Faculty/Staff Perceptions of Campus Climate-Spring 2005

The race/ethnicity of faculty/staff of color is reported in parentheses after the survey number, based on self-reports by respondents. Survey numbers were arbitrarily assigned to surveys after they were returned by the respondents.

Question 34: In what ways do you think racism is or is not a problem at Metropolitan State University?

1. Survey #1
   Reverse Racism-People of color and women are rated higher than a white male here

2. Survey #6 (Hispanic)
   Have never viewed nor heard anything racist in my years at Metro.

3. Survey #8
   Within Metro State's commitment to anti-racism, an awareness exists on campus—that is a deterrent with a 'promise' to action of teaching on disciplining.

4. Survey #9
   Some administrators appear to be reluctant to enforce discipline policies for some minority students. “Due Process” is the reason for not taking immediate action involving disruptive minority students in classes.

5. Survey #10
   Many behaviors are perceived to be racist so it is often an uncomfortable environment for white faculty and staff.

6. Survey #12
   I don’t feel that my racial experiences are allowed to be valid in a conversation about race

7. Survey #13
   I think reverse racism towards white males is more of a problem, and I find Question 18 borderline offensive.

8. Survey #17
   Maybe somewhat Reversed. “White person out-type of situations”

9. Survey #18 (African American)
   “White Privilege” is not understood. People become too defensive in sessions—don’t want to understand. Hold what you say about the above-against you.

10. Survey #22
    THE DIRECTOR OF EQUAL OPPORTUNITY + DIVERSITY IS BIASED +UNFAIR. I HAVE WITNESSED AND BEEN THE RECIPIENT OF HER NEGATIVE AND PATRONIZING BEHAVIOR.

11. Survey #23
    Don’t define everything by skin color. Eastern Europeans and Russians students feel left out. They have many of the same needs as “persons of color”, but are
discounted often in Metropolitan State language because they are not “persons of color.”

12 Survey # 24
Racism is a problem everywhere in the U.S

13. Survey #25
Interpersonal racism, i.e. discrimination of white individuals by people of color is a problem at Metro State.

14. Survey #26
I may not always be aware that I’m treating people unfairly but I try to treat everyone as a person (human being) because that is a level of existence we all share. I hold everyone to the same level of performance and apply the same rules so I’m doing my best.

15. Survey #27
I’ve seen some programs meant to assist students of color that go way over board or focus on the wrong issues i.e one program assumption was students of color should yet lap tops because they are poor. 1st not all students of color are poor and 2nd if the issue is really income level then let’s help all low income students & not just those of color

16. Survey #29
I think there is occasional discomfort between individuals who are different than the another. But I have not observed any thing serious enough to be called on “ism” race, ethnic, sex pref, etc

17. Survey #30
Metro State should be the leader in dismantling racism in the nation-at least in this state. We are woefully apathetic.

18. Survey #31 (Asian American)
Racism is a problem-administration ignores it

19. Survey #34 (Native American)
I have seen and heard faculty of color crying racism unjustly.

20. Survey #35
Faculty, staff, students and administration-wants so badly to see themselves as supportive of diversity that we often overlook/fail to see the discrimination.

21. Survey #36
It is a problem because the institution is set up to perpetuate racism. Perhaps it would feel less overwhelming as a problem of communities of color, communities of students, staff, faculty and administrators would commit to addressing the problems even beyond the racism conversations we’ve been having.

22. Survey #37
Subtle format in classroom where “different” students are more quiet and comments count for less. Because we don’t work to combat it, the problems persist.
23. Survey #39
I rarely see person-on person racism. But it is the air, and students too often juxtapose “us” and “them”

24. Survey #42
I feel Metropolitan State University is an extremely respectful institution regardless of gender, religion, race, sexual orientation or age.

25. Survey #45 (Other)
Metro works so hard to be politically correct that some people are “treated differently’ in the name of political correctness.

26. Survey #46
Some depts. Are elitist, perpetuating past.

27. Survey #51
I do not think it is a major problem here. I think the occasional perceived racist incident is as likely to be because the complainer is conditioned to see events that way than to be real racism

28. Survey #54
Less racist than society in general, so not a problem. (But more sexist than society in general slightly).

29. Survey #56
Much of what I see is not overt, but demonstrates ignorance. Nevertheless it is a damaging form of discrimination because people are unaware they are being discriminatory.

30. Survey #58
I think there may be individuals who are racist or there may be people who unknowingly do something that is racist. I don’t think this is the majority but, it may exist. There may also be people who misinterpret an action or decision or policy as being racist.

