

# Reflections

staff/faculty perceptions don't necessarily reflect realities of our students

appreciated demographic of middle eastern students - often not discussed or called out

high level of lack of representation

Surprised at the results. The most impactful was seeing in graph form, and seeing the extremes in how students feel.

Question: are there any colleges that may be leaders in the development of antiracist curricula?

Doesn't matter what your intention is: making students feel uncomfortable is a problem

This one -----> can we build "embedded equity experts" into courses to help foster this sort of curriculum development

The need to create relevant and equity-based examples in all types of courses.

the 1/4 disabled, LGBTQ+, and black students experiencing microaggression is huge, even when majority feel a sense of belonging and feel safe.

Students have not yet seen the impact of the anti-racism curriculum that faculty claim to be implementing.

Little surprising how often Black and Disabled students responses followed the same line on the graphs

Perhaps we need to do a deeper dive into our black students? Data is presented with caveat of small n, but is that due to poor response rate or an overall small black student population?

we have to do the work: make sure that we focus on building the environments we're responsible for so that it welcomes everyone

surprised and confused by question on affirmative action when we are an open campus. what can we glean from that/what was it targeting?

Are there similar data from our sister colleges or other CA community colleges that could help highlight if we are doing good, bad, or inline with other colleges?

finding ways to create spaces where students can explore things without feeling "on the spot" (esp students of color)

surprised at microaggressions answer - would students have all known what microaggressions are? what spaces are students in who are answering questions where they don't experience microaggressions?

Interesting that younger students were underrepresented as respondents.

question on noticing students being treated differently - students may not necessarily know that they are being treated differently, but we know when we are/see students being treated differently

what can we do to empower students of color / hypermarginalized students?

# Potential Implications for CSM

difference in response for PI vs AfAm students - what is working for the PI students? Support programs, dedicated staff, etc?

focus group opportunity for students with disabilities to get more information

How do we unpack the different perceptions between faculty/staff and students?

Follow up for faculty/staff on what anti-racist and equity practices are in their work - is there a shared baseline understanding of that? what does that mean to all of us doing the work? are there areas for improvement?

Since 30-59 was overrepresented, maybe a different survey tool is necessary with the 18-24 year demographic.

What actions plan will we put in place to address these survey result. Can we have student focus groups?

How can we use this data to help also inform our facilities discussions to create inclusive and supportive spaces

Need to unpack the data -- why are students feeling like this (both extremes) and listen to student voice about changes we might want to make.

Consider what tools would be useful to get a higher number of responses from underrepresented students (Black and under 25)





