

MSUM STUDENT RESPONSES TO TOCAR SURVEY OPEN-ENDED QUESTIONS

126. Please provide any additional comments you have regarding the racial climate on your campus.

* I think I'm guessing on "colors" meaning. * There really isn't a very big racial diversity on campus. * I am sick of black people getting pandered to and getting special treatment. * I do feel that this campus can be welcoming at times to people of different colors, but not always. * I do not live on campus. * There isn't very many students of a different race that attend the university. * I wrote that I thought counseling services were somewhat sensitive to students of color and yet unless there are counselors of color how can that be true? * I am not on campus, so I don't know many of these things. * I think racial climate is accepting. * I think our campus really tries to recruit people of varying backgrounds. * I guess I don't feel like too much is wrong with our campus mainly because I am white and a majority of the people on campus are white. * Most of the time I believe people are only recruited to small schools because of their athletic ability and not their academics. For this reason there is a lesser amount of that population who attend. These individuals then become outsiders and looked at differently. * I think that it's fine, never witnessed anything negative. * Healthy. * Mainly ignorant hometown kids. * We need more classes that discuss and teach different racial and ethnic backgrounds. * I have never experienced or witnessed any discrimination on campus. * A lot of students of color hang out with people of their own race only. * I attended Concordia for one year, and this campus is leaps and bounds ahead on cultural diversity. * The organizations I've been involved in have been diverse groups. It would be nice if all students respected each other regardless of race or gender. * Most people don't care about race, it's more social groups. * I haven't seen it a lot. * I attend MSUM and Concordia and I see a world of difference between the two. Much more diverse at Concordia, but I do not know how class time is. * I don't think classes to eliminate racism will do much – People are who they are because of their experiences. A class could backfire because people are sick of this being an issue already. We make it an issue because of stuff like this. * I haven't seen or experienced any problems. * I have learned about racism in high school. I don't need it again here. * Seems fine. * No exposure/opinions are not correct I'm guessing had I any exposure. * It seems like all the workers on campus have an ethnic background. * I am a returning student after (#) years and so am a non-traditional student and have been from MN to (name of state) to (name of state) and back and have seen more than the typical student. MSUM is very conservative and that's either good or bad in my opinion. * Sometimes the actions of few will give a bad image for the many. * I've noticed throughout my 2 years here that people of the same race seem to cling together excluding any others (all races – whites/blacks, etc.) * I think that there are not a lot of opportunities to observe/experience racism on campus due to lack of diversity. The majority of students are whites who more than likely haven't experienced or observed racism, so I'm not sure that this survey will be unbiased. * I feel that there has been a

