that the survey assumes that all members of the campus community identify with a religion. An atheist/agnostic would not be able to answer the questions relating to attitudes about others of a different religion since they do not have a religion. My guess is that the climate for atheists/agnostics is among the harshest for any group on campus. Many on campus are aware that not all members of the community are Christian but very few are aware that many members have no religious affiliation.

- I really hate trick questions like "pick the button in the middle"- when there are an equal number of buttons. Do you think you are learning something; are you an asshole; or just stupid- and can't count?

- I believe that there is an issue relating to educational levels of staff and faculty/administration. A number of staff people on this campus do not have a college degree or have an undergraduate degree only. I have observed faculty and administrators patronizing and treating these people with disrespect.

- I don't really get why you asked so many sex questions....and why you used the scale that you did- it is somewhat confusing using that scale- agree/disagree is much easier. but whatever- your the scientists right....

- In the 'attitudes toward sexual minorities" questions above- please edit my response to question 14. It asks to click a button in the middle of the scale. As the scale is 1-2-3-4-5-6- there is no middle. I should have left it blank. I typed a "4"

- I did not finish the survey because I run out of time. One comment: It is confusing to use statements like "very characteristic of me" vs "very uncharacteristic of me" why not use just "agree to strongly disagree". I'm glad you are doing this survey but it includes too

many issues. I would suggest to start with 2 or 3 issues first and cover the rest later or separate them in groups. Thanks

- We need to foster more unity and fewer "cliques" among the student body. There seems to be a huge rift between the Greek sororities and fraternities and the rest of the independent population. My Greek letters belong to those of an academic fraternity. They are not the "traditional" Greek system society. There also seems to be a rift between groups that are commonly together (for example- PT/OT/RT). I don't think religious intolerance is that major of an issue- but English speaking is.

- You have apparently made a conclusion as to campus climate based upon the statement above which invites me to offer suggestions on how the campus may move forward to improve the campus climate..

- Question 14 asked for the middle response- and there is no "middle". There would have to be 7 responses- but there are only 6. Thus- you should have just asked for either 3 or 4- like in other questions.

- I speak of my own experience of harassment on this campus a number of years back. During one prominent example, I was walking North on Hitt Street when a group of young men, apparently students- drove past in a speeding car. They shouted some sort of insult and threw a paper cup of water at me. The fact that it was water is perhaps the only blessing. The problem that I see is this. Though no one has thrown anything at me since- the incidence of hostile remarks has only increased. And it seems especially pervasive. I grew up in the inner city as a white male. I've walked in Urban parks at night. There are many times when I have felt more threatened walking across this campus than walking through East St. Louis. I've had friends that were raped at this University. I've heard of friends of theirs that were drugged and gang raped. A very close may well have been drugged in her own dorm room. You should count yourselves fortunate that no one has thus far prosecuted the University for reckless endangerment- though I'm not sure how preventable it is- or how much it's a product of the people that attend. Certainly- there needs to be more education about how to protect yourself from the predators that abound here. (And they are here in numbers I've never seen anywhere else.) The undergraduate community- and perhaps the Greek community in particular- seem to encourage lewd and violent behavior. And the University responds by enacting "dry campus" laws- and vague platitudes- the only result of which appears to be moving the problem off campus- so that the incidence of drunk driving increases. We need- as a society- to understand that the problem of violence associated with substance abuse is not caused by the substance- but the psychology of the abuser. We need to learn from the fallacies of prohibition that outlawing a symptom will only make the problem worse. A dry campus doesn't in any way limit student alcohol use. There is no more apparent drinking at Washington University- even though there is a bar run by the campus- and there would appear to be less violence towards women and minorities. Solutions to the problems are probably not quick or simple. It is exceedingly unlikely that a "diversity seminar" or Greek Life event will have any impact on the problem whatsoever. What might be needed is a completely different atmosphere- that doesn't glorify competition or athleticism- strength- virility or masculinity- but instead engenders respect- thought and carefully deliberation. But how one encourages such an atmosphere is perhaps the most difficult- and most fundamentally important question that you could study.

- Survey itself has flaws. to many either/or's- and simplistic in that most of these "problems" are not issues for me personally- yet i have very strong equalitarian social and political beliefs. Ultimately- this campus and the society as a whole will outgrow these issues when the various diversities become boring to the public at large. we are still cave people- but we are becoming bored with primitive superstitions.   Then we can deal with the much more complicated issues that are growing up while we are distracted by the current situation. such as- is it right to force tribal peoples to remain as such in order to preserve diversity? Isn't tourism of any sort essentially demeaning and not socially progressive for the individual- yet it provides the only real income source for much of the third world. when does respecting diversity become preserving diversity- and how soon does that become enforcing diversity?

- I would be interested in how members of the campus community feel about postmenopausal women.

- Much of the discrimination I have noticed on campus are sins of omission rather than commission - and so did not often find a place in the questions on this survey. Some examples include: references to family that do not account for gay partners, lack of benefits for gay partners, an assumption that everyone is Christian--this occurs in conversation and is evident at holiday time where Christian symbols are proudly displayed without the corresponding symbols for other religions and office parties are similarly Christmas-oriented. While I've never heard students say negative things about gay people- I've also never heard them speak of gay culture at all- and I don't think of this as an especially good sign. Similarly- I've noted an absence of discussion among students on issues of race and ethnicity. While I've never heard disparaging comments about women on campus- I have noted the relatively small number of senior women faculty and the lack of a women's faculty organization and I have heard that the recommendations of the status on women committee are seldom accomplished.

- Comment: One area for discrimination that was not covered is socioeconomic classes. I think there is a lot of discrimination in the student population in this area.

- GIVE MONEY TO THE ARTS- A NEW BUILDING PERHAPS!!!!!!! The Arts is where people can express themselves where they otherwise couldn't. This is what is wrong with MU- it puts no value on SELF-EXPRESSION. It is a school of conformity and if you don't fit a certain cookie-cutter you're an outcast. This school needs to seriously reevaluate where it puts its emphasis. Its ok to build a new business school for rich- greek- white- mom and daddy's boys but it's not ok to replace a 30 year old deteriorating art building. Bring better arts to the campus and you'll improve the school climate overall- across the board!!!!!! But i doubt that'll happen..........whatever.........i'm out of here soon. Peace.

- My opinion- not that it really matters- is that their is too much political correctness and the campus cannot do anymore. Being so careful all the time merely makes relations worse between "underrepresented groups". We are forced to stay arbitrary "sensitive" things- such as "people of color"...but if you say "colored people" you will be crucified. So please- NO MORE OVERSENSITIVITY!!!

- Many times- the sensitivity workshops are treated like a joke by students. I think they're totally ineffective. Offering more events that would foster appreciation of underrepresented groups would be far more beneficial.

- I think the campus needs to do a better job educating students about Arab-Americans and Muslims after 9/11. Most of the offensive comments I've heard since then have been directed at those groups.

- Encourage enrollment of more diverse undergraduate students. i think that that is the single most important thing that MU can do. the student body- simply put- is not diverse at all.

- I think the climate will not improve unless and until the faculty- staff- and students believe that administrators AT ALL LEVELS are serious and conscientious about making everyone on campus feel welcome. Requiring students and/or staff to attend workshops is- in my opinion- not an effective means of improving the campus climate.

- Don't worry so much about these issues! In general the a university is a wonderful place to work.

- I would challenge the implication that non-Christians are the only underrepresented religious group that are subject to discrimination. Increasingly- certain Christian groups-especially those of conservative beliefs- are subject to ridicule and bias.

- Education is the only solution. It's very difficult though. Many people have grown up with these feelings/opinions and it's hard to change their mind on such issues. I think we can only make them feel a little less uneasy by educating them on the different types of people and their lifestyles.

- THE WOMEN'S ORGANIZATIONS SHOULD CONSIDER THAT ANYONE WITH ANY SENSE KNOWS THAT THE WOMEN OF MIZZOU CALANDER IS NOT DISTASTEFUL IN ANY WAY. THEY NEED TO REALIZE THAT IT IS STILL A FREE COUNTRY AND THE WOMEN (INCLUDING MYSELF)AGREED TO DO THE CALANDER AND DIDN'T FEEL UNCOMFORTABLE IN ANY WAY(if so- i wouldn't have agreed b/c i have enough respect for myself to not do anything that i don't want to). THEY SHOULD SUPPORT WOMEN NOT PUT THEM DOWN JUST BECAUSE THEY DON'T FEEL COMFORTABLE ENOUGH WITH THEMSELVES. I DON'T THINK THAT BEING A LESBIAN IS MORALLY CORRECT- BUT I AM NOT WRITING ABOUT IT TO START UP MORE CONTROVERSY. IN THE MANEATER- IT WAS SAID THAT THE WOMAN RAISING THE MOST TROUBLE DIDN'T EVEN SEE THE WHOLE CALANDER. THAT IS PRETTY SAD.

- THIS CAMPUS SHOULD TRY TO LIMIT INDIANS. INDIANS ARE THE BIGGEST RACIST. THEY JUST LIKE THHEMSELVES AND THINK THAT THEY ARE SUPERIOR TO EVERYBODY.I VOTE TO CLOSE DOWN ALL THE INDIAN ORGANIZATIONS ON CAMPUS OR TAKE A STRICT ACTION AGAINST THEM.

- It's sad that I've had to seek out diversity. Most classes are the usual Eurocentric fare. Only rarely have I been fortunate enough to stumble upon a class that openly celebrates racial or sexual diversity. Also- MUPD should focus its efforts where they belong - on campus where I was assaulted by two strange men two summers ago when I thought we had a safe campus - instead of breaking up parties on East Campus. That's for Columbia PD to care for. Stick to your jurisdiction.

- Seems to me that you are taking homosexuality as "normal" as race- religion or gender-but you are WRONG. Bring GOD back to American campuses.

- The reason I pushed a high button on the predicting I will be robbed while I am away question is because 2 houses on my street were burglarized last night. Therefore- I'm particularly fearful of that right now.

- I think it would be in the best interest of the university to offer extra credit points to go to different minority events. Extra credit opportunities seem to really inspire students to attend things. Events held by minority organizations in particular (black culture center-four direction pow-wow- etc). I also think teachers should be more conscious of calling on a certain minority person in class to represent his or her whole group. One person can give perspective but not speak for everyone in that group. I think the professors should attend as well. Also- I think not only listening to guest speakers talk at us- but having forums in which we could talk to each other(peers) is a good idea. For example- I am a member of the National Association of Black Journalist and we recently held a forum discussing minorities coming together and invited different minority groups to come and the muslim association came. It was a very enlightening experience although only about 25 people attended. Everyone wanted a part two however- we felt as if we were "preaching to the choir" because only minorities were in attendance. Just a thought. i have lots more- but that's all for now. This is a noble cause and I am glad this survey is being done. Thank you and have a nice day!

- I think that this campus could improve on the controlling of the white frats and sororities. I think they get more freedom and more prestige than the black frats and sororities. I feel as though they should be equal in every way. I also feel that everyone should be treated equal in every way- no matter what's different about you.

- I love this campus- I feel safe and welcome. As a religious minority I have not experienced any form of discrimination. Mizzou is now my home- and I have no apprehensions about living here currently or in the years to come.

- I would just like to say that I feel safe on this campus- I am just slightly overcautious all the time about personal safety. I just wish that is wasn't such a long walk from trough bridge/ Maryland parking garage/ harness/ most other parking/ to the dormitories. Perhaps more street lamps on those corners that are kind of dank would put my mind at ease. Maybe have pretty ground lamps that shine up the side of the buildings- which will eliminate some of those lovely dark walls- and add a nice architectural appeal to the buildings. i.e. the nursing building next to the rec center. or the front of the hospital on hospital dr. or maybe have the security walk that way every once in a while- to check on things. I never seem to see any security personnel around those places. If they are- then they it's usually for the splt second that they drive by and then aren't seen again for awhile... which is a perfect time for an attacker.

- I'm a white male. This means I am the social demon. We never celebrate the white male. I understand that I am the most represented group in our culture- but it makes me feel shamed that we are seen as the "bad guys." Not all white males are greedy bigots. It is also racially insensitive that our campus has a black culture center and not a white culture center- but it is the socially commendable thing to do- and I accept that. I came from a

small- rural community where there was a KKK and hatred and ignorance was like a disease that affected a majority of the town of 400 people. I feel proud to be above that- but have yet to not feel akward around people of other races here at MU. I don't know of any programs that can improve this- increasing interaction between races- it would sure help me.

- The second part of the survey was difficult to respond to. I am an instructor and I deal regularly with large groups of undergraduate students. While I have not heard many direct discriminatory statements- my classes are on average not receptive to learning about diversity - especially with respect to sexual orientation- racial- and religious diversity. This is evident by their behavior in class - they will talk to their neighbor when lecture is focused on these issues- open other reading material- or do something else that shows they are not open to the idea of diversity.

- Cultural diversity would be spread in a more effective way if it were to happen naturally- as opposed to being forced on students. Any type of a required course in multiculturalism will have a backlash among students that will inhibit the goals that a multicultural course would try to achieve. It is better to let students experience such things on their own- rather than forcing ideas and mores onto them. This backlash would be especially true regarding gay transgendered students.

- I think some of these questions were biased and leading and tried to make me feel guilty for being white. But- I completed the survey because I love my University and wanted to help out. I am slightly offended by the nature of the questionnaire.

- Two biggest problems- IMO- are those of sexual orientation and of international students. Probably- there is a need to create more awareness about those issues. Also- campus leadership needs to have more firm position on those. There needs to be more concrete action and less formal events (e.g. week of smth or someone). The race issue is handled reasonably well and any problems there (generally minor) have to do with society in general.

- This survey is a very good idea- but it it too lengthy in that there is too much repetition of dots and similar questions. I would have been able to concentrate more if the questions would have been more interesting.

- I actually think that this campus goes above and beyond to reach out to "minorities"-- for example- the resource centers for GLBT- women- anf African-American students. In a way I think it is reverse discrimination. Why are African-American students- for instance- singled oout by having their own center?

- Guest student speakers to talk about their own experiences with the various negative campus climate experiences; Doing away with separate greek houses for blacks/whites/homosexuals; Talking to students more regularly for ideas on how to address these issues; GETTING AN ANTI DISCRIMINATION on SEXUAL ORIENTATION CLAUSE PASSED BY THE UNIVERSITY; Creating more student lounges for opportunities to interact with one another; require more cultural diversity classes for general education requirements; offer more socialization experiences for students to learn about other cultures.

- To much concentration of minorities and forgetting about majority. When was the last time there was anything celebrating males- or white males in general?

- Our campus is divided into far too many factions that do not communicate or cooperate with each other. With Greeks and non-greeks- LBC and MSA- blacks and whites- farmers and city people- gays and straights- there are too many divisions! The joe schmoo student at our school does not deal with issues of diversity everyday- or if they do- they downgrade the importance of those issues. Our students need to learn to be more responsible to each other.

- What a useless survey. The section of this survey titled "Social Attitudes Questionaire" is among the most useless set of questions I have ever come across. Unfortunately- I have no doubt that said section will be used to compile data that social scientists will find "enlightening." Let's look at the statement "Some groups of people are simply not the equals of others." To be certain- a social scientist will look at the answers provided to this an attempt to infer some sort of prejudice or unjustified bias. But- what if the reader reads "some groups" and thinks it refers to major league baseball players- and the "others" refers to non-major leaguers. In the limited context of one's ability to hit a baseball- the "others" are certainly not the equals of "some groups." Its a shame that the authors of this survey failed to put the majority of the questions into any useful context. The vagueness of this survey will render all studies which arise from it hopeless inaccurate. Assuming that this endevour has any purpose other than to permit the university to scratch its own back for an increasingly politically correct campus- or to create an appearance of inadequacies to justify the expansion of self-righteous policies in the case that the university is not actually more politically correct than it was in the past- it will be useless. If- however- those are the purposes of this survey- I have no doubt that it will succeed.

- I think this survey was dumb and you can't make any conclusion from it because these questions are so open and can be used in so many different scenarios that I could answer it different every time. I also feel people use these surveys to get crap started to make things worse than they already are. I also don't care what different groups do- but I don't agree with them promoting it through - Coming Out Week- Black Culture Center- etc. We don't have a Straight Week or a White Culture Center because that would be offensive and raciest to them and if we are not suppose to segregate minorities then why do they segregate themselves by promoting there minority? Why don't you people just drop it and let everyone be. Some people will make comments and do things they shouldn't. I also disagree with minorities getting in to grad school and getting scholarships because they are a minority. That is raciest against me and is why I get upset with them. Not because the way they look or how they act.