31. Survey #60
I do not think it is. What I see as a problem is lack of academic resources (remedial work and language and writing)

32. Survey #61
I am attracted to this university because of its diversity.

33. Survey #64 (Native American)
Ethnic Studies department!

34. Survey #67
With the President action or lack there of it with respect to Ethics Studies and for receiving awards for community involvement without hiring a person of color in a position of authority at the CLBL

35. Survey #69
I feel reverse racism because I am white.
36. Survey #71
   The white male is discriminated.

37. Survey #72
   The biggest problem is that many people believe “we are diverse, so we have no
   racism, (no ageism, no sexism, etc)

38. Survey #73 (African American)
   I believe that unintentional racism is a problem at Metro State. There are acts of
discrimination that happen and individuals are not aware cognitively of what they
have said or done that showed their biased feelings.

39. Survey #78
   Recent initiations have increased racism at Metro State. Before initiatives Metro
   was a less racist institutions from 15 year employee.

40. Survey #80 (African American)
   Mostly unintentional racism

41. Survey #81
   The most racist language is anti-white. I have only seen and experienced
   respectful behavior, here at Metro State

42. Survey #82
   I think that some staff/faculty of color classify all disagreements with them as
   racism.

43. Survey #84 (Hispanic)
   There should be more question/focus on gender discrimination/treatment.

44. Survey #85
   The university has successfully made me racist for the first time in my life. Job
   well done! I hope people of color are now feeling better and the abuse lightens up.
   Forms like this incite more anger and resentment for both sides. I guess that’s all
   part of the bigger plan.

45. Survey #86 (Other)
   Canvas everyone (like this survey) to find out “hidden” discrimination among
   non-favored, non-white groups.

46. Survey #87
   I am offended by the definition of racism in Q.25

47. Survey #88
   Students of color are sometimes patronized by faculty who set low expectations of
   them and slight their intellectual capabilities. I am sure there are other problems
   too. You don’t ask, but I think gender discrimination is more intense than racism,
   because it is more unconscious and there is less acknowledgement of it as a fact.

48. Survey #90
   I don’t see racism at Metro State
49. Survey #95 (Other)
   I think it is both complex and poorly understood by many white faculty and staff as well as by new immigrants of color who also face non-native speaker issues.

50. Survey #98 (Hispanic)
   Cannot say, because of fear of reprisal

51. Survey #99 (Hispanic)
   Some faculty give lip service but are very racist or sexist in their actions with students or other faculty.

52. Survey #100
   Institutional racism is a problem in that the real needs of minorities—especially poor minorities is not being met. Look around you—We are a sterile white environment without childcare or any visual “nod” toward our diverse and overworked clientele

53. Survey #103 (African American)
   Racism is a problem that is not recognized by many of the top administrators who perpetuate it. It is also a problem in that some who perpetuate it are also people of color.

54. Survey #104
   I haven’t heard or seen discrimination by whites against people of color, but I don’t know about discrimination among peoples of color

55. Survey #106
   At times race has been blamed as the root of a situation when in fact the cause was the person—not their color

56. Survey #107
   White staff are not valued. White students are not valued

57. Survey #108
   Faculty of color are clustered in specific program—need to integrate other departments. Racism here is generally unintentional and a product of set procedures and programs that serve whites and middle class forks in general better than low income/working class students.

58. Survey #109 (Asian American)
   Comparatively, I believe Metropolitan State has done a lot in this aspect.

59. Survey #113
   Question#6—multicultural content and anti-racism content are very different concepts, administrators and faculty of color use accusations or institutions of racism to undermine the contributors of others and to deflect criticism.

60. Survey #115
   The institutions is already working on the problem, with great success.

61. Survey #119
   We talk about it a lot. We’re overlooking class, culture, ethnicity, religion, politics, and power structure. Our emphasis should be on inclusiveness. The
continuing emphasis on this horrible hatred is being hatred is being used as a tool to divide us.

62. Survey #124
This question could be simply answered by us by doing a survey of our full-time employees of color vs. white and part-time employees of color vs. white and taking a look at our state or twin cities demography and see whether our hiring practices come close with this data.

63. Survey #125
Among some of those of color, racism is seen as a 1-way occurrence from whites to those of color. Racism can and does occur from those of color toward whites and towards those of other color also.

64. Survey #130
Offer some seminars for both students and staff. If you recognize it report it. It should never be tolerated.