push to recruit foreign instructors just because they are foreign so the institution doesn't seem to discriminate. Are these instructors qualified for the job mentally? Academically capable of teaching? * I don't think it's very bad here. * I noticed that the majority of people working in the Union Café are foreign and so is campus security. * Unaware live off campus. * I think that there aren't very many people here of different race so it's hard to do this study. At the other college I went to, there was 3X's as many people of different race. * It seems like a lot of black kids don't give whites a chance to genuinely make friends with them. But I don't think there are many racist whites. I think the blacks are kinda racist to whites. * Being immediately assumed as an international student because I'm of color. * One of the black gals I knew transferred due to community racism. * I don't care if you're black, white, or green. Teachers should be hired because they're good teachers, not because of ethnicity. The same goes for acceptance into college, student gov't, resident advisors, etc. Hire the best people for the job. * The questions about more scholarships for other ethnic groups, who cares. I'm white and no one gives my race more scholarships so why should white people be treated as a minority. * I have had positive experiences with several different races living in the dorms. * I have witnessed one teacher asking a student to speak for his race – but the teacher was from another country so maybe she thought it was ok. I think it made the class uncomfortable – and the student very uncomfortable. * Am not involved in campus activities at all. I live off campus. * I feel the barrier with people here, sometimes. * The administration and faculty play lip service to the ideas of cultural diversity but they suck at it. * I think racism is a problem everywhere. But I do believe that this institution is trying to minimize this problem. * There are a lot of white people who need to be educated about racism. * I feel all races are accepted well on campus and in organizations/activities. * There are not many minorities in Minnesota. * I have actually witnessed someone using racist slurs and jokes aimed directly at another person, however, the victim asked me not to use his name.??? * I believe this is a pretty accepting campus but, I would be naïve to think that we had no issues. * There aren't too many different races to judge from. * I do not interact with a diverse group so I have no way to tell. * I don't feel that there is any. I have not witnessed any here. * Fine. * I feel that NDSU people don't like foreign students. * It's rather diverse, and allows students to obtain new surroundings. * Fine. * Worse since 9/11 but was never good. * I don't like all the questions on this survey asking if we should have more or less colored students/staff. That is not the point. It made me feel like this survey wants me to be racists for only black people. * I have not witnessed any racial discrimination on campus. I think trying to do this is only causing more issues. * Personally I have yet to see any problems. I am a white male engaged to a (female of color). I have heard no problems from her or seen any myself. * I have been in classes with people of color and felt they were treated respectfully for the most part. * I think many times people of color stick together. I see it more so in the African American community than the Asian American... * I just have comments on a few questions. 1. Should we have special scholarships for people of color? It is unlawful to give privilege to white students so why is it okay to turn the tables? * No problem. * I believe the climate here is fine. * I think racism is decreasing with every generation. * New McCarthyism – “Terrorist” talk has made many racists out of our students. * I would say that as a whole the campus is tolerant, but not quite anti-racist. There are probably

some populations that have tendencies towards racism. * There is no racial climate. * Not very exposed to it. * I really like the amount of racial diversity on our campus! * Minority tend to have attitudes towards majority. * I'm not really sure, I just attend class and I don't have many people of color in my classes. * I have not seen first-hand any racial discrimination but I'm sure it exists. * You don't have racial problems here. * I feel it is mostly white but more diverse than the area that I grew up. * All kinds of races, no big deal. * I don't really see any racial problems. I know there are some off campus though. * I have never lived on campus so I am unsure about students' feelings towards other races. * I don't think that our campus is racist. * Most students are pretty open-minded. * Let it be. * I think that it is fine to talk about, but I also think that it is taken too seriously. * Not aware of any problems. * There are students from other countries in this school, and from what I've seen they've been treated with nothing but respect and kindness. * I'd say that college hasn't necessarily exposed me to a greater racial ratio to whites, but has exposed me to a different/wider spectrum. This area isn't the most diverse, but what it has can be appreciated on some level. * Comfortable blend. * Not bad. * Teachers need to be more liberal. * Good. * Positive racial climate, but majority white. * I think MSUM is a racial friendly campus. * Seems fine. * I have never seen any racially related problems on campus. * Becoming more racially diverse but could be more. * It could be improved, but it is good. * Very good. * I feel white males are discriminated against. * I have rarely had a class with a person of color so it was hard to answer these questions. * I feel that more courses need to be offered on racial issues in the past, presently, and ways to eliminate it in the future. * This only my first semester at MSUM so I have not been around to become a part of campus life. * There are some people that interact with other races and some that don't. Everyone does their own thing. Some minority groups however, don't want people to get to know them and are cold. * I think many are not sensitive because they tend to ignore the fact that there is diversity here but minorities seem to be hiding from mainstream society. * For me is hard to experience what some of the questions asked because of the small population of people of color on this campus. I have only had a couple of classes with people of color and none with any professors of color. * I feel there is a sense of racism that exists behind closed doors. Being a white male, many other whites display racist behavior openly to me and quite frequently while at the same time claiming to be anti-racist. * I accidentally marked a lot of incorrect answers on the front because I thought it was also talking about sexual orientation. * After attending TOCAR training, I had to defend affirmative action and point out white's position of power in society to my entire class. No one was on my side and the conversation started when a student declared, "Blacks are taking over hockey." * I think it's fine but there must be a problem since we're doing all this. * I am unaware of many issues dealing with racial climate on campus, as a Caucasian English Ed. Major. * The campus is closed to everyone. We have nontraditional students and non-white students, yet no one mixes. The students themselves have created segregation. * Fine. * I understand that racism is a very serious issue and needs to come to an end but to a certain extent I've noticed that from focusing so intensely on other races that the white race does also get discriminated against. * I have heard many racist comments by students and faculty. * There are a lot of good groups on campus-feels comfortable. * Ballard and other dorms are unwelcoming places for students of all types. Students need