- I have had nothing but a good experience here- and have heard/seen almost no discrimination while I have been here- especially by faculty and staff! I am very impressed by the diversity I have seen- and am very glad to be a part of this institution. I am from the south- and it is a relief not to have to constantly deal with racial discrimination. In fact the only discrimination I have come across was off campus and toward myself because a black man was afraid of me because I am from Alabama. He made a stereotype that I was racist- and wouldn't deal with me.

- I have experienced a lack of courtesy in the parking office and while requesting a transcript. Give TAs an RAs the opportunity to evaluate their working conditions anonymously.

- I find some portions of this survey unclear or confusing. Such as the social attitudes scale I am wondering who is perceiving me? This would have a significant impact on my scoring. Is it minority groups or peers that would be doing the perception? I have been a student here for about eight years- over that time I have seen the campus progress to being more open. The one thing that concerns me though is when students are required to take classes in cultural diversity and other minority issues. Courses like this are taught in the bias of the professor...this in turn impresses the instructor's social and political views upon the students. It is better that the students learn through experience- to be allowed to form their own perceptions of the world. It that not what growing up is all about? Programs such as the multicultural extravaganza give students the chance to be exposed to different cultures first hand and at their own choosing. I feel the campus should have more well publicized day long events like this throughout the year. It should be located somewhere near the heart of campus- not in some classroom. First hand experience is more thought proking than a mandatory class. An item that could improve LGBT awareness on campus is to move the LGBT center from the top floor of Brady to a more visible place, like on Lowery Mall. Moving events and minority centers to a more visible location will raise the profile of various groups without getting in peoples faces. Thanks

- The best way for people to become more aware that everyone is equal (with the exception of criminals) is to give people the knowledge of things they do not know. This is a university where students learn but in that the teaching staff must learn too. *It is hard for me to say how it can be improved because I am rarely discriminated against. But I know what is right and wrong when it comes to people different than me. I know that everyone is equal and I know this because I grew up my whole life being taught this. For others to learn this they must be told/shown the norms- standards- and values that the university wants to have. And if these are violated they can be punished because they are attending/working for this university. If people on the campus know what is expected when they chose to be a part of this campus then they must uphold these expectations or leave the university.

- I think that as a female Caucasian- I am the target of harassment because I am a woman. I have been targeted because I was majoring in a predominately male field. It wasn't for me. However- I did hear of a staff member discriminating against another female classmate because of her gender. I believe that if the campus offered classes for staff members on how not to discriminate- it would make the classroom environment better. I do not like the campus- I feel uncomfortable there. It is just too big for everyone to get along. I don't know if classes would be better for students and staff- but I think it's worth a try.

- I think that in an ideal society- we should not all be economically equal- because as we have learned- this causes problems. Rather- in an ideal world- people of all races and genders would be given the same opportunities to go to school- get a job- and basically pursue happiness. Unfortunately- however- we do not live in an ideal world. And it is a fact that because I am white- people will perceive me differently than if I was a minority. Most likely- they will have a more positive perception of me because I am not a minority.

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I'm not saying this is right- but unfortunately- that is the way it seems to be. I think that to change this- we must do it just a step at a time- and remember to give all people a fair chance. However- it is also important to remember that no one should be allowed to "screw up" and get away with it just because they are a minority. Also- no one should be allowed special privileges because they are a minority. In an ideal world- everyone would have the same opportunities- AND face the same consequences. I hope these comments are beneficial. Thank you for letting me write them down somewhere and for taking the time to read them.

- I think campus does a good job- but there are a few out there that tend to mess that up. I think we are somewhat of a diverse campus. This campus does have more white Greeks than other members- but i have noticed lately that it may be a majority but it is not so typical anymore. I have had a class or two where gays are talked about like they do not exist. i had a gay friend in the class and i never asked but wondered how he felt. I think we need to be more sensitive- as a whole this campus is- but as individuals many are not.

- From what I have seen here. Male whites are seen as better than white women and minorities. I have seen in class a lot of female derogatory remarks and it is not very helpful with my education. I would hate to also have to deal with being of different color here as well because I don't think they have it any easier.

- This was not a problem and I hope it was of help.

- I want to clarify some of my views. I am a highly religious person and consider myself as pretty non-judgmental. While I do respect people as individuals and think that every person alike needs and deserves love- I also do not approve of certain lifestyles. However- this does not mean that I do not like people who engage in these lifestyles. The old addage applies to my thinking: "Love the sinner- hate the sin." Also- in light of the recent attacks in America- I feel that some of these questions are responded to differently than they would have been before. I feel that ethnic discrimination is heightened now.

- As a heterosexual Christian woman- I get tired of people assuming that my values are the same as homosexual people. "Women's issues" are NOT the same as homosexual issues- and racial issues are COMPLETELY different from the other two. It would be much more effective to address these issues separately instead of trying to kill multiple birds with general good intentions.

- It is probably apparent from my answers that I feel there is a strong prejudice against people with different sexual orientations and some prejudice against people whose primary language is not english. I also feel that the climate for these people is improving all the time- and that the thing that has the strongest effect is familiarity. When we see many different types of people portrayed favorably in the media- and when we encounter (and interact) them in the workplace- classroom- and at social events- we start to realize that they have the same quantity of good and bad characteristics as the rest of the population. On the other hand when people are forced to attend classes/seminars on "acceptance"- there is sometimes a feeling that the "unaccepted" group is whining. Anything that can be done to bring people together in person would do more to improve the campus climate than a class would.

- The University has institutionalized the denial that GLBT community even exists. As an example- when new employees are given the presentation as to HR benefits- it is made clear that only relationships with marriage certificates are recognized. To know that my long term partnership does not make the cut while the 25 year old next to me on her third marriage does qualify and is thus extended medical coverage-is insulting. Another example has to do with excused leave of absence do to "death in the family". Again- while my relationship doesn't rate in the eyes of the University- a laundry list of other-arguably more removed relationships do so qualify. Institutionally sanctioned illegitimacy. This lack of parity extends to even the ability to contribute back to the intitiution. Gift clubs to the wide variety of Alumni associations make it possible for "couples" to jointly contribute. Again- so long as you have a legally sanctioned relationship- (a marriage certificate).Until the University of Missouri - Columbia sets up to the plate and welcomes its GLBT community members as full partners by recognizing our partnerships - LEGALLY- UMC will restrict itself to a second rate institution. I pray that it won't take another Mathew Shepard for the Board of Curators to see the light.

- I don't really have any suggestions- but I would like to make a comment. I just wanted to note that I don't think that I am the best judge of the treatment of minority groups. I can only respond based on stories I hear from others- rather than first hand experience. I just wanted to make a note of that.

- I strongly support the requirement of a class for all undergraduates and graduates in multicultural issues. My only bad experience came from a class that was supposed to focus on multicultural groups. I feel that the teacher was not supportive of some comments of the white students and in turn created a very negative atmosphere to share ideas. If we do require a course on multicultural issues there should be a set curriculum in the hopes that all students will receive the same information and have a safe place to share ideas.

- On a campus as large as ours- it is so difficult to affect change on the greater population. It remains though quite important that administrative policies speak in concert with the espoused mission of the University. I.E. things like non-discrimination policies must be in line with our mission and values. The best thing we can do for the student body is to provide a consistent- thoughtful- and thought-out message. Mission statements are fine-classes are fine- but policies and examples set the tone from the top down. Discrimination and bias need to reflected by everyone on faculty and staff as unsophisticated-intellectually lazy and socially destructive- not just "wrong." We can't always preach- but we can always teach.

- More parking for students. Less religious diversity

- I believe the campus should be more adapt to help serve the handicap any way they possibly can.

- In the above I out more how things really were not how I wanted them to be. To me there is a difference there. I can try to make this world better but that does not mean that I can change everyone.

- From what I have experienced- there is a lot of hostility towards homosexuals on campus. In fact- I only know one person who is a lesbian- and even she doesn't talk about it. She's

afraid to. I think that there should be classes that everyone must take to educate them on this and many other discriminatory subjects. If everyone understood the humiliation and hate that would be directed at them if all of a sudden- heterosexuality was a terrible thing- maybe they would ease up on the lesbians- bisexuals- and gay men. Same if they were suddenly put as a minority. If one white person was put in a room of other races- how would they feel? Maybe they would understand how other races and ethnic groups feel when they come here and we treat them like the scum of the earth.

- Many opportunities are provided for minorities and many take advantage. Faculty and staff are very understanding of disabilities. Overall- Mizzou does a great job at representing minorities. However- these accommodations seem to disadvantage the MAJORITY. The majority should also be kept in mind.

- I applaud the efforts of the University to increase awareness of minority groups- however- as a white student it really irritates me that I see minority groups segregating themselves apart from Caucasian students. I also see many more support groups and activities targeted specifically toward them and I see fewer special efforts made for the mainstream kids--some of whom need that scholarship money more than a wealthy Afro-American who gets it b/c of their skin tone. Equality means equality--not special things to appease the special interest groups and less for the slim "majority" of students.

- Over all I thin that the climate is pretty stable. I do think that the recent terrorist's attacks have hurt opinions towards the middle eastern students.

- Good survey. Make sure the results are available for the ones who participated. Congrats!

- I thought that the way in which you collected data was interesting--I felt like I was able to express exactly how I felt.

- Spend less time focusing on differences. Get rid of the labels. If a person is born and raised in America why should they be referred to as Asian- African or Mexican. Have you ever heard of a Euro American?

- Question 3-8 is incomplete and cannot be answered on this survey

- I feel that the general campus climate is favorable. In my experience- those who exhibit prejudice towards certain groups are careful to keep their opinions to themselves- and do not act on them in the workplace. Workshops or classes to enlighten staff or students about the history and issues of certain groups may only foster further resentment. MU seems to be making strides towards a favorable campus climate- and is doing a good job- in my opinion.

- I sincerely believe that our society is separating the groups by reinforcing their differences. Ethnic- racial- and sexual differences should just be accepted and move on to the problems of every day life. Sexual preferences should be kept to oneself and should not be promoted. Sex- no matter what preference- should not be a part of the work place or school. Sex is a private matter and is totally inappropriate in a public environment.

- Your ill-defined use of the concept of equality raises significant problems in your survey design- hence the very negative responses with respect to the questions. Such vague use

of the term is a significant contributor to poor climate and even poorer discussions on the issue. Having a clear and common understanding of terms such as "equality" and "fairness" is important for this kind of discussion to be useful. I think the University's attempt to foster sensitivity towards politically sensitive groups has the negative effect of engendering even more resentment by people outside of those groups. Moreover- the politically correct posture and culture on campus tends to trivialize or even demonize what are sometimes legitimate objections to political correctness. There is a difference between disagreement and intolerance that more often than not is overlooked by those seeking to stamp out "intolerance". I find it appalling that the University Office of Affirmative Action on the one hand tells us we must not (by law) use gender- race- etc.- criteria for hiring and at the same time says we must actively seek out applicants based on those criteria. The sheer hypocrisy creates a negative climate toward what should be laudable objectives.

- I think if this survey were issued a couple months ago- my answers may have been different- especially with regard to Middle-Eastern people. I do find homosexuality to be offensive and sinful- and I think our society is going in a very bad direction by promoting tolerance of it. I am sure that Will & Grace is a very funny show- but I will not watch it because I feel that it is wrong to be entertained by something that should be considered offensive or wrong. I also don't want to give my children the message that it is okay to be entertained by something that they have heard me speak against. I feel the same way about violence in the media. I basically don't think the university should spend the time and money to develop programs to promote awareness for homosexuals. I should make it clear that I don't advocate violence against anyone for their sexual orientation or any type of differences or diversity.

- I do not perceive many problems or issues on this campus. I think we get along fine with each other. I do see some graffiti in stalls- but that is about it- in terms of derogatory statements.

- Mandatory classes/workshops for employees every 3 years of service. It seems the longer a person works for the university- the more "tainted" they become against anything different from them. Also students from small town generally appear to have more biases than "city" kids I think because of lack of diversity in small town USA. All contact with minorities I think help educate this population. Maybe more social setting gatherings with diverse populations would help.

- Hire more people of color and more women in positions of authority. Enroll more students of color

- Its relatively simple. Treat one another as you would treat yourself.

- These last sets of questions really should be answered in a written form. Answering positive or negative (or some variation of that) doesn't allow you to clarify why you feel positively or negatively. It's obvious that if I answer positively without being allowed to explain why- that the answer will be perceived as racist or something of that sort. Therefore I don't want to answer them because it would allow a misperception of my feelings. I don't think that all people are equal- but not because of their race- ethnicity- gender- sexual orientation- religious beliefs- etc. Simply because some individuals ARE nicer- smarter- more caring- etc.- and therefore- in my opinion- more deserving.

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Everyone should be allowed the same educational options- but what they do with those options is their choice. Those that don't want to work hard shouldn't be entitled to everything that someone who works hard achieves. So call me a capitalist!

- I'm a little concerned that we were not asked about the amount of contact we have with certain groups. I reported no discriminatory or prejudiced behavior or remarks among t.a.'s because I barely ever come into contact with t.a.'s. I also wish you'd asked more about the degree of harassment experienced. I said I experienced an incident of it- but the incident was quite mild. Finally- I had trouble answering questions about treating people and nations "equally." I believe that both people and nations are equal in some ways but unequal in others- and should be treated accordingly. One small but concrete thing a university can do- especially on Black-White issues- is volunteer pay for placing the cartoon "Boondocks" in the Maneater (student newspaper). Anthropological and biological research that shows differences between people of different races and genders should not be suppressed- but research showing just how much a person's achievements are influenced by opportunities presented by the social circles in which they circulate (often correlated with race- but definitely social and economic rather than biological) should also be vigorously pursued and presented at every opportunity. I think matching up roommates of different races is a good idea. Back when I was in college- my freshman year roommate was African-American (I'm white)- and I think we learned a lot from each other- though our social circles were mostly separate. It was a good experience. The university should provide a lot of excellent language instruction- both English for non-natives and other languages for English native speakers. Both these groups should be required to become proficient before graduation. Study abroad should be funded and encouraged- even in these difficult times. The role of both religion and secularism in history- politics and social life should be taught much more than it is now; the religious studies department should have a full-time Islamicist- for example- and U.S. history courses should delve into the question of the religiosity- or lack thereof- of the founding fathers- for another example. The popular culture is concerned about these questions- and we should be- too.

- Many of these questions were confusing. For example- in the last section- as a white man I am likely to ...- my answers concerned my perception of the current situation- not what I might consider as the ideal situation. Or for another example- when you asked about being a close friend- roommate- or sharing an office with different groups- well I wouldn't be comfortable with sharing an office with anyone- white- black- or purple.

- A lot of these questions cannot be answered with a straight answer due to specific conditions a person has to choose from. Success and financial equality is a choice. Every person can choose to be successful and it has nothing to do with what their race- ethnic or physical condition is. They may face more challenges- but the issue is if they can be equal because of these conditions. Your questions are biased in themselves and difficult to answer without explanations. Every person can use their circumstances as an excuse to hold them back- especially white/Caucasians. Financial and social equality has to be earned by all and should not be a hand out because someone is not willing to overcome their circumstances- no matter what conditions they have to deal with.

- I think this campus is pretty diverse. but everyone needs improvement. i like the idea of every student and employee taking some sort of awareness class or sensitivity training. Especially dealing w/ race- ethnicity- religion and sexual preference. i think something

like that could be very helpful. Unfortunately this world will never be perfect but i think that by educating people about the different people around them we could live together a little more peacefully.

- When complaints of discrimination are made- often they are not taken seriously. I'm a recipient of derogatory sexist remarks by my boss- but my complaints are not acknowledged. Also- I have noticed in some undergraduate textbooks that "spotlight" career paths- only WHITE MEN are interviewed. An example is the beginning Unix manual used in CECS 103- and the math 80 textbook. thanks for the opportunity to participate. I feel this campus must take discrimination seriously if it wants to fix it. So far- in my personal experience- this is not happening.

- Our campus is very open to diversity. That doesn't mean that every member of our community is tolerant. Rather it means that there are many opportunities to experience diversity and many people available to express opposing views to rigidity in thinking. I don't think we CELEBRATE differences enough. Workshops tend to be repetitive and basic. We need to celebrate through social experiences or cultural experiences rather than a workshop format. A final comment is the timing. I question whether the validity of the survey can be seen as accurate given the five weeks since the terrorist attacks. Most of the few derogatory comments I've heard occurred the week of September 11th.Thanks for asking my opinion.