to be taught about racism and acceptance. * Very focused on cultural diversity. This campus seems close-minded about position other than pro-diversity. * The climate is good, but I think the Univ. should not need to recruit, bribe, or be aggressive in meeting standards set forth by the Government. * I think this campus is a comfortable environment. * I can only think of one black person that I have met since coming to MSUM. A lot of the questions were hard to answer because they just don't apply. * I am not on campus all that much or involved with anything other than class so I don't really know. * I'm all for more people of color on campus but not for affirmative action. * I feel that many staff members try and teach that we of European decent should feel some kind of guilt for past actions against colored people. * It is somewhat hard to be a minority on this campus. It seems there are only a few ways to become involved. * I feel as though on the MSUM campus there aren't many issues I am aware of, but there aren't many things done to inform the campus of other races, almost seems too naïve. * I couldn't care less about race. The only race I know is the human race. There is no scientific validity for separating people in this manner. There is as much genetic variation among white people as there is between white, black, and oriental people. * Although it's mostly white, I don't think that people of color are pushed away. It's a very white community with a lot of locals, so the students are projected from the community's make-up. * Although I am sure racism on varying levels exists at MSUM, I can't honestly say that I have witnessed it. I am unfamiliar with MSUM policies in regard to racism and although I have not heard about any violent hate crimes, I have also not heard about any overwhelming support for students who may be discriminated against. * I don't know all of the administrators faculty, or students so I'm not sure how many may treat students differently. * There is no problem. Racial climate is diverse and fine. * Racial climate is good. Not hostile. * I think this campus could become more diverse. It is Minnesota so the pop. is mostly white. * I think that the reason some people become racist is because they are subjected to surveys like this. Let it rest. * It seems like a great campus. * Racial * Good * Seems good to me. * Should speak English. * Fine. * There are very few minorities on campus. * I've never witnessed or heard about any racism on campus. * People in a (title) class, one in particular not very friendly... Why is she taking this (title) class I ask. * A lot of this doesn't apply to me. I do not see a lot of discriminating against whites around here. * I have experienced nothing – again this doesn't reflect much. I don't believe because I am probably somewhat ignorant or at least uninvolved as it is with campus. The community – I work, I go to school, and I worry about myself, maybe selfish, but that's just how I live. * I feel that there will always be racism, and that wherever one goes, someone will discriminate. * Not many people of different races but we are very friendly to the ones we have. * About non-existent I grew up in a very multicultural place (in CA) and there are few people on campus that are not white and born in America. I think that gives whites attending this school the idea that “people of color” are freshly American/exchange/etc. * How can we possibly comment on something that is so sparse?? There aren't many “racially diverse” people here, and by calling them such you have made them “racially diverse.

127. Please provide any additional comments that you have on how racial-ethnic issues impact your academic experiences on your campus.

* Hasn't effected me. * There is no respect for the Albino Black man. * Being from a separate culture is extremely difficult in this area-state (being US) but not much worse here than anywhere else/ In regard to human skin color I appear white European/light so it is not much of a problem, mostly cultural exceptions. I have learned English well so I can communicate fairly well, though. * I am sick of taking classes that make me ashamed to be white. * I find it's important to know facts about other cultures than you own. It builds character. * I have not had any racial incidents besides professors of color making negative remarks about whites. * Financial aid and scholarships to minorities are not right. * These issues have no impact on my experiences. * Same. (I think that it's fine, never witnessed anything negative.) * No impact. * Not at all. * Nope. * They are good to be aware of so change can continue for the better. * Reverse racism X no it does not make things "even." * The only discrimination that I witness in hiring is due to affirmative action – against white people. * I don't think they impact them at all, to my knowledge I don't see any. * Very hard to learn from professors whose English is not understandable. * Being a social work major these topics frequently arise and I think everyone should have this experience because it is reality. * They have free grants that we don't get not right! * Racism is hardly ever addressed in the classroom. I am a senior and roughly three out of all the classes I've ever taken have brought up issues of racism. * I feel that people of other races should not be offered special scholarships. It is expensive for everyone to go to college, so everyone should be given an equal opportunity to receive scholarships. * You don't hear anything about racial/ethnic things on our campus do you don't know if it's good or bad situation. Plus it is hard to answer these questions when basically everyone is white. * It hasn't. * I think there should be classes. * The question about whether this institution should hire more people of a different race/ethnicity? Sure – if they're qualified, hire them. My only concern is the ability for students to understand because of dialectal differences - accents. * This is a Mid west state and the variety of people on campus is equal to the variety of people who live here. Same goes for faculty variation and student organization participation. * I don't think MSUM should recruit students and give scholarships solely on racial merit. It seems dumb to me to give someone money or allow them in the school based on color vs. academic merit. You can't give a scholarship with one of the requirement being you're white. * I want to learn more, be more involved. * (MSUM) There is a (name of course) prof. in the (name of department) named (name of professor) he is very sexist and unfair towards females. * It's not fair people of color get more scholarships than other people. * At MSUM is pretty cool but I hate it at NDSU! * Broader Perspective * None whatsoever. * My education here does not prepare me for a global market. * I am not racist! Therefore I don't care if we have more or less colored people. * There are no more barriers for people of race/ethnicity. Everyone is seen as the same potential and is judged by their character. (Or how I have seen and witnessed.) * I am opposed to racially specific scholarships. Everyone should have an equal chance. * I enjoy meeting people of other races. * My major covers these areas. * Should MSUM hire more people of color? How about we hire the best and most qualified, regardless of color/ethnicity. Why do we have to look at the exterior first? * Exposure in academics and other sharing their experiences. * They don't impact me. * I had to take an anti-

racism workshop at another campus and it seemed to just cause more problems. * Multi-cultural classes are (word illegible). All from a male western historian's perspective. * These experiences have made me more aware of the perspectives of people with a different ethnic background than mine own. * Recruit some more minorities. * Not very exposed to it. * I think the racial-ethnic issues have made me a well-rounded individual. * I don't agree with benefits given to persons based on color. * They've been okay. * I would like to see a more diverse campus because many of us have only been around white people our whole life and we need to open and broaden our horizons. Life is not the same for everyone. * I play rugby here and they accept the way I play and they were very good with me. * I haven't been but professors who don't speak very clear English have gotten a lot of negative comments from my peers. * None at all to my knowledge. * Black and others are cool people. They teach you something new and you teach them something new too. * I had two African/American teachers for the 1st time and I didn't see any problem with it. * I don't agree with adding more mandatory credits about racial issues unless the school wants to absorb that cost. * I received an upper class minority scholarship. These types of things are so important and funding must continue. * Racial-ethnic issues and the attempt to conform them have interfered significantly with the academic experience. * I have never had any adverse situations. * They don't. * If there are race related hate crimes on this campus, I never see nor hear of it. I've never heard of any problems from any race. * Racial-ethnic issues have come up in my courses, but mostly in my (name or course) courses. They have given me the exposure I need to become a well-rounded student/person. If I had time, I would take more courses like them, and about different countries. * They do not impact me in any way. * The university is pushing further out for students but how will that benefit us. * They don't. I'm here to study * They don't. * They don't. * I got to do service learning at (multicultural agency) and learned a lot. * Awesome. * Good * This kind of survey just exploits the fact you are trying to make up reasons for helping people that don't need it. * Teachers must speak English. * Should be in the background, as in life. * They haven't. * They really don't except for Affirmative Action which is basically white discrimination. * Think expected to like a white person. Already have to write at their expectations and achieved that. Stereotypic white faculty and student think I don't know how to write. I do have great writing ability. * Teachers of different race are often hard to understand and I feel sometimes my grade will suffer in part of this. * Classes Are available if you want to take them. We have great teachers from around the globe – Prof. (name of professor) for example. I don't think there are problems there. * Well I'm white and in my multicultural class I feel everything is bias. I am made up of so much more than just white: Norwegian, German, French, and much more. It's racist to us also when one only discusses the race that they want as in my (name of course) where we ignored many races, discussing Indian Culture the entire time losing out on everyone else's. Every culture (word illegible). We are all a color, so it bugs me that this survey continues to say those of color, white people struggle too. * It really doesn't affect me. * I've noticed that foreign-born people that come to MSUM to stay or just study group up with themselves, even in they are from different countries – like a person from (names of other countries) in my accounting class. Perhaps they should be paired up with a white person as a 'guide' to share their multicultural wealth? * Don't give money to people just