- I think that in general the department I work for is very diverse and cultivates diversity. However- I have heard of instances outside of this department in which that is not so. Although I can not speak as if it were so- you can assume that there is some validity to it. I think the only way to create a diverse culture is for one to experience it. You don't understand other's of different cultures and backgrounds until you actually interact with them. I don't know how would be best to accomplish this- but some of the little things I have done include: For training sessions- conferences- activities...don't allow individuals to choose their own seating- groups- etc. Instead provide a way that is fun to divide everyone up such as drawing colors or numbers that direct them to sit in a specific area. Selecting integrated work/educational teams rather than letting them pick their own team. Or for staff orientations- have staff members tell something about themselves such as what their favorite hobby is. Regardless of race- religion- sexual orientation...everyone can find something in common with one another. Just because someone may have a different religion that I do- doesn't mean that I may not enjoy their hobby or their same love of music. I think everyone needs to see beyond the "thing" that they dislike about the person and see the other things that they are about. I think this makes that one "thing" not so important. But that's just the way that I am...

- The scales on some questions could have been better..e.g. not having uncertain as a mid-range choice. Some of the questions about roommate made me feel as if there was not a good answer for me. I would not want to have a roommate who was a man- because I am happily married to my husband. I indicated that I had experienced inappropriate comments based on Gender and race. It was in a meeting with a colleague- who is somewhat superior in position. The comments were in the form of "stories" that had at the butt of the joke either a woman- or an African American. Normally I would speak freely and tell the person that I thought it was inappropriate- but given their position (not supervisory to me)- but determining the development of new departmental links- I did not feel that I could risk saying something to the individual. It disturbed me greatly- and

created some cognitive dissonance for me. I have an entirely new view of this individual...fairly negative- when prior I had a great deal of respect for him. I believe that racism is fully alive and rampant. It would help if as a staff member- there was training about how to directly address these comments- without politically ruining a relationship. The feeling of having to bite my tongue and turn my head to caveman-like attitudes is very frustrating. I appreciate the University's effort to address issues of inequity. Within the community of Columbia and surrounding rural Missouri- I feel like the University does much better in comparison with relation to tolerance and diversity. Better than not-so-good- is not entirely acceptable- however- and I feel that we must all strive for improvement.

- While diversity programming helps somewhat to increase awareness- it seems to me that the people who attend such programs would already do so. In other words- they aren't attracting any new people or changing anyone's minds. I feel that course requirements for students that include diversity awareness classes- and required diversity seminars or workshops for staff would do more to change peoples opinions and improve the overall climate. Having been at the university for 9 years now I have seen improvement in the overall climate of acceptance- but not enough. Additionally- this questionnaire did not cover one aspect of harassment. That which occurs of campus in a social setting with other members of the University. Personally- I have received harassment due to gender and age from a University faculty member who have authority over my position. However- since this harassment occurred off campus in a social setting I did not include it in this survey.

- I found the section with options including improve slightly/worsen slightly confusing and thus did not complete it. I find generally open attitudes about ethnicity and sexuality among my students. It is clear that a multicultural education has had an enormous impact on them and that openness is something that can be taught. There are many areas- however- where they remain closed-minded- especially in the area of Christianity. They tend to be very politically and religiously conservative and unwilling to confront their own ideals. I find an enormous contradiction here. Despite all of our awareness about others- many of the problems regarding economic inequality and negative perceptions (especially towards African Americans) remain- not only on campus- but nationwide. While there will always be individuals of any group who excel and will demonstrate greater capacity for success- all groups must be given equal opportunities to succeed- on economic- social and political levels.

- MU has shown nearly continual interest in making this campus more welcoming...and once here- more accommodating. It should take some pride in this climate- these efforts- and the spirit of the place. I have taught at a variety of universities- and MU has been the most relentlessly concerned about these issues.

- Appoint leaders on the basis of merit and not via affirmative action philosophy & publicize this 'strategy' widely.

- Provide "logical consequences" for any member of the campus community who fails to give fair treatment and respect to anyone else- based solely on who they are (e.g.- probation or firing of employees- disciplinary action for students). We cannot change how people feel- but we can change how they act within the larger campus environment.

- The nature of being in the Midwest does affect diversity. One solution to this problem would be to allow out of state/country tuition to be reduced to allow more culturally diverse student into the MU campus. That has a price tag doesn't it. The issues all boil down to economics don't they.

- Two additional comments.1. The role of the administration-curators in fostering a better climate for gays and lesbians through policy. Gender and sex equity need to be addressed through domestic partnership policies- expansion of benefits to non-married couples. 2. The final racial survey is somewhat problematic as it ignores gender inequities.

- I found the Social Attitudes Questionnaire- and Social Attitudes Scale poorly worded at best- and repugnantly offensive at the worst- and I refuse to participate in- or validate such an ill-conceived tool. I have completed the remainder of the survey- though many aspects of it were vague- and difficult to divine just what was being asked- and how these answers could possibly be applied to such a question. I have put forward my best endeavor to complete that which was achievable- of your survey- and my hope is that some data may be gleaned that will be of use in your inquisition.

- All I know is that I am a white woman; I cannot necessarily see all of the advantages (and I know there are certainly many) that I receive because of my race. I know that I do experience racism--people judge me because I am your typical Aryan--but I am also certain that it is nothing compared to racial and ethnic minorities. I can only try not to judge others- and hope that they don't judge me too quickly.

- Don't try to force a class about different cultures on people because they will resent it. give the classes as electives. spread the word through students that it is a fun class to take or an easy class to take to get interest high. create an environment where every one is free to speak absolutely everything they want to speak without repercussions. what is said in class remains in class. make sure everyone can represent themselves in whatever way they want.

- I have very little contact with students and I sure I don't see the campus the way that they do. Also- I have been on this campus for 27 years and wasn't sure how to respond to some questions ... I took the approach of answering them for the current time frame rather than historically.

- When I broke my ankle last winter and had to get around using a wheelchair- I realized how difficult it is for people with certain types of disabilities to get into buildings and around campus. Even the bathrooms do not have easy access. The doors are so heavy and are typically weighted to begin closing while you are pushing them open. Many "timed" doors with motion detectors do not allow the wheel chaired person enough minutes to get through without the doors closing on them. It is very frustrating. Someone needs to address these issues more closely by accompanying a person in a wheelchair around campus and seeing how trying this lifestyle is when trying to work or take classes.

- The campus needs to make public statements about its commitment to diversity. The campus needs to actively seek out students from underrepresented populations. The campus needs to enact a domestic partner policy to allow same sex partners the right to live together and have the same privileges as opposite sex partners. Mizzou should

actively promote leadership in this area- rather than being "obedient" to its racist- sexist-heterosexist- and ableist stakeholders and alumnae.

- I think that the University represents the cultural surroundings of mid-Missouri. While a University is traditionally a more progressive institution- we are remarkably conservative in our approach to all things "new". One meets much resistance to new ideas- or to change of any sort. An example of this might be the amount of time it took to create an evening program for staff members to attend so that we may earn degrees. We had the educational benefit- but most departments would not allow employees to leave the office to attend class. What benefit is there to the University when it's least educated employees are not ENCOURAGED to better themselves through education? Even for a "privileged" white person it created bitterness - a sense of being kept "in your place". This conservative nature permeates all the cultural attitudes on the campus- in my opinion. The area of physical disabilities is the exception--the education done in that field over the last 20 years has really improved the opportunities for people with disabilities to participate in life. We haven't totally integrated- but we have come an amazing distance.

- The campus has made an effort that is seen by the community and the campus (in media-curriculum- events)- but the real change will come when groups (dorms- staff groups-faculty)are put into a situation to seriously address these issues. Mandatory trainings probably raise some awareness- but don't make the real change that comes when a group decides to really explore their unconscious (and conscious bias and prejudice). Exploring in a safe environment that we all discriminate using some criteria...coming to understand what those criteria are- to examine whether they are in fact useful criteria to discriminate-and exploring ways to make personal and group changes. The other is a 0-tolerance of comments made in informal work settings. I am still surprised to hear things said in this environment of "political correctness." There is no exception when a derogatory joke or reference should be allowed. But also- there should be 0 tolerance for letting people keep a "us and them attitude. We refer to customer service in my office...but at times it is lip service when the true message of "you are not one of us" is received.

- The major problem that I see in our school of journalism relates to hiring of new faculty. Our administrators say that we must look for diverse candidates to fill the positions but they write job descriptions that are narrow and targeted toward the expertise of middle-aged white men. If we do succeed in bringing in a minority candidate (which happened in two searches last year) the white male contingent -- who are senior faculty -- reject these minority candidates because they are different and make them feel uncomfortable. That is they are not white- male and- upper middle class. Until we can break through the "good old boy's network" I fear that we will continue to have a faculty that is without diversity.

- Being a new employee of the University- as well as being new to Columbia- I don't feel I have a thorough understanding or representation of university politics. But the information I provided is what I have observed thus far. I haven't observed any specific incidences of discrimination or harassment- but I do feel that there are certain cultural issues and prejudices that exist here on campus. I also feel that any actions taken to increase cultural awareness would be beneficial for faculty- staff- and students. We can all learn something from exposure to different cultures and beliefs. Good luck with the study!

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- I've been a victim of reverse discrimination here at MU by the financial aid services. Affirmative action only worsens the ailment that it sets out to cure. The real remedy would be to not look at race/sex/gender at ALL...if equality is the goal- then I should be considered for scholarships based on my 4.0 GPA and activity resume- not pushed aside because a white girl has more life chances--that's bull if you want to know the truth. But instead- I am an out-of-state student whose black friend- also out-of-state- received a so-called academic scholarship so he only had to pay in-state tuition. However- my resume was two pages longer than his- I had an ACT score 2 points higher than he did- I was a straight A student throughout highschool in all honors classes and it was very obvious that I have a greater financial need than he did. Yet he was black- so he got the benefit so he could add diversity to MU's name. White kids get screwed with affirmative action- and when we voice our opinions- we're labeled racist. I have absolutely no problem with losing out on a scholarship to someone--whether they were black- white- asian or gay--as long as they were more qualified than I was. But it doesn't work that way- does it? And this survey proved it. I bet this comment gets ignored because I'm just another white girl- not in the racial category of underrepresented- complaining about injustices that are neglected by the administrations of schools everywhere just so they can score high on the diversity scale. And people wonder where racism starts...maybe it begins with the institutions that supposedly wish to end it. Go figure.

- You spend a lot of time focusing on minorities in a time when the majorities are attacked for misperceived discrimination. As a white Anglo-Saxon male I get stereotyped more than any other minority. I'm automatically assumed to have wealth- status- and power when that is far from the case. And I feel that even focusing on issues so out in the open- as this survey promotes- only works to worsen relations between various groups and further the division between them. The Irish- Italians- and Jews of late 19th century America dealt with these same issues and came out equal without the help of ultra-liberal think tanks bent on equalizing everything with research. Asians and Latinos have done a tremendous job of bringing their status up within American society through hard work and perseverance. Why can't the minorities work to achieve these equalities without whining or insisting on government intervention? At any rate- the results you get from these surveys will not help you achieve any sort of equality accurately.

- The biggest problem that I see is the question regarding how various groups would be perceived if certain things were offered of mandated. I wanted to explain my answer. When it is required- I am certain that it will have a negative effect on some people's views. Others will be willing to accept such things- but most would be put off by it.

- Several questions were challenging to answer in that they did not allow for specifications of conditions associated with the question. This was particularly true of the Social Attitudes Scale. My answer for some of them would be shifted significantly with the addition of clarifying phrases.

- Please clarify the question about whom the participant is "attracted to." Does that question refer to sexual attraction- to intellectual attraction- to emotional attraction? I couldn't tell- and I believe my uncertainty may have clouded some of my other responses. Also- in the answer choices for sexual orientation- would you consider adding "asexual"?

- Some of the last set of questions made little sense........ "Perceived" by whom? Sensitivity workshops for administrators- faculty- and staff would help. Students should have courses that are similar- too.

- I believe that being categorized as white/Caucasian is misleading in this questionnaire. More specifically- the outcome of these answers are also gender oriented within the race or ethnic background.

- Comment: I think that required sensitivity workshops- if they are done well- can work

- Developing a parking lot that is nearer to campus that is open to anyone visiting or living on campus. by doing this the ticket nazi's would stop harassing people and people would have a safe- closer place to park to their dorms.

- Being a professional graduate student- I have found that colleagues and the people of the community treat one another and members of my professional program with respect. I feel very comfortable on campus and in the public setting where my training takes place.

- I think that you can try and mesh as many minorities as possible together- but until people get past there own stereotypes and ideas- then we won't truly be equal; thus always ending up with some sort of turmoil from time to time. People need to see equality and understand it before they will truly feel safe and endorse it.

- I think some of the questions were difficult to answer as I was not sure whose perspective I was suppose to answer about. Classes for students/faculty and staff on diversity would help. Specific courses on different nationalities would be very useful. You cannot just do this once. If not repeated it will be forgotten. I don't really hear much about the university's opinion on many of these matters. There is a Committee on Person's with Disabilities but there is absolutely no support for that group from anyone in higher authority and no budget. There is a Committee on Status of Women however again- no support really from anyone in higher authority and no budget.

- I think the goal should be to treat all people with respect- rather than equality. If I shout and intimidate everyone- I am giving them all equal treatment. I think we can do better than equality. We need to provide our faculty- staff- and students with the opportunity to interact with a variety of people- so they can find the many things that they share in common rather than focusing on the differences.

- I think you have made a very big assumption that people are more likely to feel harassed or discriminated against if they are non-Christian versus Christian. In this day and age- Christianity is not exactly viewed positively on campus. I feel that I am considered close-minded and bigoted based on my profession of Christian faith only- not on anything that I have said or done.

- Embracing diversity does not mean looking past race- or religion- or gender- or sexual preference. It means looking AT it! We must promote a campus climate that encourages us to examine our difference- not just ignore them. We are not all the same- nor should we strive to be the same. Our differences are also what make us unique. I think many of our students- and also many faculty and staff- are looking for ways to remove race-

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gender etc. from campus. I would like to see more programs/organizations/classes that challenge us to explore our differences and find out what makes each of us unique.

- I don't know if requiring students or staff to take courses focused on particular underrepresented groups is a good idea or not. It depends on how the courses are taught and if they are structured in a way that enables people to empathize with the persons being studied instead of presenting them as this other group with a lot of unique problems- etc. I think teaching a course to open people's minds up to the experiences of women- for example- is very different from teaching a course that is enriching for women. I wouldn't want to see all women's studies courses become options for people trying to fill a requirement. It's important for women to have those courses in which they can move beyond the point of just trying to educate men about sexism. We shouldn't have to fight the same battles (e.g.- proving that sexism exists and that it's harmful) in these classes that we fight outside the classroom. The same would go for other kinds of classes- I would guess.

- This may not serve to improve the campus climate- but I believe that by trying to be "politically correct-" we are actually dividing the campus. We are emphasizing our differences rather than our similarities.

- Speaking of the climate- remember that some of us are politically and socially conservative- and as such get very tired of hearing about leftist "diversity" orthodoxy. We are all individuals and therefore are automatically "diverse". Acceptance of individuals without all the leftist favored group baggage for me is a far healthier attitude toward diversity.

- It is difficult to achieve comprehension when diversity is minimal at the level of deans- associate deans- and department chairs. I know about discussions that a certain MU school in the health care field needs a major lawsuit to pay attention. I would urge prevention and cultural sensitivity.

- I have been raised in very culturally diverse environments- so my opinions may be much different from those of most of the people attending this establishment. I grew up in San Francisco and Miami and to be honest- I did not experience much racism around me before I attended the University. Also- I feel that it is important for you to know that most of the comments that I heard against racial- ethnic- and religious groups have been made on or after September 11. This upsets me very much- because in this time we need to embrace our differences and prove that we can pull through in times of such evil. Thank you very much for such a thought-provoking survey. It has helped me to realize that even though I do not feel discriminatory against any group of people- I can stand up more in times where decretory are made. Thanks again- and I hope my answers were of some help to you.