because of their skin color. Give them \$ because they EARNED IT!! There will be way more whites here, because we are in MN/ND!! * I feel I have learned/been presented to racial issues that I didn't know about before coming to MSUM. * The GPA requirements for minority scholarships are less than others. I strongly disagree with this. * I haven't had any negative because I have only met two African American people on campus and my experience was positive! * There have never been racial issues impacting my engineering experiences. * End Affirmative Action. End reverse discrimination. * I think it's important to learn about other cultures. Racism? I don't know much about that. * I believe that when it comes to scholarships/grants all should be considered equal with no advantages or disadvantages. * I don't live on campus or attend anything other than my classes, so I have never seen any racial-ethnic issues. Whenever racial or ethnic issues have come up in my classes it has been appropriate. * I do not need to learn more about racism!!!! * I feel there's a shortage of opportunities on a daily classroom bases for these issues to reflect with in course studies. * Shouldn't take our Chinese tutoring away...seemed racial against us when all other languages were approved for private tutors!!! * It doesn't affect it. * I think having racial/cultural diversity is very interesting. I love meeting new people and learning about them. * Good relations with ethnic teacher of one of my classes.

128. Please provide any additional comments that you have regarding the racial climate in the Fargo-Moorhead community.

* Make jokes about the Irish. We don't really care. Hell, we repeat 'em at the pub. * Lonely – I lost a companion last week. * We need to stop importing these damn refugees from Bosnia and Africa. * I believe Moorhead is working very hard to improve the climate. Success has been noted – SEED training, classes, groups. * I think that Mexicans have got a fairly negative reputation in the Moorhead area. Things should be done to change this. * I feel it is an accepting community. * We could be more open-minded. * High racism with in community. * Being engaged to a wonderful black many times I receive many looks and whispers. It's really sad that people can't get away from outside appearances and past expectations. Not all people of different race are bad people, they have just been labeled that within our community. * I view the FM community as a very tolerant one towards the different races that are now present. In many cases the community embraces the new cultures and learns to enjoy them. I have seen this first hand when my family's church supported a family from (name of another country). The entire church welcomed the family in and still does. * Same. (I think that it's fine, never witnessed anything negative.) * No problems witnessed by me personally. * Underlying racism, that the people here have naturally I do not understand. * Growing up in F/M I realize the ignorance this community is attached to. I hope strong culturally diverse leaders can show the citizens there is a large need for understanding. * Nope * Depends, it seems like you can run into a racist or sexist almost anywhere. * By social groups not race. * The people (not all but lots) are bad and closed minded racist idiots. * It depends on the area. * I've only lived here for six months. * Being a Caucasian female in this area I have experienced racism from the Latin American or Hispanic community. So racism not only occurs with the

minorities in this area but also the majority. * During soccer world cup, local ABC chose to play Lutheran/Christian mass instead of the World Final! I (and many others that watch soccer) was furious. * I work with people of color and see no reason why people treat other people differently just because they are not the same as themselves. Other than race, people are people and should be treated with respect. * Fargo is much less diverse than many communities in the U.S. I previously lived in a larger urban area in the Pacific NW. I see more stereotyping of races here but there is a lot less racial tension. Native North Dakotan and Minnesotans seem to be more cautious about diversity initially but are welcoming once they're educated. * Way too vanilla – no diversity! * Needs to be improved. * Fargo-Moorhead community is somewhat racist. * My husband is (a person of color). And we have been ignored in stores where it was blatantly obvious they didn't want to wait on us because of race. In a jewelry store, only one other couple (both white) was there and were immediately taken care of. My husband and I stood around for about 10 minutes, staff ignored us. * I am from out of state in a very urban-populated area, and this community is very prejudice in my eyes. * Toward lower-class there is more discrimination in the health sector. * I think it is fine, everyone is treated equal. * I think the community is very open to all cultures. There are activities for many cultures going on all the time. * Same as 126. (New McCarthyism – “Terrorist” talk has made many racists out of our students. * I would say that. * There is hardly an ethnic community other than whites. * Not very exposed to it. * The Fargo-Moorhead community is becoming more diverse, but seems to still be somewhat discriminatory. * It's a growing concern. It's hard not to stereotype. * I think it's okay, some improvement needed. * I think that as more diverse people move in the more wary people become. Because for so long they have been used to a predominately white community and now they have to let other people in. * The community is very nice. * I think the majority of the white population ignores other cultures if possible. * Some people are racist. We will always have some. There are 160,000 people. * I know that black/Mexicans didn't get along and that's why there was a shooting a couple blocks from campus. * It's out there. * I haven't had a bad experience yet. * Not bad. * Teachers and community members need to be more open to change. * Good. * Lot of red necks. * Generally people are friendly when you talk to them, but sometimes they stared at you. * Too many Mexicans coming here to live on welfare, steal, and distribute drugs. Have no problem with anything/one else. * I don't think the community in general is as accepting as our campus is. * Become more racially diverse over last few years could be more though. * Needs improvement and is happening (improvement.) * Getting worse slowly. * The white male is the most discriminated against in society. He is always made out to be the bad guy, yet he is the only one that doesn't have a minority protecting him. * The Fargo-Moorhead community is very tolerant of the different ethnicities; however, there're not really accepting of it. I've lived here my whole life and there are people who are not even aware of the current changes. * I think the F/M needs to have more services, resources, etc to make those of color feel more welcome in the area. This is particularly important for those that were not born in the U.S. * I feel Fargo-Moorhead is very narrow-minded. Unless one is Norwegian you are out of the loop. Most people are very stereotypical regarding minorities because they don't see many. * Ok. Everyone does own thing. * People need to be more accepting and open to diversity. There are real