- I think there are a lot of individuals on this campus who care about equality and diversity; the signs of this are all around us. However- I also sense a general sentiment in the student body that assumes that some groups- e.g. men- whites- Christians- heterosexuals are e.g. more normal- more moral- more deserving. This is a problem that affects not only this university- but seems to me to be a very basic human dilemma. We all have to struggle with our inner preferences and prejudices.

- Get professors that can speak English well- not just speak enough to get by. I mean really make an effort to do this. When kids can't understand their professor they make fun of them- and then they associate the professor to his/her ethnic origin. Plus everyone will learn better.

- I think that there are many people here at the University that are racist. Blacks- whites- all people. Racist against people that are different from them and people of the same color. The University needs to not have "black sororities" and "white sororities" even though they aren't called that it goes unspoken. Just like they have "Black culture activities" they never have "white culture activities" or any other "culture activities". These things promote racism among the University. No matter who you are- where you come from or what color you are you should feel welcome anywhere and going to anything. It is very hard to do that when things are- still to this day- being segregated.

- I think that we should make all races equal. Try not to elevate one race over another. I think sometimes the race issue swings to far and the white American get left out or looked over.

- I think the campus is probably about as good as it's going to get for a place with so little diversity. The only real way to learn to accept others and see them as equal or normal or fine is to be around them. Most everybody on this campus is mostly the same--young- Midwestern- middle class- white. I think the campus could be better about tolerance for homosexuality and to a certain degree race and gender. I also think I can't remember hearing any overtly racist or sexist or intentionally hateful remarks; I think what makes this not a particularly welcoming environment is all the subtle things--the fact that you're the only one in the class who's different- that nobody publicly acknowledges homosexuality- that when class discussion on delicate discussions come up- students are naive or latently intolerant- sometimes without even realizing it. Or else the ones who really do have prejudices know enough not to speak up publicly. I think a lot of students still hold pretty conservative- typical Midwestern views about how being white and straight and Christian is being a real American. I also think the staff and administration and faculty as far as I can tell are extremely liberal and accepting in their views. However- in terms of curriculum- as far as I can tell- most of them are still focusing on dead white guys just like they always have.

- I believe educators have an ethical as well as moral responsibility to strive for an educational setting were all student feel safe and integral to the living- learning environment. Learning takes place both inside and outside he classroom. Learning is often serendipitous. As educators it's important to reflect our espoused values of RESPECT- DISCOVERY- DIVERSITY- and EXPLORATION in our actual policies- practices- and procedures.

- These issues differ from one college to another on campus; for example- women are more of a minority in engineering than in many other colleges on campus.

- I found it problematic- particularly in the "social attitude" section- that the questions were not put in a context. "Equality" in what? Economics? Education? We place such an emphasis on equality as a positive thing- and in some contexts it rightly is- but I'm not about to say that equality across the board for everything is great. I think that the University of Missouri has one of the nicest atmospheres that I've ever encountered- and

it's because of the people- regardless of race- gender- etc.- who have a desire for education and for building a community. What detracts from this community is the importance placed on the differences. If we continually focus on what's different about each member of the community in order to embed equality- we just create barriers which emphasize these arbitrary physical differences and detract from the community as a whole.

- Give equal raises to women -- don't assume the men need it more -- especially when women have produced more (provably) than men in same jobs.

- Thanks for the opportunity!

- sandy camargo told me last year that i had no "intellectual curiosity" just because I hadn't seen- nor had the desire to see- star wars. I found that more than a little ridiculous- and I should've told someone and gotten her reprimanded because she's not a very accepting- understanding- or nice person.

- My only true fear is when I am walking to extracurricular events (or study sessions) at night. Some walkways are dark. Recent events are causing certain types of people to be targeted for people's anger. If I see someone being singled out- I try to help them. I definitely think that the bisexual- gay- lesbian- and transgender people are targeted the most. Education and activities are needed the most for those types of people. I believe this is because it is the most recent event ("coming out" is still a new thing) so people have not learned how to deal with it.

- Voluntary participation in awareness work shop-type-things will not work. Most of the student body that would benefit from these things is not likely to participate. The ones who would participate and learn from the workshops already respect people of other backgrounds. Even required classes would not help much- those who want to will learn- those who do not care- will not learn or change.

- I really hate how the University relies on the email system so much. I would love to receive everything that is sent through email in hard copy form. I know that may sound unpractical- but it is nice to have a good record of things in tangible form.

- The campus is doing an overall good job with all of these things but more programs and classes will only have little affects. One program or class will never make an entire world of difference. Change comes in baby steps.

- I hear a lot of people complain about how there's not enough diversity on campus- or that blacks and other minorities are "marginalized-" as are people of alternate sexualities (gays- lesbians- transgender- bisexuals- etc). I don't see it- though. I think a lot of it is in people's heads. I know we aren't (statistically) a terribly diverse (at least racially) campus- but I think people come here with preconceptions about how they are viewed- especially if they are in some way members of minority groups- either racially or sexually. I think things are good.

- I think students- faculty and staff all need to change their attitudes regarding non-native English speakers. Never have a heard a group of people made fun of so often or ridiculed so much. I have several good friends who are non-native English speakers- and the

things they suffer from teachers and t.a.s is horrendous. One of my friends received a flunking grade on several assignments because she is not a native English speaker. On the other hand- I have had non-native English speakers teach as T.A.s- and have been very disappointed at their speaking skills. I think the tests for those positions by non-native English speakers should be re-examined. For some courses it's hard enough to grasp the material- let alone with a language barrier. It's not that the t.a.s aren't intelligent or qualified- but when asked a complex question- the language barrier gets in the way and frustrates all of the students- and the t.a. as well- I'm sure. I've had three non-native English speaking T.A.s- and only with one of them has the language barrier been a great barrier to communication. But with that one T.A.- it was impossible to ask anything more than a simple yes or no question- and I ended up doing other homework during the class because it was a complete waste of time. I wish something about that could be changed.

- I think the campus and administration are good at dealing with issues of diversity-however I feel that the student body may not be as accepting and enlightened as they should be- especially when it comes to issues of sexual preference.

- I think the administrators do not take students seriously- and in my experience are out-right rude and disrespectful of students- particularly in the Residential Life office-particularly Steve Schwartz. I think that staff members who are continually problematic should not be in a position where they have direct contact with the public or a customer relations position.

- I think that some of the issues presented may be drastically affected by the ongoing conflict. Some who previously may not have been discriminatory may become discriminatory towards certain religious groups or ethnic backgrounds.

- Sometimes- when I walk out to my car at night in the parking lot behind Hearnes- I feel a little unsafe. There could be a cross walk or walk light at the intersection of Stadium & Maryland.

- I believe that this campus functions from the perspective that white- male- heterosexual-middle class Christians are the norm...and everything else is "other" and therefore not normal. I believe that people that fall into that group often want to believe that they have no special privileges or power because of their colour- sex- orientation- financial status or religion. If they can't acknowledge their place of power and- in hand- understand the frustration of those of us not in those categories- then nothing on this campus will ever change.

- Anything besides making people take classes that might make them more sensitive to a type of person. All that will do is alienate the person even more towards the group of people. They will feel obligated to do something just because someone isn't like them.

- Some questions have no reasonable choice.

- I don't think that forcing students to take classes on diversity will change their attitudes about people that are different than themselves. People develop their opinions of groups based upon up bringing and personal experience. The only way people with prejudice will get over their prejudice is to work or live with a member of the group they don't like

and find out for themselves that the person is just like them- no better or worse than themselves. Only then do people lose their prejudices. Then their children won't inherit it. However- the worst thing that can happen is that the person they live or work with exhibits those stereotypical aspects that the person was raised to dislike- then the person will only become more prejudiced after the experience. People need to be taught from a young age to focus on merit not on color- ethnicity- or whatever. I believe that some people are good- moral individuals and some are not. What they look like or who they are attracted to doesn't concern me. If they pull their weight- they're good to go.

- I hated this fucking survey

- Ethnic/Racial Education for all members of this university. Many students- though educated- associate certain stereotypes with certain groups. If the university did more to let students realize that an 88% to 12% proportion is not acceptable...maybe more students will see that the university is in fact not diverse- and that it should be more diverse on campus. This might allow for more diversity.

- I would suggest that the university consider not taking a stance on the issue of homosexuality as it is too hotly a contested issue- and those who disagree with the morality of such people's choices need not listen to their feeble excuses for such action.

- I would like the campus have a open space at night- for example open the library 24 hours for the student.

- Although I realize that the Greeks do a lot for the campus and the community- I often feel like I am not pretty enough- or blond enough- or thin enough to be noticed or spoken to. I know it isn't true- but I sometimes feel as though I am looked down upon by Greeks because I chose not to join a sorority (actually- I did- and then depledged after a month). Also- I often feel like the fine arts on campus are highly underappreciated and overlooked.

- As a member of the international student community- I sometimes feel some of us get a raw deal from the natives. And- I am of the opinion that we (the international students) ourselves are to blame for the present state of affairs. I am referring especially to the Asian community on campus and the scant respect for rules among this particular community which obviously the Americans don't approve of. Though a majority of the people from third world countries behave just the way I described- there certainly are some others (like myself) who find the system here absolutely wonderful and are ready to play by the rules of the land and want to feel as one with the local community and be accepted by the native American community. This does not seem to happen. We still are aliens. I am here because I knew I was doing enough for my country (a law abiding- tax-paying citizen in a country where 70% of the people default on their taxes) but my country and the people who rule our country were not able to get their act together and it was only worsening (I even had to bribe to get a passport!!). I am here now and I feel that this place comes closest to heaven on earth for most of us. I want to be part of this great land and given half a chance I wouldn't want to go back to my country. If only..........

- Although I have seen very little concrete evidence of faculty or administrative intolerance- it is my belief that such things begin from the top down. This is based on a belief that people need to be taught (or mistaught) to shun certain groups. Acceptance

naturally comes with knowledge. At any rate- if intolerance stems from our leadership- and if I have seen very direct evidence of intolerance- then we must necessarily conclude that their is a strain of hatred toward certain groups in our university leadership. This sentiment doesn't exist in an overt way. It is more likely that this hatred is expressed through a cultural indifference. It is an indifference we can see through our funding policy- the way we funnel money without concern for department equanimity. Our priorities are simple: journalism- business- sports. It is an indifference we can see in our curriculum. Even in my English department- it is clear that dead- straight- white men are the representatives of our culture. And that makes sense. Look at the demographic makeup of our staff. But this cannot be. The university- more than any other educational vehicle- thrives on diversity. I'm almost tempted to make an argument for a universal progressivism- but this is probably unrealistic at our decidedly conservative institution. So I'm a tad cynical about reform measures that may result from this study. The response from our administrators will- as always- be contrived and piecemeal. After all- how profitable is it to treat everyone equally?

- I was recently the victim of a serious hate crime and was told by campus authorities and police that there wasn't anything they would do about it....that's a travesty!!! i felt a lot safer before i found out how apathetic the campus is about helping people who are in danger.

- I think that around here a lot of the attention is on the Greek organizations. I feel like since I have not joined a sorority- that I am not involved at all- and it is hard to get involved on campus. It is like they are a separate school competing against the rest and there is nothing we can do about it. Also- there is not much to do around here during free time- or anywhere to hang out- but is seems the Greeks always have some place. It's sad to have to buy your friends- but it's worse sitting around being bored and lonely all the time. Also I think that people might feel a lot safer if they had shuttles to and from classes or their cars more often- especially when it's dark and cold- or at least have better parking. Some of the teachers seem like they could care less about teaching and they are just there to get paid. It seems impossible to get help when you need it and it gets overwhelming at times. But my biggest concern is the praise and attention directed toward the Greeks. Who knows- maybe it's just because I live near Greek Town. Thanks!

- Classes are not going to change the way people think. People will think what they want regardless of what you try to steer them towards thinking.

- This campus is very accepting and diverse. I feel the campus has a very good mix of diversity training and sensitivity to minority groups- any policy or practice added to what is already in place will lead in the wrong direction. We don't need diversity pointed out and put on parade. We are Midwesterners and as a whole are very accepting of others. We are not likely to change our current views because of anything the campus would do.

- The Middle East issue at this moment will likely change the way a lot of people respond on this campus to others unlike them particularly as Columbia continues focused in the media as a hub of where might be terrorists gathered. We as a campus need to keep this in perspective and lives our lives as best we can like normal. God bless us all.

- As a whole the campus does an okay job maintaining a good campus 'climate'. My main problem with campus faculty/staff/TA's- etc...is that I feel like the people chosen for

these jobs are not screened enough for the ability to get along with people. Some of my professors are very smart- or a TA is very knowledgeable but they seem to dislike interacting with students. I think that allowing them to work for this university is a poor choice- because a negative and unfriendly or unapproachable teacher is not conducive to a good learning environment. Also it misrepresents the university and a poor teacher really has the power to sway a student from how they view what is being taught. I have come across many friendly people on campus- so it is always disappointing when there is a professor or TA that's been teaching here for awhile who has been the same ineffective teacher for years. Nothing is changed the whole time they are employed here. I think that some type of system should be developed to monitor the improvement of a professor's teaching skills (if they prove to be not working; for example- going by indications by students' evaluations of a professor/TA at the end of the semester)Thanks for reading this- I appreciate it. Good luck handling the rest of the surveys. :)

- Survey too long!

- There are times when trying to push diversity will actually bring the opposite into effect. It is just as racial to make someone accept a minority as it is to reject them. When you try to force your perception of equality on someone else then you are in turn going against the very thing that we all are seeking. Freedom

- In terms of the minority bias in promotion question- I am citing an example of a minority faculty member being promoted with tenure who- in my opinion- should not have been promoted. He was not deserving according to the criteria to which all others in this department have been held. So sometimes these situations can provide a "reverse" discrimination. I know that these sorts of statements are usually taken as evidence that the person making them is racist (or bias toward the particular group). I don't think of myself that way- but I understand that it could be perceived that way. All of us must endeavor to base all of the sorts of decisions on merit and not on the color- religion- gender- or sexual orientation of the person- one way or another.

- Make the penalties stronger/harsher for hate crimes and sexual abuse and rape crimes. Do things to make people more open minded. Most people on campus are very narrow minded and have self-esteem problems. Get rid of all televisions on campus. TV viewing instills very bad attitudes and values. It makes people very dumb and form weird images of the world in their heads. It also damages their financial well being. Show more free quality international/foreign movies on campus.

- In our office- we have a person in a wheel chair. The doors to the secure part of the office are heavy and difficult for her to hold open while she wheels through. Also the fire escape is unusable to her- she must take a long route out of the building. I fear for her safety. We have a diverse religious staff- sometimes discussions lead to anger- we need a religious issues mediation team- especially in light of the terrorist activity.

- To it's credit this campus has really tried to make it pro-diversity for ethinic and racial minorities- unfortunately sessions- seminars and programs are unlikely to change the real atmosphere. You cannot force these opinions onto everyone - when you do it causes them to resent the "diverse" group in question more. I've personally felt it on the reverse side- I have even been denied a position because I didn't meet the minority requirements. Here in lies the problem. You want everyone to feel great about it - and yet you force

people to make hiring decisions- or review projects- programs- etc. based on ethnicity. At least for some of the divisions. Yet other areas on campus are not required to meet these requirements. Almost all the high end positions on campus are filled by white males - administrator positions- deans- and high end directors. Unless the administrators start following this pattern- it will not truly filter down. There is still a feeling of the "good old boy" network. A good example of this is the Development and Alumni association. 1 professional minority out of more than sixty positions. And that is one of the lowest on the alumni association side. Nor does it in anyway "show" that they are accepting of the "sexual" gender diversity alumni. It's the little things that make the difference not the "big" shows. For an alumni event include "life partners" or help sponsor an alumni or fundraising event in conjunction with the Black Culture Center- or Hispanic events. Most of all though - we have an Asian Center and the Black Culture Center - it would only be right to have one for each area- or at least provide additional support for the others. Or admissions - if we are wanting to increase our minority base - than we ought to recruit them in their home areas. One of the biggest issues to the diversity problem for students is that we allow T.A.'s that cannot adequately communicate in English to teach a large portion of the classes. I work with a large number of students and the biggest complaint is that the faculty do not teach anymore - it's graduate assistants/teacher assistants. A significant number seem to be taught by international students who do not have a "complete" grasp on the English language. Your base at the University is predominantly Midwestern born - white students who have little exposure to other cultures. This is not an effective way to introduce them. And lastly - these issues work both ways. There is a lot of resentment from the "diverse" groups for the majority of the staff- faculty and student base. Sometimes they are so busy looking for it - that any refusal to a request is viewed as a prejudice. These groups are very tight knit- and tend to work as a unit. So some of the employers feel that they have to chose a minority out of two candidates - even if the other candidate is more qualified. Or if a "diverse" employee is not performing - they are given a significant amount of additional leeway for fear that the employer is being prejudice. Since communication is not allowed to go "both" ways - a face is worn. The same goes for a "diverse" student. If they have a lower grade point average - they can more easily get waivers or probation to get into some of the programs over a white student. If you are perceived to be prejudice (even if you can prove your decision was justified) invariably any future promotions or opportunities will be denied to you. Therefore the climate is not a really what it appears to be. Everything "looks" good and "sounds" good - but there is an underlying tension.