bias towards some minority groups. * I think it's terrible – and the local media doesn't help the situation at all. * A very extreme amount of covert racism exists within this community. * I believe there is prejudices and that racial groups act on these prejudices especially refugees. * Racial profiling and stereotypes are obvious throughout the community. * It's not very diverse so hard to say. * Could definitely be improved, less stereotyping and categorization would be wonderful. * The Fargo-Moorhead area is closed to college students. There is nothing for us – white or black. * Improving. * Racism is an issue but we already know everything there is to know about it so it is up to people to apply that knowledge. We do not need to learn more. * Pretty racist. * So-so. * Fargo-Moorhead are very unwelcoming cities to people of different race/sexual preference/color. * FM is very white. * It's a non issue. * I really do not know. I am 61. * It seems like there isn't any hostility. * I don't encounter it. Sometimes I see people looking at my friend – non-white, but I don't think it is meant to be racist. They are just beautiful people. * It's not bad. * I haven't seen any problems. * Yes. * Needs improvement. * Come on: This is a very nice community and you are looking too far into a non-relevant issue. Go look at NY or California. This is B.S. * Too many immigrants in this town. They flooded it. Send them back. * Great, friendly. * Again, not many blacks, there are some Hispanics but seems to be all – well. * The racial climate is fine. * Don't live here so can't say. * See #126 (A lot of this doesn't apply to me. I do not see a lot of discriminating against whites around here.) * Mostly white middle class – unaware or uninterested I think. Pretty conservative so there is that “idea” racism can occur. But I think it's a “behind closed doors thing.” I don't hear of hate crimes often in the news. * We are very friendly and caring to all other – I enjoy the atmosphere here. * It seems that the bad areas of F.M. have apartments like most cities do. But the “worst” areas of F.M. also have the highest concentration of those of color. * There is some negativity towards those of Hispanic decent in Moorhead, but that area also has one of the highest crime rates. All races would be wary of that area. * Fgo-Mhd is improving but has a long way to go. * I have bi-racial children and since we have been in ND (19--) we have only dealt with minor issues. However, I am white and know of other families who have had (work illegible) serious issues. * It's difficult to separate discrimination based on race/culture and based on poverty. Many people of color here in this community come from poverty culture/lack of privilege. As a result, a whole other set of issues can blur the racial issue. * I can't be the judge of that! * Too many ignorant rednecks. * People are unwelcoming. * I am relatively new to the area. * I believe people in the Midwest are accepting of racial/ethnic people but I think because it is a predominantly white area there still is tension. * I work at a place that has residents of many ethnic groups and have never seen staff do anything racial. But I have seen/heard other residents do racial things. * I haven't seen a lot of diversity – I don't live here, but I shop a lot here! * Not enough diversity. * Older people should learn not to stare at a group of non-white students!! * It is good. * I think it is sad that a community that does so much about getting refugees to come here can't welcome them once they are here! I have repeatedly seen discrimination on all levels in all situations in this town and it is sad. * I feel Fargo has a long way to go in terms of becoming more open-minded to different races and ethnicities. * Overall good feel...There is more diversity than from my hometown. * F-M area welcoming to refugees and to military people of color.

I think not so much to “domestic” people of color. But I see very little overt racism, though I think ALL people have elements of racism in them. I would guess racism in F/M area takes “discreet” or “hidden” forms. Everyone should take classes on how to interact with other races and classes, whether one is a member of white race or is a person of color.

129. Please provide any additional comments that you would like to share.

* Yeah, 129 questions is way too damn long for a survey. Makes people not even care. Like me. My survey is going to skew your data like you wouldn't believe. * I realize there are not many like me here but there are not many anywhere any more really then. Stop trying to make differences for skin color and judge character and humanity. If you can accept that, someday you may accept me. * I feel, that at MSUM, I am a victim of reverse racism. I have been subject to hostility by blacks and nothing was done about it. * I enjoy meeting people from all racial backgrounds, yet it would be ignorant to say racism doesn't exist. * SEED training for teachers is great! All teachers in (ISD ___) should be required to take it. * The reason I put that I disagree with a class on deconstructing racial issues being required is because I don't think we have enough trained professional to make this class worthwhile. It's a good idea in theory but putting it into practice may be difficult. * I know that I would never recommend students of color to live on campus. I have heard of numerous incidents in which harassment has taken place towards students of color but they have not felt supported by the institution. This does not feel safe. * I feel people should be hired or admitted to school based on merit, not color. * I don't agree with giving people scholarships just because they are of a certain nationality. * Question #125, answer #8 not able to mark on computer sheet. (only goes 1-5) * I am a white female and was married to a person of color – I think it is a great idea to focus on educating people on racial issues. * I believe some people are racist, but I also think that sometimes people of color take things the wrong way and look too much into the comment or action. * Maybe we should focus on why we're similar instead of why we're so different. Until we understand that we're the same on the inside, we'll always let what's different on the outside control our judgments. * This survey is too extreme there needs to be more “middle road.” * While I answered “yes” to the questions pertaining to whether or not to hire or appoint more people of color, I generally believe it should be a case by case decision. The most qualified or “best person for the job” should be hired, any gender any color. * Nope. * I enjoy meeting people of different races and cultures. I enjoy sharing my life and perspectives with other people and learning more about theirs. * I'd like to see other tests like this going around. I deal more with harassment due to my weight and my friends receive it for their sexuality. Most of the racism here is the cowardly jokes and slurs behind-the-back type. * Talking about does end it, if any thing makes worse, as it annoys people. Most comes out as whining, racism against African Americans came from there criminal past and making it their “thing”. ????? * Fargo isn't very diverse so it's hard to see a lot of racist problems except with friends of different races. Most of my friends of a different race are from high school and work. * I don't feel that there are many racist problems, however I might not see them occur. * I feel a lot more discrimination against gender – and I witness it more than race as well. * I feel I grew up in a positive