- All of the questions place gay/lesbian issues on the level of race- disability- gender- etc. I do not accept that premise. A person has no choice about their race etc. They do have a choice on the practice of homosexual behavior. (I focus on practice- not tendency.) I see the behavior as a moral issue. Clearly those designing these questions do not. I would object to being friends with a heterosexually immoral person as much as I would to being friends with a homosexually immoral person. In short- I believe that many of your questions are not phrased in a way that allow me to respond appropriately. This may be viewed as anti-gay rather than pro-moral. I think that is sad.

- The campus is lacking diversity among students- faculty- and staff. There is little representation and in my two year tenure here- I see little administrative support or initiative. This campus is not directly embracing or representing the world around it... by that I mean diversity is not one of our core values. It should be reflected in all we do - from enrollment management to the university concert series. We need support from the highest levels to bring about change. I see empty words coupled with inaction. I want to

see more diverse hires- especially bringing people from the "outside" who do not have a direct link to MU. We recycle staff and make it a litmus test for our campus community to be from the state of Missouri or an MU alum. It's limiting- narrow- and deprives us from having fresh- innovative people become a part of the community. I am also troubled that this campus cannot effectively deal with basic racial diversity. LGBT and disability issues are not even a part of the discussion. MU is struggling to manage a healthy and inviting climate for ethnic and racial inorities which is the tip of the diveristy iceberg.Diversity is more than numbers; it is valuing another's experience and the uniqueness a person brings to the whole. I simply do not see those values here at MU. Until we change our definition and envoke true meaning to diversity initiatives- we will continue to struggle as a campus and lag far behind our progressive peer institutions.

- Comment: I feel the University spend too much money and 'bends over' too easily for a few individuals. Most people I have talked with do NOT want their differences to be pointed out! As a white male- I have suffered numerous problems with reverse discrimination. I feel the University puts Minority issues ahead of my issues. I think the University should offer classes of diversity but NOT force students- faculty- or staff to attend. I believe the University should offer an equal number of these classes for each group. {For example- for every women's issue class (or event)- there should be a men's issue class. For every Asian issue class- there should be an American issue class.} I believe the cure for discrimination starts at home and should NOT be re-enforced by institutions by allowing people to 'pigeon-hole' themselves as 'victims'. This country can not be the 'Great Melting Pot' if everyone gets to be treated different.

- I understand the importance of a survey like this and I appreciate the University's efforts at getting a campus climate survey. I thought that some of the questions and the type of responses that we were allowed to give- were very vague and did not truly "provide an answer." I think that until we can actually here people's stories and get a sense for what is going on- then I am not sure how helpful this survey will be. I hope that we can use this information in a way to help change the campus climate- for the better. I think that we have made a lot of strides- but there is still work to be done.

- Although education can only help- I think that the administration needs to do much- much more. They need to take real action against faculty and administrators who discriminate- harass etc. -- not just a slap on the wrist or a leave of absence. I have lived all over the country and never have I encountered such a hostile climate as at MU -- and I'm a straight white guy- imagine what I just don't see. The administration needs to realize that the foxes are guarding the henhouse and until we get some real diversity among the ranks of tenured- senior faculty- nothing is going to change. But the current process seems to prevent just that. Although I'm non-regular faculty- I came here as the spouse of a tenure-track faculty member and I have seen her brutalized by a climate hostile to women and gays (she is straight, but apparently she "looks gay" to some members of the faculty). Yes, she got tenure, but the process almost destroyed us. This isn't just the usual stress associated with the tenure process (I come from a family of academics- so I know all about the usual stresses and strains). This is a case where EVERY ASPECT OF HER WORK WAS ASSUMED TO BE INFERIOR and where her judgement and professionalism were constantly questioned. And this was true at EVERY STAGE of the process and by individuals from EVERY LEVEL- from the department to the provost's office. And this is not an isolated case: I've seen this same thing happen to a number of other women on the MU faculty. Frankly- I'm not certain how to address this institutionally- but I can suggest some places to start:1.Collect data on all individuals from under-represented groups who leave the university: those who leave before tenure-

those denied tenure- and tenured faculty. We need to know why these folks are leaving and how this is related to their experience of the campus climate. Publicize this data and make it widely and easily available. Remove bureaucratic obstacles to access.2.We need more diversity in the senior ranks. Make a conscious effort to recruit nationally recognized- senior faculty from under-represented groups. Devote real resources ($$) to this effort. Don't rely on attrition -- create positions. 4.Analyze salary disparities between those in under-represented groups and comparable ranks in the general population. Publicize this data and make it widely and easily available. Remove bureaucratic obstacles to access.5.The administration should stop trying to spin this issue: they need to admit there is a serious problem and publicly commit themselves to resolving it.

- I don't have suggestions regarding campus climate. but- regarding your survey- there were many items I felt that I had no experience or contact with certain issues. I would have preferred to mark the question accordingly. Maybe I should have just left it blank. But- I only did that once or twice. While I may be "faculty-" I'm non-regular faculty- which means- among other things- my position doesn't require that I teach. My contact with students and other faculty members is minimal. I think there's a vast difference between the tenure track faculty and adjuncts who teach and then this group of non-regular faculty. Oh well- good luck. I've had my 2 cents.

- The questions regarding classes depends on who takes the classes (everyone or people with interest). If they are mandatory- I believe you will see a higher acceptance of minorities.

- Female grad students need better protection when reporting sexual harassment by faculty. Current system reputedly sets students up for reprisals. Also- some programs still seem to be excluding minorities. I've heard that PM & R has had one black student in 20 years. Even if this is happenstance- the University could try recruiting- etc.- to increase participation.

- I believe that students should be required to take classes that teach them about other cultures. This is an institution of higher learning- not a college graduate factory. If we want to set ourselves apart from 2 year colleges- then an education that teaches people about people is as important- if not more so- as general education. If "mandatory" culture classes become required for staff and faculty- which I believe to be a good idea- it should be done knowing that there will be strong resistance. Don't just have someone from Residential Life or Student Life come over for a one-day session. That won't do what you're hoping to accomplish. Make sure you provide funding for professionals who have studied interpersonal relationships in great detail.

- I believe the terrorist attacks of Sept. 11 may affect the results of this survey at this time- particularly with regard to relationships with people from the middle east and the sections regarding personal safety. As a relatively new staff member who does not have frequent interaction with faculty- faculty assistants and students- many of the questions did not apply.

- Reverse discrimination is becoming an issue in many workplaces. Your survey was ambiguous on this issue and seemed to assume all racism- sexism etc. is a one-way street. Reverse discrimination will only cause more separation between groups of people and

will increase resentment as a whole. Forcing "political correctness" down people's throats will do much more harm than good.

- When white male graduate students feel that they are being treated in a discriminatory manner- the university has been lax in diversity training particularly in schools of colleges where diversity is part of curriculum. I think that with respect to my personal situation at work there is a bias towards African-Americans.

- Seems like this survey focus a lot on negative issues- ie. murder- poor self worth- if different types of people were treated badly. I believe that a better survey would come from including more positive issues. Such as have you seen people be courteous to each other- how often do people in your office say hello- how many times have you seen someone help someone else.

- I think it is GREAT that this campus climate survey is being done. Its about time. I believe that this survey may indicate a more "chilly climate" for non-Christians- non-English speakers- and Middle Easterners (esp since 9/11); HOWEVER- that should NOT mean that the more "traditional" issues of racial and ethnic discrimination should NOT be addressed. I think those concerns are STILL relevant and should NOT be dismissed/ignored while efforts are being made on other fronts. I also think that the results from the "staff" responses would be more useful- IF the staff responses were broken into two groups....staff that routinely interact with students (librarians- financial aid- advising- etc) and staff that do not (custodians- fiscal/clerical workers/accountants- fundraising- etc.).

- Eliminate junk email. I have never requested or purchased obscene or pornographic material- yet I receive it regularly by email.

- What about the single white male... when do we get consideration?

- Have more open enrolment times for insurance. have a more diverse night classes schedule.

- Displays of nationalism and faith are two areas that should Marjory NOT be discriminated against. Please be aware that there are a majority of us who are patriotic to our nation- our God- and our flag- and particularly in these past couple of months. We must not be restrained from utilizing such symbols (i.e.- national flags- stars of David- crosses) for the sake of possibly hurting a few feelings - certain "minorities" need to tolerate our freedoms- just as we respect and their freedoms to be as they are - as a free nation- it requires a little- and sometimes a lot of- "give-and-take". That way- then- we can all just "get along". I work with a lesbian couple right here at MU - and though I don't agree with their alternate life-style- I think they are two of the greatest- sweetest- kindest- fun-loving- most-discreet- and most professional people I have ever known. (And that's coming from a radically right-wing Republican!!). Concerning public displays of passionate affection- be that from gays- lesbians- OR heterosexual- this has one place - in the bedroom!! (A swift peck on the cheek or a warm embrace to greet or bid farewell is a different kind of affection and would be acceptable anywhere between any groups.) Just my 2-cents worth!

- I feel that the university should be concerned with non-English speaking faculty and staff. It makes for a very difficult class when a professor is speaking and many times an uncomfortable work environment.

- This survey left out an important dimension: political diversity. The developers of the survey are obviously incredibly biased and loaded/framed all the questions with regard to their own particular agenda. For example- questions were asked about seminars being offered to a variety of personnel in order to "improve" certain atmospheres. You have already set up a response bias by providing an answer that few would likely disagree with. Rather than provide respondents with real choices- you have set up a validation/rejection system for your particular views. I will not go into details regarding other instances whereby you have already literally determined the responses that you will receive. My main concern- however- is in your lack of sensitivity to political diversity- especially political conservatism. There is a serious intolerance for political conservatism on this campus- especially in particular departments. And it is blatant! Good luck with your analyses- I'm sure you will get exactly what you were looking for...

- I strongly suggest this campus and other campuses in the United State teach subjects related to diversity and make it compulsory for students- staff and faculty to attend at least one class or series. I am also a strong advocate for externship. That is for students at the graduate level in their career to be trained at least for one semester outside united state. This will help them understand other people's culture and have regard for diversity. Trust me- it is coming. It is senseless for a student- faculty or administrator with Ph.D degree to voice things like "people walk around naked in Africa- dangerous animal moves freely and that people sleep on trees". When I hear Ph.D- I expect knowledge- awareness and understanding of the universe. I hope you put these suggestions into use. Thanks.

- Generally- I feel that the attitude on this campus is good- or improving- regarding all diversity issues. However- I certainly feel that there is room for improvement and understanding- especially of people who are non-Christians- or for those who are gay-lesbian- bisexual- or transgender. I would like to see these issues specifically addressed in the campus non-discrimination policy. I also feel that some of the religious discrimination is the result of a lack of education or understanding about non-Christian groups- brought about by the fact that in this geographic area- Christianity is "expected" or often assumed to be one's religious preference. It seems that religious differences- once realized- are often accepted- but are not considered actively by administrators from the outset of situation or issue. This puts "junior" administrators or staff in the very uncomfortable (sometimes impossible) position of having to point out their personal discomfort or sense of being offended.

- I have always tried to make the best of the situation. I am a happy person who believes in taking care of him self. I always have strived to make the best of my life. It is true that sometimes we are down but we must always take control of the situation and make things the very best.

- I have only lived in Columbia 2 months so you may choose to disregard some of my comments about things occurring in the last year.

- An issue related to sexism on this campus seems to be how men and women address one another. Most men are addressed as Mr. so-and-so or Dr. so-and-so- but most women are addressed by their first name only. This is common among students, staff, faculty, everyone. I know women with doctorates who are in their sixties and seventies being addressed by students by their first name. This is done as a matter of habit, and not because these individuals have a relationship. I am not used to this--in my previous employment- all were treated the same- with the same level of respect. All were addressed by students and staff and faculty as Mr. or Dr.- Ms- Mrs.- or Dr. Never by first names- particularly when in the presence of students. I feel this practice is demeaning and highly insensitive to women.

- MU is not a very diverse environment. Most of the students are upper-middle class white students. They did not have much experience with diversity growing up and still don't. Making an effort to promote diversity on campus might attract a more diverse student body.

- I am concerned about the treatment of graduate students by faculty. I have witnessed derogatory remarks directed toward graduate students- their families and friends; intimidation (threatening to remove financial support); neglect (setting up ambitious student projects- then disappearing); abuse of power (threatening to not let them defend); and unrealistic expectations regarding working conditions and hours. Retaliation against graduate students who voice concerns (or who have views different from their major advisor/department) is a very real issue in some departments on this campus. I fear that we (faculty and administrators) officially hear only from graduate students who have positive experiences. We may not be hearing from the doctoral-hopeful students who leave our campus early by either terminating at the Master level or withdrawing from the university -- with their stresses and concerns known only to family and close friends. We may be losing many fine and talented students unnecessarily.

- Overall I feel the University is accepting and willing to educate ourselves. In my opinion- ignorance is the driving force for discrimination. The more you know about "something" (idea- person- place- etc.)- the less that something is a foreign concept to you. Education will always help. However- I don't feel that requiring a person to acquire education for these topics is the answer. If a person isn't open minded enough and willing- he/she may show more discrimination toward the concept to be learned. Overall I feel campus is decently educated and not too discriminatory. Than again- I am a Caucasian America male. I do feel- more attention should be spent on people of the gay-lesbian- bisexual- transgender orientation. Also- given the latest US attacks- more attention should be given to people of the Muslim religion and people of Middle Eastern decent.

- I think that the best way to promote acceptance of differences is through education.

- The overwhelming Christian majority can make it uncomfortable for non-Christians-especially around holidays. I am non Christian- and I am slightly offended bothered by all the "holiday spirit" I am subjected to. There was no good place to say that in the survey. I don't think people are trying to be offensive- it just turns out that way.

- Inclusion of sexual orientation in the non-discrimination policy of the university2) Rather than requiring students to take a class focusing specifically on diversity issues (which

could increase resentment towards minority groups)- focus on encouraging faculty to infuse this into existing courses. 3) Find ways to promote interaction among groups of dissimilar students- perhaps something where they work toward a collaborative- mutually beneficial goal. (similar to a model I have heard about in Israel--a symphony is comprised of Jewish and Palestinian members.)The same would be useful for faculty and staff as well. Higher administration could demonstrate their support for improving the campus climate for underrepresented groups by offering financial support for such projects.4) Consider sponsoring facilitated discussion groups where people can dialogue about difficult issues (e.g.- race).

- I have little contact with students- and less with faculty- so my concerns mostly relate to staff and administrators. As a manager- I am increasingly concerned about age-related differences. It seems that my younger employees are very accepting of one another in terms of virtually all the underrepresented groups but do not respect more mature individuals. (It may be that this is worse in the technical atmosphere of this particular office.) It's a two-way problem -- the baby boomers and the gen-x'ers don't understand one another very well. The more mature persons I work with tend to have more problems with accepting other differences- such as sexual orientation. I helped preview some training films for sexual harassment- and several people in the room showed and verbalized disgust when the film portrayed a woman harassing another woman. In short- I've seen and heard all kinds of signs of unacceptance of differences. I marked in the survey that I didn't feel that requiring people to take classes or training would increase sensitivity or decrease negative behavior significantly. My own observation is that whatever people base their particular biases on are not usually addressed in the films that are typically shown in such classes. They need real-life exposure to and interaction with those who are different- as well as peer pressure to change. When I witnessed the scene I mentioned above when reviewing the films- it struck me that those who recoiled were afraid that their own identity would be called into question if they were thought to give approval by their silence. In other words- it's not so much that they are creeped out by homosexual behavior; it's more that they don't want anyone to mistake THEM for homosexuals. What my marks on the survey couldn't show is that training may be the answer- but we need far better training methods that what we usually get. We also need to recognize that some people just are not going to change. My dad is quite racist. He's a product of his generation. I used to argue with him- but I have learned to love him just as he is. I've taught my son to love and respect him while not letting his view of the world be influenced by my dad's attitudes. As a manager I have to ensure that the work environment is free of hostility. What I don't have a clue how to address is defensiveness on the part of the target of the hostility. We could use some help in learning to mediate between the man who exhibits sexist behavior towards women and the woman who takes offense at absolutely everything that man says. Absolutely- behavior that's based on hate or bias must be addressed- but sometimes the recipient of such behavior turns out to also have a hatred or a bias. It's just horribly complicated. The average training session can only serve to open up a few issues; when a real problem occurs- we need professional-individualized help!

- This is the most racist and sexist environment I have ever experienced. Overcoming this will require recruitment of women and racial/ethnic minorities followed by respect for their differences. The sexism here is especially difficult to combat because it is so pervasive and insidious. Women are expected to be "nice" with the implied "and stay in their place."Fair promotion and respect for women as equal to men would be a good place to start.

- With Sept. 11 fresh- I wonder if that will bias your findings? I think several of my responses would have been different prior to the terrorism....it would be interesting to know how you would factor in the effects of terrorism.

- This is a time period of acute paranoia- of suspicion- of fear. We will force ourselves to group according to similar identities and values. It is a time unlike any other my generation has encountered. We will depend on discrimination for our survival- and our minds will be closed to accepting anyone from the outside. We may find ourselves editing our speech- and making inferences about people based upon what they say. It is also a time when we may find ourselves with peculiar alliances (think about the photos from NYC of whites/Latinos/blacks rescuing each other). This is a time when government and religion may come to the forefront of leadership; because of our vulnerability and fear we will want to believe in a savior. I don't know how you will address diversity in this day and age- I think teaching compassion makes more sense than teaching tolerance. It seems the best thing to do is to shore up everyone's believe in themselves- because only the strong will be of use when it comes down to a crises. We must all be strong enough to work through the fear- through our discriminations- through our self limitations to survive and to help our nation survive.

- The events of Sept. 11 have generated a strong anti-Muslim- anti-Arab sentiment among many people in the country. The campus is- unfortunately- no exception. I have witnessed a great deal of discrimination and hatred directed at those who are- or are mistaken to be- Muslim or Middle-Eastern. That is the bulk of the religious and ethnic discrimination and mistreatment that I responded about.

- Comment: The section on how you felt in the past week will be colored by recent events.

- The Staff and Faculty are quite sensitive on a wide range of issues....it is the students who come from very rural/urban areas and are prejudiced and close minded before they get here that is the problem. I have only seen students engage in activity that make the campus climate poor. Their experiences at MU should try to expand upon experiences and knowledge they are lacking. Don't let them cry about how hard their TA was to understand because he/she didn't speak redneck! Really I am not exaggerating. They need to understand true tolerance.

- Chancellor Wallace does a wonderful job of making us feel part of a family. More special events to celebrate who we are would be nice.

- I feel there needs to be more effort toward understanding people of different religious groups and more of an attempt to recognize their holidays. Admitt more underrepresented students. More diverse staff--the law school has predominantly white male professors.

- Your survey is vague and certain questions are clearly structured to elicit a particular response. Whatever conclusions you may draw from the results of this survey are completely invalidated by the selection of your subjects through “voluntary participation”. You have essentially selected for certain types of respondents and ANY attempt to extrapolate your results to the larger population on campus is dubious AT BEST. I’m kicking myself for even finishing this thing. How can we

improve the campus climate? Get some REAL and VALID results about the climate- not a voluntary response to perceived attitudes.

- I felt some of the questions were not specific enough. But overall OK.

- Questionnaire seemed to emphasize the negative rather than the neutral or the positive side of the environment. In this sense- I don't believe it really captured my feelings about the environment.

- I wonder why there were no questions about attitudes toward wealth and class.

- I do not really have contact with Faculty or Students. Since I am female I of course focus on those issues. One thing that I would like to say is that I think this university is run by men and there is no effort to help women obtain higher administrative staff positions. You would expect a university to be more aware of this issue.

- I'm a great believer in cultural activities and events which also serve to educate about that culture. I would like to see more of these happenings- with active University sponsorship/participation.

- Mandatory classes are not a good idea. This will make students and Faculty more resentful. "One more thing they are making me do" would be the attitude. I feel that Mizzou is an excellent environment- not to say that there can be improvements- but I see people of all races and religion walking around pretty freely. I think that it is one of the best in the state.

- It is hard for me to see how focusing on differences will bring us together. We should focus not on differences but on common issues and values.

- I would strongly urge you to use a better survey. There are no items asking how frequently the respondent interacts with various groups (e.g.- students- faculty- staff- TAs- and administrators) although the survey asks how often the respondent has heard these groups make insensitive remarks. It is possible for a respondent to say they have never heard TAs make disparaging remarks because they never interact with TAs. This is an uncontrolled confounding influence in the survey. The last sections of the survey look like an add on for some graduate student's research project. The questions may be drawn from well-established scales- but they are poor items. For example- question number 5 on the "Attitudes Toward Self" scale is a double negative (I do not have much to be proud of).

- This is the year 2001. I am amazed that the campus' general view toward women- African-Americans- not to speak of gay/lesbians- is at least 20 years behind more cosmopolitan places. Wake up!

- While not addressed in the survey- I believe that some of the difficulties faced by underrepresented groups on campus can be better viewed through the employee hiring / benefits structure. I may not hear disparaging remarks about particular racial groups or genders but I can look around and see that there are few men in clerical positions and more racial minorities in the custodial / laborer positions. Tenure track faculty might be a bit more representative but not in any exceptional manner. (Just look at a department in

CAFNR.) This campus uses the organizational structure- particularly in human resource management- as a method of maintaining traditional power holders. Seminars and workshops to explain diversity- to encourage the embracing of diversity- are great but I am not going to feel any better (or enlightened) about myself or others when I walk into a campus building and see all the stereotypes being played out.

- Have more discussions on rape and sexual harassment and how people can come out if it's happened to them or if they think it has happened to them

- Stop acting like a stifled- Republican- conservative- rural town and recognize the diversity of America and the world present on this campus. Become a microcosm- not a biosphere.

- I was disappointed to see that the only "remedy" type questions asked concerned seminars- presentations- workshops- features- etc. There are more and better ways to address the issues presented - please do not limit your actions to those suggested by this instrument.

- Many of the aspects of campus climate are "not so tangible" as the issues you've included in this study. In a way my feeling was that the study measured the "major things" that can go bad at the university. What about the "small" things that all together make the university climate positive? Places and programs where people of different backgrounds can meet- read- exchange ideas...

- Sometimes it is hard for me to understand how people in general are so narrow mind. People should have a better understanding that they are not the only ones they speak English. Sometimes non-speaking people already know two other languages. They should be more open arms to different race and ethnicity. They should have more faculty from another countries. They should teach faculty as well staff to try to understand other cultures.

- This campus has a problem not only with acceptance- but plainly enrollment. We do not have a lot of minorities. I've had friends and family that have visited and made the same comment. Trying to get people to accept those that are different than themselves is a hard thing. You have to change their mindset and I definitely think a required class might help. But- a seminar or workshop wouldn't work- because people would just not go.

- I noticed that I have heard many derogatory statements during the past couple weeks after the tragic incidence on Sept. 11. I know some people are dealing worse cases around the nation- but I feel hated among many non-minority groups on campus. I suggest that MU police would be more strict as to drinking and driving on students.

- The results of this survey will definitely be influenced by the events of and after September 11. It is a snapshot of an unusual period in our history. It may be difficult to draw long-term conclusions about attitudes and feelings that to a certain extent are influenced by the latest news story.

- I think classes on conflict management would be most helpful. Being aware of the needs of others would also be a desirable effect.

- Talk about an agenda!!! This questionnaire is so biased towards non-traditional attitudes. Why don't people realize that getting away from the family as the center of life's putting yourself and the country on the road to sadness & disaster.

- I think overall this campus is doing well.

- I noticed that "diversity" does not seem to include political affiliations on your survey. Being conservative at a liberal university has often lead to feelings of uncomfortable ness for me. Most of the conflicts- arguments- discussions- etc. in my work area revolve around political differences. In your next survey- perhaps you might consider including questions concerning both the campus and the personal political climate at the various universities.

- Although the student body has open opinions about racism and religious persecution- I fear that some of the "old boy" network still prevails in our administrators. It is important to remember for us all to form our opinions about others based on their own merits not on a perceived notions based on appearance or affiliation.

- Missing from this questionnaire is a set of detailed questions about discrimination felt- particularly economic. The greatest expression of discrimination toward persons of ethnic- racial- and sexual preference groups that I have observed in my 25 plus years at MU has been in hiring- or even in giving of interviews. The next greatest area has been in promotion and in raises. Economic discrimination is among the strongest kinds on campus.

- You must realize that you have made NO provision to keep people from filling out this survey 1 or 1000 times- COMPLETLY invalidating your results.

- The kinds of prejudices I observe tend to be subtle and institutionalized. The expression of them is rarely overt--I rarely overhear students- faculty- or staff making explicitly prejudicial comments. Nonetheless- I believe the prejudices are there- and they are best observed by noting what groups are openly represented in positions of power (on all levels: administration- faculty- staff- and student groups).I don't think forcing people to take classes focusing on particular differences is an effective solution (although courses taken on an elective basis are great). Rather than talk about diversity- I think we should simply strive to BE diverse. What I'd most like to see is more diversity in the administration- faculty- staff- and student body--in the PEOPLE who constitute MU. IF it's suitable to the course content- I'd also like to see underrepresented people better represented in academic content- especially in the humanities.

- There was not space above to fill in about the incident related to religious hostility. That was about faculty scheduling exams (in one instance without allowing a make-up) and other important campus events- meetings- concerts- etc. on important religious holidays of minority religions (e.g. Jewish). The flagrant display of Christmas decorations on this campus - a public university campus - creates an uncomfortable environment for faculty and students who do not celebrate Christmas.

- I am concerned that there seem to be substantially fewer African American students than we had years ago- especially men. The black men I see are- for the most part- athletes. I love athletics- but I do not want our campus to exploit black men with athletic ability.

We probably are not going to stop recruiting athletic black men- but at the very least we need to do everything possible to make sure that they graduate with the skills needed for post-college life. In addition- we seem to have far fewer people disabled individuals than we had several years ago. I hope that we are making every effort to create a climate that is welcoming to both of the above groups and that we go further by giving them the resources they need to succeed. We could also me more supportive of older students in the general population. Some areas are quite supportive -- nursing and education. I strongly support the idea of trying to provide additional education for faculty- staff- and students regarding other races- ethnicities- and sexual orientations. Perhaps it could be a required part of everyone's orientation and a requirement for those who are already part of the University system as well. We are- above all- an institution of higher learning- so it is our duty to educate those who are part of our system.

- I noticed that "acceptance of people holding religious beliefs other than one's own" was an important aspect to diversity in this survey. Certainly we need to enhance our acceptance of Islam given the recent events. However- I urge you to consider that Christians who convert people in order to gain members for their congregation are not accepting the religious beliefs of others. If you adopt some sort of standard of acceptance- you will need to be sure to directly face the issue of missionaries on campus. This is sure to be a touchy subject. Good luck. I have long entertained an idea on how you might help diversity on campus. This idea will cost you ZERO dollars and practically no time or energy. I suggest you put permanent table tents on a few select tables in Brady Commons and Memorial Union eating areas. Label the table tents "Racial Friendship Table" (or something like that) along with an explanation reading: "This table is for people who would like to meet- talk with- and befriend people of other races." If all this is too much to fit on a table tent- put all this information on papers and put a glass desk protector over the whole table to hold the papers down. Put a list of icebreaker questions at each place on the table to help people who get tongue-tied. I thought of this idea while observing African-Americans consistently use one corner of Brady Commons' dining area. Surely there might be some of them- and some white people- who are all dining alone and would enjoy having some diverse company while eating. As much as I'd like to see a "Religious diversity friendship table" - I have a feeling that you would not be able to have such a table without a facilitator present to keep the conversations in line. I have a feeling that evangelical Christians and others might steamroller everyone else's beliefs. You would have to get non-biased volunteers to facilitate the group process at the table- and only hold the table during the hours the volunteers are facilitating. Frankly I don't think a Gay Friendship Table would work very well. Sex is a personal issue and lots of folks don't really want to talk about it to strangers at lunch. But other programmatic events might work better. I do think the Racial Diversity Friendship Table is an idea that could fly- with no facilitation or special hours of operation. It could be really a neat thing.

- I think this is completely unwarranted.....by pointing out our differences you make it much more likely that people will concentrate on the differences instead of the similarities.....I mean- we're all people...why does it matter what color- sexual orientation- mentality- religion- or origin? This is crazy and only serves to worsen the problems. The main problem is that people keep pointing out the differences when we should be minimizing or ignoring the differences. We are all the same.

- I like the idea of cultural open houses for groups that I don't know much about. Also I think having debates in a respectful and safe atmosphere is really helpful but mostly

missing on this campus - an example of this is the various reactions to the Sept 11th tragedy: pro and anti military response groups met in separate venues but never together.

- The campus environment can only change when all levels of administration and management are held accountable for promoting diversity and employing good management principles. We have very good and concerned top-level administrators right now (specifically Wallace and Deaton). However- we have dean- department and division heads- assistant vice chancellors- directors- etc. who are mean spirited- vindictive- and generally do not treat their staff or faculty like intelligent human beings. Thus to truly effect change- administrators at all levels must be held accountable for their actions and demeanor toward their staff and/or faculty.

- Religious diversity training is paramount. I am a member of the pagan community and have experienced harassment on the job- the campus community and the local community. With the actions of the terrorists on 11 September we see the threat of dogma and the reality of its danger to the world. Dogma has not place in this world… no belief system is more valid than any other… Christian- Muslim- Judaism- Buddhist- Heathen- Wicca- Atheism- etc… they are all equally valid. This needs to be taught to everyone. Tolerance of religious beliefs needs to be reiterated to ever person on this planet… we can start here… in Columbia at UMC.

- I would just like to say that the climate would worsen if faculty/staff are forced to take courses concerning various minority groups and if other factors related to their evaluations are tied to minority sensitivity issues. I think it would give the wrong message and would be seen as penalizing.

- Comment: This survey puts us well on that road I believe.

- Less segregation- more united as a whole- rather then racial specific- gender specific- and so on

- Comment: just make people more aware of the different groups of people on campus because some people may have lived in an area that did not have the different kinds of people that this camps has. knowledge will help fuel the acceptance.

- Requiring classes for faculty and/or staff may not have positive effects on tolerance and diversity. Including "services" to promote tolerance and diversity as required components of performance appraisal may have a negative impact. These are "choices" that individuals make. Information is more productive than coercion.

- As a college-educated staffer I can see that the intellectual life of this community is a non-issue to many/most clerical staff- yet they must interact with faculty- students- and each other. I perceive that there is more diversity among students than among faculty- and more among faculty than among staff. If there is anything that can be done to bring staff up to speed- that would help. Staffers may have a more limited view on these issues than other members of our community. Those who think broadly may have trouble dealing with those among them who do not. Anything we can all do to make it clear that everyone on campus is an equal as a human being- regardless of the necessary hierarchy from administration to faculty to students to staff- would be helpful to all.

- This survey doesn't even begin to address the issues that confront women and minority faculty on this campus. While it asks questions about whether I have experienced discrimination in hiring (I have not)- it doesn't ask whether I have seen others discriminated against in the hiring process (I HAVE OFTEN). This campus has a huge problem in promoting, tenuring and retaining women and minorities in faculty positions. For example, of the table of six women (two black- four white) that I met at my orientation six years ago, three are gone (or are leaving) and two are currently applying for other jobs. These decisions are being made primarily because of hostile work climate and a lack of policies on such issues as spousal accommodation. The university's research funding apparatus is biased against work on women and minorities (while I am quite successful in getting nationally competitive grants- the university's selection of reviewers is always biased against feminist research--some reviews have been SO biased that they were unprofessional). In addition- salary and promotion evaluations are seriously biased to reward male patterns of achievement and to ignore those that women may follow. Further- women and minorities are called on and expected to do far more service work than white male colleagues--slowing their progress toward tenure and promotion and being completely unrewarded by the university. In terms of solutions- the university needs to have serious policies that are seriously communicated to departmental units. Many departmental units are extremely sexist and have very few women at the full professor or associate level. These departments need to be identified and need to have leadership to push them in different directions. The university should release data to and fund groups (if you expect female and minority faculty to conduct this research on their own time you are just adding one more thing for them to do as "service" that will not be rewarded in any way through the university structure) like the Status of Women Committee to study these issues and make recommendations. The university should have more commitment to developing policies on such issues as maternity leave (having to individually negotiate this with chairs of departments is OUTRAGEOUS) and spousal accommodation. They should conduct exit interviews with those employees- particularly women and minorities- who leave the university. They should gather and make available data on hiring- promotion and tenure rates. They should also recognize and try to correct the problem of a small supply of female and minority full professors to sit on P&T committees. They need to expand and fully fund programs- such as women's studies- black studies- and international studies- that can help in recruiting and retaining women and minority faculty and increase campus offerings of courses that include understanding diversity.

- I believe we learn tolerance by exposure & interaction to others w/ beliefs- ideas- and cultures different from our own. I do not think mandatory course requirements or training sessions accomplish this. Rather- these goals are accomplished best informally. Community-building events such as the International Bazaar- Columbia Festival for the Arts- the downtown Twilight Festivals- etc. achieve these ends much more effectively.

- Your one question is poorly worded- and then it sets up a series of misinformation in the following questions. It asks something about "are you offended..." but doesn't give us the chance to express that we are offended by comments made by others ABOUT others; it assumes we have been attacked directly in some fashion.

- Racism- discrimination- ethnic diversity- etc. has been in the fore-front for years. I know that all discrimination still exists. I see in daily in some form or another. However- discrimination does not just happen to non-Christian- non-Caucasian persons.

Discrimination is universal to all peoples in some form or another. The hate and the fear of everyone being different is kept alive and well because we are constantly talking about it and analyzing it. Has anyone ever thought about just "letting it go". Watch small children interact - they do not see color- religious differences- disabilities- etc. Put these same children together after they begin school and see the difference. Once children are old enough to have our differences pointed out to them and once it is addressed over and over- then they have no choice but to be aware and begin to segregate. Too much of a good thing is just as bad- if not worse- then not enough......................

- It is very difficult to know if you have or have not been discriminated against when applying for a job. They are not going to TELL you that it was your 'age' or 'sex' that made them change their mind.

- Margaret Thatcher said "the home is the foundation of society". The attitudes and values we are taught in our homes are what we carry with us into society. In the home we need to teach patience- self control- respect of self and others- kindness to all- the golden rule- etc. Institutions in our society such as this one needs to teach- reinforce and validate these positive core values by promoting and encouraging a love and respect for others- opportunities to serve others and a clear expectation of acceptable behavior. We may not agree with the cultures- mannerism- life styles- beliefs or behaviors of others but we can respect their points of view. We also have the obligation not to force upon others our cultures- mannerism- life style- beliefs or behaviors.

- I feel the University of Missouri has a wonderful acceptance of other cultures. Although some groups may be under-represented- that does not mean people are more hostile to them. I feel very comfortable at Mizzou.

- I think we need to foster more networking opportunities for students- staff and faculty with international students. Many times these people are here for graduate education and they are somewhat isolated from the rest of the campus especially for social events. I would like to have the opportunity to meet people from other areas of the campus.

- The September 11th attacks and the recent murder of the Columbia Daily Tribune sportswriter have influenced my comments regarding my personal safety. Otherwise- I likely would have answered "certain it will not" to most- if not all of the items. It is my personal experience that efforts to promote cultural and religious tolerance have resulted in an increasingly intolerant (at times hostile) environment for expressions of Christian faith.

- Boring required courses would be minimally affective. Stimulating forums where people like the cerebral palsy man on the Cingular superbowl commercial. He was up-close and personal and an inspired individual and this had a lot of impact on me and my family. Person stories by real people would get the points across. PS. My depression scale was way high because someone close to me died. Does this skew your results?

- In answering your questions about experiencing direct discrimination or derogatory expressions I realized that I am in an environment in which this may not happen because I am open about not accepting discrimination- therefore colleagues would not venture to share bad jokes with me- which does not mean they don't do among themselves- which I

have heard indirectly. So I wonder how many in your sample do not belong to the minorities group.

- Its to long. Almost stopped many times.

- I do not honestly feel that MU is concerned with creating a more friendly campus. MU likes to give the appearance that it cares when in all honesty it does not. I have never experienced such rudeness until I became a student on this campus. I can only hope that it will get better. It is very sad that in 2001 we even have to go through this survey. When is this world going to get better? We have to admit that there is a problem before it can be solved.

- More diversity!!!!

- I think the schools - ESPECIALLY THE PROFESSIONAL SCHOOLS - should make faculty and staff take a class on minority and female issues. I have heard several remarks from other students and it has happened to myself about how male physicians have said that the increase of women in medicine is good because women will dilute the doctor population because they retire earlier to stay home with the children and thus retire earlier. I have also heard men say that women who are in a serious relationship (married or engaged) have a harder time with medical school because of other "commitments". It was not directed toward men in the same situation. These comments may be true in some isolated instances- but what about the married women who are supported by their husbands and do better- or the women who don't stay home with their kids and work full time and don't "dilute the job market". I find this discouraging as a woman and was disappointed in how ignorant highly educated people could be.

- I believe that everyone is overly worried of being political correct- and in the process-discriminating- if only somewhat- against white males. Affirmative action is a joke. Apologizing for slavery is a joke. It was wrong- and I do not in any way advocate it- but it is in the past. I believe that now everyone has an equal chance.

  o Contest for administrators: who can use a wheelchair and get from Jesse hall to their office the fastest.2. student contest: if a male is walking alone at night- he gets a fine or picture published or otherwise made to feel that this is uncomfortable.3. More discussion of how apparently positive statements are discriminatory (black people have better rhythm)

- This last page was poorly formatted. I had to scroll up to remember which box to check.

- I have concerns with reverse discrimination in that in terms of how my budget gets used- I can hire someone from some underrepresented groups and have the campus kick in a portion of their salary but not from those who don't fall into this group. Here is an example- if I hire person "A" who is African American- it will only take $40-000 from my operational budget because the campus will pay for a portion of their salary- if on the other hand I wish to hire person "B" who is also a minority but is Asian or not a minority a.k.a. Caucasian- it will cost my department $60-000. This gives me a financial incentive to give preferential hiring preference to African Americans over Asians or whites.

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- I found some of the questions very much open to interpretation- and honest responses could be seriously misunderstood. For instance- what is the deal with agreeing or disagreeing with "Equality"? I have to say that I am a dyed-in-the-wool liberal who has become concerned that our efforts to provide equal opportunities for all have been a bit misguided- and that if we're not careful those efforts (like requiring sensitivity classes) will just backfire. What so many of those things do is emphasize differences- whereas what we need to do is focus on what unifies us (in a classroom- in an office- at the University- as a nation- whatever).

- First I would like to start by mentioning I from North Carolina but enjoy this university. Honestly- I feel discrimination is quite real and on the campus; for this reason I just go to class and return to a more familiar environment to study. I do not feel it is much the university can do to ease tension because it is a small community compared to the country- besides- by the time a young individual reaches this campus they are set in their ways. The change must start within the family structure and upbringing and the outlook of the government. Any efforts from a small community will be insufficient. Thank you for your time.

- Please note that many of the Social Attitude questions could be answered in positive and simultaneously negative ways- depending on the context. For example #9 (White people are discriminated against because of skin color). Certainly- there are times when a white person in Harlem- Cabrini Green section of Chicago- or similar places would be discriminated against because of color. On the other hand- some jobs are "reserved" for whites- so no discrimination against. Consequently- my answer to question #13 could be very positive or negative. Additionally- some questions were one sided and the converse was never asked. For example #13 (Immigrants should adopt U.S. values)- should have been followed by the converse statement that the U.S. should recognize and adopt values brought by immigrants. Consequently- the result of this portion of the survey should be viewed with circumspect.

- Just because we're living in rather uncertain times (since the attacks)- it doesn't mean we should put other issues on the back burner in order to placate our country's "fragile" state of patriotism. This is the time when it is most necessary to speak out. We can't be a country if we're afraid of each other.

- I think the less its discussed- the better we'll all be.

- Glad to see that someone is assessing these issues. Thanks.

- I feel that programs such as affirmative action are having a negative impact in our society. I have seen qualified white males passed up for opportunities for lesser qualified women or minorities. Affirmative action was supposed to level the playing field- but instead has introduced a system of quotas. I feel that racism is still widespread in this country both by and against whites. I also feel that while some women and minorities are given advantages by programs such as affirmative action- others are still struggling to break through a glass ceiling. People should be rewarded for what is on the inside- not the outside. We should look to our leaders to set the example. Sensitivity training is important- but it can also back fire if over done. I also think that males are poorly under represented. We have a women's studies program- resources available for racial and religious minorities- but what has been done to focus on the issues of men? I for one feel

that we are victims of discrimination ourselves- but most of us are too proud to say anything. Another issue that concerns me are gays and lesbians. They have a right to chose their own sexual orientation- but I also feel that I have a right not to have it pushed into my face. I remember seeing a demonstration at speaker circle that was nothing short of hostile toward heterosexuals. Sexuality should be in the realm of discretion and it is not an issue that is conducive to a learning environment.

- I do not believe there is any repression at all on the MU campus between staff and students- but there may be harassment among students. Everyday I come in contact with very diverse people and I think nothing of it. I do believe there is racism in the world- but only among uneducated people. College campuses are unique in that they are a pool of educated people and therefore more tolerant and understanding of diversity. On this campus everyone is equal and no one should be given special treatment because they are different. To teach equality you must practice equality. MU currently grants scholarships for certain GPAs to minorities- but ignore majority students with equal or better GPAs.

- lessen racial discrimination. do more work in international communication

- It would be better if there are more hobby clubs which is a good place to meet new people.

- I would like to see more programs promoting international cultural diversity on and off campus. This will improve the awareness of people in Columbia.

- I think an open forum between students and administration should be created so students can directly question University policies and bring concerns to those in charge.

- The main thing I've noticed is the segregation of Brady Commons. There is hardly any intermingling of white and black.

- As a student who studies marketing- I feel I am naturally more optimistic and open to diversity. As a TA- I believe students need to be educated about non-English speaking teachers- staff- etc. I hear the students complain a lot about "not understanding" what the professor is saying- etc. The survey is a bit long; however- please proof-read the final copy next time. I kept on going- but after the first wrongly spelled word- it began to lose credibility as a survey:(

- I'm not familiar with how the underrepresented groups are coping with the issue of educational competition. I recommend that an interest be put forward on assisting underrepresented student with coping skills for educational competition issues (if they exist) and general coping strategies to deal with the general challenges of education.

- I was curious as to why in the question asking about if you would be friends- roommates- or work with a certain group- why you excluded Middle Easterners from that question and only that question. Perhaps it was because you thought it would be wrongfully judged since the events of 9/11 but I do feel that this should have been left in the survey.

- This survey is full of LOADED questions. For instance- all of the in Part 2 section 2-2. The roommate section . . . I'm married. This is out of my current scope at this time. Also

the part 1 section- Campus experiences with diversity . . . none of this section addressed the implications that something at the institutional level is at the root of the poor score the UMC received in the U.S. News and World Report article. What in this survey addresses the lack of underrepresented students- staff- and faculty at this University and the lack of UMC efforts to address this issue?

- I think that the campus has some areas that are very much under addressed such as women's rights and gay rights. i feel especially bad about the HORRIBLE campus security. I rarely see campus police and the parking lots are dangerous bc of bad lighting. Most importantly- you cannot change mindsets by simply dictating that someone take a class.

- -Recruit and retain more minorities by spending more of your budget on scholarships for those persons (if they meet requirements for entrance into your institution).-Hold more University-organized discourses on issues related to diversity- instead of relying on student organizations (which only reach certain people) to do so.-Hire more minority faculty so that minorities will be encouraged to stay and have someone of like-mind to talk with or be counseled by.

- Provide more minorities scholarships Integrate the non-white and white Greek communities

- I strongly support the idea of more cultural events- classes and the like on this campus. We need to pull together more. Although the climate here is improving- we still need a major overhaul in the acceptance department- especially for ethnic/racial minorities. Also- there should be more resources and consideration for (single) parents. There are offered during the day that have tests in the evening when people like myself find it difficult to find a babysitter. Should not single parents have the same right to make a decent life for the family they have already begun?

- I really do think that a class/workshop on underrepresented groups should be mandatory for all students- staff- AND faculty here at the university and businesses.

- Some questions were not clear.

- No- thank you.

- I was unclear of what exactly the last exercise wanted me to do- so I left it blank.

- I feel somewhat lost on campus. It is disappointing- being a Wicca- and not even having neo-pagan or Wiccan or Pagan listed as a religious option on STARMU registration. Ethical cult??? WHAT IS THAT?

- I think that Hispanics are very unrepresented for being such a large minority. Figures say that Hispanics will be the largest minority in this country in approximately 4 years. So does this mean in 4 years my campus will have a Hispanic cultural center- like it has for African Americans- I highly doubt it. On the subject of homo/bi/trans sexuality- I think that it is still very taboo for people to accept people of different sexual orientation in their day to day lives and will probably never feel complete equality.

- It's not the university that has the problem addressing the issues- it's the individual students.

- One of the main problems I consistently see in terms of day to day racism is not directed from white to minority- but rather minority to white. There are many repercussions for whites who make racist comments or jokes- but not for minorities. People seem to look the other way. I think this creates a lot of tension.

- The last part is not at all scientific because it does not have a true Likert scale with a neutral position. Most of these topics are things that are cause people to feel ambivalent when they realize both sides. As such it is not a true control variable. In fact many of the questions were poorly worded.

- Add gay/lesbian individuals to the non-discrimination clause!!!!!! It is a very simple act that would send the message to the campus that gay and lesbian persons are human just like everyone else and therefore deserve the right to the same civil liberties/protection as everyone else. Add them. It is a simple way to promote unity and positive change on campus and also in the community (since the campus is a model for the community).

- This campus should do a better job of recruiting underrepresented groups so they may become a larger percentage of this campus. Underrepresented groups are terribly underrepresented on this campus and will remain so as a result of acts such as cutting minority scholarships (makes minorities really feel they are wanted). This campus has a goal of keeping underrepresented groups underrepresented and until these fact changes- minorities cannot feel as if they are a part of this MU "family."

- Not sponsor national black fraternities- and don't call the it "The black culture center-" just call it the culture center. I am all about equality- but organizations don't need label like that.

- Hire more diverse faculty and staff.2) Recruit more diverse groups of students and make it more appealing for them to come here.3) Make more public stands by faculty- staff- and students of the majority culture to appreciate and value diverse groups be seen by the minority groups. 4) Provide more scholarships- funding- and resources to diverse groups (students- staff- and faculty).5) Require a general multicultural education requirement on campus for all students to have and have a good teacher teach that class.6) Listen to what we are saying to you. Some of us are not feeling too comfortable in saying things to you- but I feel that these people are the one that you need to listen to the most- because they are the ones with the most to say and they have the most reasons to say it... That is all.

- I do appreciate the effort to address issues affecting campus climate. However- some questions are not clear and the choices are confusing. Survey took longer than stated- and this is not a good time (final exam period) for requesting participation in such an important survey. During this time- people are feeling stressed- tired- and pressed for time- and this is bound to affect responses to survey questions.

- I think we concern ourselves too much with compensating for things in the past. And I think we now have reverse racism and I don't like it. Why is it ok to have all black Greek organizations and not all white ones? Why is it ok to focus on women and not men? I

don't think people should be judged on their skin color or their gender- and we are just widening the schism by focusing on it.

- The university should have a hand in monitoring how professors of each department grades. There's a serious problem in the Computer Science department with one professor- who is white male German who grades based upon gender and race. All you would have to do is ask him to submit exams from previous students and you will see how 2 students who gave the same answer- one will get more points than the other if he's a white male versus a white female- white male versus black female- etc. etc..

- I don't think any amount of classes or workshops will change the climate of the University. People themselves have to become more compassionate and I don't think compassion is something that can be gained through a class. The general attitude of students must change- and the easiest way to do that is to make acceptance popular and the "in" thing to do. Such a shift would require a major overhaul in thinking- but I don't know how to accomplish it.

- I don't think that the issue is so much race as attitude. When two people walk into a job interview- it is not so much their race as the way in which they carry themselves that will ultimately determine the success of each. For instance- let's say that there are two candidates for a job- one is black and one is white. (hear me out here) The black candidate is slouching- wearing sagging jeans- a big gold chain and a comb in his hair. The white candidate is wearing khakis- a button down shirt and neat hair. In that case- the white candidate is more likely to get the job. CONVERSLY- though- if the black candidate is wearing khakis- a button down shirt and neat hair- but the white candidate is slouching in a WWF tank top- a "mullet" and a NASCAR hat- the black candidate is more likely to get the job. The same holds true of speech. A candidate who speaks in "Ebonics" will likely meet the same fate as one with a "hick" accent- both will be rejected over a well spoken candidate- regardless of her race. Ultimately- people have choices to make regardless of their race. Minorities who blame the system for their failure to get ahead- may be on to something- but they need to stop using that as a reason for their stagnation. The same is true of whites who blame affirmative action for their failure to advance. I think people need to stop focusing on their differences and instead interact based on their similarities. If I'm watching a sporting event at a bar and a person next to me is rooting for the same team- we are likely to get along regardless of race- because our initial connection is not based on our differences. Tension would instead mount if we had to get to know all about each other's backgrounds before finally arriving at the decision to watch the game- in all likelihood- we would grow angry and never even realize that we could be enjoying a common interest. My background is such that the transition to "mainstream" American culture was easy. I grew up outside of the US- and upon my return found myself assimilated- not because I was trying to change myself in any way- but because the people I felt most comfortable with and had the most in common with- were "mainstream". I know others in similar situations who have instead clung to their "ethnicity" above all- and in doing so- quite frankly- alienated a lot of people they could've befriended. When I first came here I did not go looking for "my race"- I went looking for people I shared interests with- things like- sports- attire- family background- etc. If these factors tend to divide people along racial lines- well- so be it. The fact remains that when people associate based on those factors- though you may get groups that SEEM to be defined along the lines of race- the truth is that nobody will be denied acceptance into those groups because of race. Brian Grawer (sp) was the only white man on our basketball team last year (at least it seemed that way). In my high

school rugby team we had only one black player. Does that mean those are "black" or "white" sports? Perhaps- but because our associations were based on the sport- and not on race- nobody had any problem with the black player on the rugby team- as I am sure Grawer did not feel left out in the basketball team. People need to get over this issue- tension has always existed- between Indians and cowboys- Yankees and southerners- Irish and Germans- etc. etc. etc.... the reason this won't go away is we keep trying to analyze it and study it and force people to think and talk about it. Social attitude cannot be forcibly corrected- like a cold- they just have to run their course. Let it happen.

- I really think that all students should be required to take a multicultural course. I really think that Midwestern students are much more insensitive to issues of race- gender- class- nationality- sexual orientation- religion- etc- than are students from bigger cities such as Chicago- new york- L.A because we are not exposed (as much) to diverse groups. Having knowledge of the diverse world around us will enable us to appreciate each other and open our eyes to the fact that not everyone is privileged in life and maybe we'll be able to understand different factors that contribute to our life experiences.

- The University has recently decreased the number of minority scholarships. Minorities are going to go to the school that offers them the best opportunity in combination with the most accepting environment. University of Missouri-Columbia is neither of these. The minority population on this campus is astoundingly small and the opportunities for minorities are worse. Something has to change or this school will be completely Caucasian by 2015.

- The only group that has ever made me feel discriminated against is African American students- they make me uncomfortable because I can feel how they see only the color of my skin- they treat me like I am an enemy only because my skin is white. I have never heard a white person make a derogatory comment about an African American person in my campus but I have heard many African American students make rude comments about both women and white people. Perhaps you could start teaching the African American students to treat people who are not African American like equals.

- Recruit underrepresented students from the areas that they live in- just as hard as you recruit athletes from those same areas.

- The object of education is to educate people- not a particular group(s). We should take our focus off of what TYPE of person is accepted to college- and shift that focus more to what kind of education is given in terms of what kind of courses are offered and what areas they cover.

- I think overall the MU campus is a pretty fair and equal one. Of course I am not of a minority so I don't see what they may face on a day to day basis. I only see that everyone on campus seems happy and I never see anyone getting harassed because of who or what they are. I think some minority groups are underrepresented and the campus could use some more education on their issues such as Asians- homosexuals etc

- I was amazed at the questions I thought they would be easy to answer but they make you think but I really enjoyed the survey

- This is my first term here as a graduate student. At this time I am not familiar enough with the University policies to make accurate characterizations about their effectiveness or biases against under represented groups.

- The campus must be a leader in terms of discussing race and gender discrimination in society. If we don't who will? Lectures and programs that encourage everyone-not just the campus community are needed and the University should be at the forefront of the movement.

- More public activities- more concerts- art exhibits- vocalization- expression! If there is something entertaining going on- people will naturally gravitate toward it. Think about the Christian fanatics that come a few times a year and holler about damnation and salvation and it's all very absolute- you know? People don't always agree with it- but it's every entertaining and gives people a shock- forcing them to at least momentarily challenge their own opinions and justify themselves (subconsciously even).I think art is being denied on this campus. Color is essential in promoting interest in anything. Or buildings are bland- renovations strip our campus of personality- sure everything is covered in water-proof linoleum- but it's just not aesthetically pleasing- and therefore no conducive to learning. I'm not saying the whole campus has to be a piece by Jackson Pollock- but why not make some artistic renovations. And applying the architectural model to our social atmosphere- in a location with greater outward expressiveness (more color- shape- individuality)- people will generally feel more at ease to be more so themselves. Again- I'm not proposing we turn the campus into a zoo- but don't refuse beauty because of a time constraint (budget notwithstanding). Money is another issue. Free food is always a plus. Seriously- talk about bringing people together. When people eat together- they intimate with each other at a crucial time. It's primitive and undeniable. Donuts- whathaveyou!

- Another underrepresented group on campus that should be looked into are single parents or even parents. So far my professors have been pretty helpful by letting my child come to some of my classes with me. One professor lets me bring my child to the twice a week lecture every time. My daycare closes at 5 pm and class does not let out until 5:15 pm. With the $1 a minute charge after 5pm- I am very thankful for my professors' understanding. Mizzou has always been big on traditional students. Look at Summer Welcome: when I started school in 1999- my summer welcome leader told me that I could leave and come back in the afternoon when the program would apply to me. I believe that something could be set up for non traditional students without alienating them. Thank you.

- I see more reverse discrimination on white people than I thought was possible. it seems like so many African Americans are trying to be as black as possible. why can't they just be American? They have to be a proud black man. A smart black woman. why can't they be a proud man or a smart woman? and what is with they feeling that it is necessary to have separate black- Hispanic- or Asian Greek letter organizations? do they feel like they're discriminated against. obviously they feel it is needed for them to be in a Greek letter organization- so why add to the problem of race by starting an organization just for blacks- or Hispanics- or Asians? That is discrimination. that is what is wrong with America

- I think that saying underrepresented groups include "non-Christian" people is inaccurate. Rather- I would say that practicing Christians could arguably be called an "underrepresented" group. I'm not talking about cultural Christians- but those people who consider the Christian faith a deciding factor in their identity.

- I think that we have to continue to educate people- even though we may not see a change in people's behaviors. I truly believe that this is a situation where the first time a person is taught about diversity issues- they put it in the back of their mind and forget it....BUT maybe the 10th time- something sinks in and they decide to change some of their behaviors. We need to educate people of all races- both genders- all sexual orientations- and all types of diversity about how to interact with each other. This is not a problem to be blamed on one group of people because that is a form of bias and prejudice in itself. The problem is not among a group of people other than "our own-" it is among ALL PEOPLE- all of us in this world. We have one planet- and its about time we figured out how to live on it together.

- It would be a nice change if the female professors and professors of color and of different gender orientation were not all confined to teach in such departments. Example: It would be nice to see a black woman not only teach black women’s studies- but I would like to see a black woman teaching an English class or a biology class as well. (A class unrelated to her gender/race.)Also- MU should raise its percentage of underrepresented groups in the recruitment and retainment of students. (Especially Hispanics- and blacks.) The number of black students entering MU has declined and I see that nothing different is being done to change this. The percentage of underrepresented students should reflect the percentage of such people across the U.S. or at least compared to Missouri. I have to actively SEEK exposure from different races- cultures- and religious backgrounds so I know that other students (example: many from "small-town" Missouri) are not gaining the exposure they need to be less ignorant. Any experiences I've had regarding discrimination- or prejudiced remarks originated from mouths of ignorant people. My experiences in these situations have been with mostly white students from "small-town" Missouri- where they have little exposure to anything different. This University has an obligation to teach all of us- and provide opportunities for experiencing life's lessons. More specifically- I think the University can improve in one of the first steps it takes in identifying their students for admission. On the application for admission- they ask you check one box under the race category. This is a problem for many including those who are multi-racial. And many who are multi-racial do not want to be considered as "other." Also- some of these racial categories are too encompassing and a narrow tailoring of the racial description will be more accurate. Thank you.

- Many of these questions seem to assume a political and/or social ideology and were more difficult to answer for that reason. Are you trying to find particular results?

- I strongly feel that diversity work needs to be started at a very very young age. For many students in college their minds have already closed off to the world. They will only understand and listen if they want to, and if there is no incentive to them, they will not open their minds.

- Maybe recruit students from inner-city schools and not just the suburbs. Offer more scholarships for minorities. Make the Black Student government equal to that of MSA

considering the fact that MSA does nothing of substance on campus to assist any minorities or underrepresented groups.

- Workshops and community awareness events are helpful to those who attend. Often times if not always the specific individuals who harbor racist/sexist unaccepting attitudes of any kind are the very individuals who don't attend such events. Mandatory classes or at least one mandatory class concerning diversity awareness and acceptance is very much needed.

- Trying to force people to change by requirements will only make them resent the "cry babies" and "whistle-bowers". The best way to get people to accept and respect others is to expose them to culture slowly and in a fun way. From a psychological standpoint we should make an effort in media to say how good MU is about those who fall outside the norm. If identity labeling can stop kids from littering imagine what it can do for a campus full of gown people who all but wet themselves over anything in the colors black and gold.

- There is a strong bias against committed Christians which this survey does not address.

- This survey is a helpful as the person who issued it wants to make it. I fill out surveys all the time and nothing improves. I sit in class daily and watch the professor speak about topics that do not concern me. If a question arises about ethnicity I have to answer every one turns to me because normally. I am one of few black women, I have to go the extra mile to be accepted. I am out numbered and underrepresented. A class should be required for all students and faculty to learn about another culture, just like Math 10 and English 20. Diversity should be welcomed by choice and not by Affirmative Action. A culturally diverse University should welcome all gays, blacks, rich, poor etc. They should be welcomed here and not seen as outsiders even though that is how it feels.

- Have more events that bring all students together instead of catering to certain groups or ethnicities.

- I believe a class required to all freshman entering MU that addresses the issues represented in this survey. I do not think one class is enough to cover all of this but to require one class that addresses one of these issues would maybe begin an interest in equality. Equality can only be reached through education, understanding and forcing yourself to leave your comfort zone.

- I have noticed that the African-American Greeks do not participate in supposedly "all-greek" activities ie Homcoming skits, 2001 Junior Greek Council, Date Dash etc. Why are they excluded?

- I think that the idea of requiring people to take a course on diversity would help s well as make some worse. The climate of the class would probably be tense. Courses that I have taken about minorities I have found that there racial minorities are underrepresented in the class and found it hard to speak up when a white male gave an opinion that I disagree with.

- I believe that one of the few ways in which attitudes may actually change is through exposure to a heterogeneous group. This campus has some minority elements, but not

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enough to make de facto segregation among students impossible. I've noticed however that being a member of an underrepresented group does not necessarily make one more tolerant of other groups. For example I've met African-Americans who are intolerant toward non-Christians and LGBT people. I've also me gays and lesbians who are intolerant of bisexuals. I do not know what may be done to open minds other than exposure to underrepresented groups and open discourse.

- Sterilize all assholes

- Communication between faculty and administration of already existing implemented organizations and events will increase student resources. Student resources being defined as info provided, frequently and could greatly encourage student participation. Required courses may increase negative opinions of issues and aspects of diversity that need to be supported. Instead departmental support/encouragement/requirement may receive better results. Existing "diversity" programs must be expanded many do not have the capacity to cater to growing demand.

- I have a hard time with gays and lesbians trying to gain minority status. It seems the issue here is "choice". Did they choose to be this way or were they born as they are like all other minorities. If it was not a choice then why was there such a negative outcry from the gay and lesbian community. When researchers found that there might be a biological reason for sexual preference. (that maybe they were born that way) and if it is a choice then it would be an absolute slap in the face to those of us who are truly born minorities. To give minority status to gays and lesbians would be saying that anyone who chooses to be different from everyone else should have rights as a minority. This is completely ludicrous and would go against the whole premise of what it means to be a minority in the US.

- There are a lot of ethnic groups on campus such as the legion of Black Collegians on campus which we pay a semester fee to. I want to know as a white male, why there isn't a legion of white collegians or if I'm white why I pay money to the legion of Black Collegians. I do not feel that I owe them anything other than common courtesy and respect. I think that as a whole we should respect and show support for every race including white Caucasian. I am not originally from the US my family came from Ireland and Scotland so in a sense I am an Irish American. I want a equal shot and things like everyone else.

- I think that the campus climate would improve if this school would admit more underrepresented members especially minorities. I also think that relationships between underrepresented and well represented member if the school required classes with the subject based on the underrepresented members on campus. I think these classes should focus on what it's like to be underrepresented in society as well as on this campus today. Finally I think that students could benefit from having a more diverse faculty and staff.

- I believe the school should require all students to take at least one class that deals with either of the profiles mentioned in this survey. We need to see how another race ethnicity sexual orientation etc. lives their lives so we can see where they are coming from. I believe by doing this we as people will think twice before to discriminate against others who are not like us.

- Sexual inclusion

- Keep religious groups that handout offensive materials and make offensive sermons off campus.

- Mental illness is an issue I have found totally neglected in this atmosphere. As a result I often do not make any instructors aware of my disability and they get the wrong impression from me mistaking my frequent absences for a disregarded of the class. I do not feel comfortable revealing my disability because I have no reason to believe that anyone is at all informed on the subject of mental illness.

- I think on the jobs the managers and assistant managers don't show the same respect like a normal manager would. Like for example if an employee is busy doing something I feel that you shouldn't bother them when there's other employees just standing around. I think the campus police is racist because they always harass the blacks and foreigners.

- There is a lot of remarks made on campus. Managers talking about the older staff members needing to retire. Managers talking employers that they don't like them. Managers don't care thing about the employees anymore.

- Have managers that know what their doing.

- In order for campus to get better they need to be open for different subject people places and things. Learn how to talk to people the way they want to be talk to not just taken there position over board on how they conduct there selves. You know everybody that works here is grown taken care of responsible the same way they do. So nobody here is there kid. Something done about this problem here on campus or just leave this type of survey alone. Person who cares about employees and employers.

- I believe we all should work for a time when surveys like this are not necessary that everyone is accepted for being a part of the human race regardless of color ethnicity religion gender sexual preference etc. I hope that time arrives in my lifetime however as a country we have a ways to go, let alone our jobs and campus atmosphere.

- I was told I may lose my job due to sick children I miss too many days due to Med Apts. I have more then one child plus I am a single mom. The staff at my job know all of this when they gave me the job.

- Better parking space for staff and decent hours to work.

- It's difficult to encompass more minority viewpoints because this campus is very much white and middle class.

- My major problem is that the campus is unfriendly and difficult toward older returning students. No social activities are oriented towards people over 35. Our life experiences is discounted in classroom settings and the old way of learning and understanding is made fun of. There is no support for people my age and in fact much is made more difficult for us. More attention needs to be placed to helping us fill in the gaps in our learning while acknowledging what we know from 20+ years of adult living. There needs to be more flexibility shown towards meeting our needs which are different from the traditional

student on both the undergraduate and graduate second career levels. I have been greatly disappointed with my treatment here at MU and will not recommend it to others.

- Require non-native English speaking professors to take an English speaking class. Require professors to be willing to work with other professors in being consistent with students.

- Sexual Orientation should be included in the non-discrimination clause for the University. Students should be required to take black studies, women studies queer studies multicultural classes.

- White race still don't except Black as equal.