town when it came to racist issues and I think MSUM broadened my knowledge. I also think that racism starts at home and at a young age. I was brought up to love every race, and I am currently in a serious relationship with a man of a different race. * Having the opportunity to interact with different people gives me a chance to learn about other cultures and how things work. * I went to Concordia from my undergraduate studies and felt there was more of a public on and off campus effort to make students aware of racism and the negative consequences involved. Also I felt they had more multicultural events and better recruitment and integration. I don't experience much campus life at MSUM because of being a graduate student so I am less aware of multicultural issues here. * We were created male or female. No transgender. * Yes. I would just like to say that the survey is too long. * Dr. (name of professor) in (name of course) is extremely racist. * The survey is poorly worded. Example: Q 65. No answer lets me express my opinion that color not be looked at as a hiring factor. Putting strongly disagree makes me a bigot, strongly agree makes me a pawn for special interests. I also take issue with the phrase "people of color." Does it not seem discriminatory to lump all non-whites into the category "colored?" I did not complete the survey because the entire concept is fundamentally flawed. * I think that every student should be required to take a racial-ethics course of some kind. I came from an all white community and school. I don't remember learning much about race in high school. I've learned it all here but only through our course of history not solely the issues itself. * Multicultural is not the same thing as multiracial. You can be white and still have a multicultural life/family/home/background. * I am against affirmative action cause it is like reverse discrimination against people that are not a minority. Why would the minority want any special treatment. * Since coming to MSUM I have interacted with many different people. I believe this school has a positive racial climate. * My roommate last year said it didn't feel fair to him being colored, but he did well in school and always had people around to talk to. Maybe it's just a personal feeling. * I don't think survey and things like this are beneficial to ending racism. Everything is a form of separation. Once we stop separating in discussion we will accept. * We need more ethnic food stores/health practices. American western medicine, food, and religion is abundant however we have very little of other cultures perspectives in these areas. * Need to recruit more people of different ethnic backgrounds – important to diversity ourselves during our education. * When you were asking about how many classes we talked about racial issues, instead of stating all, some, most, or none of my classes, you should have numbered them like 0-1, 2-4, 5-6, 7 or more classes. * (name of course) with Prof. (name of professor) provided a wonderful atmosphere for learning about all races and all cultures. Her class helped to break stereotypes, and build understanding and communication. * I am on campus only for classes. However I am sure there is a racial issue in the Fargo Moorhead area and campus from community experience. * You are forcing us to consider race when that is what you want us to get away from. * Do not use the word "white" and then be politically correct with all other nationalities. * This survey is really a waste of time and money. You should be more focused on the education in general, not race issues. Repeating?'s in a different form on the survey was annoying. * I was married to a person of Latino race. * Almost all the ? were for colored people this does not apply to white people. * I have been in a class where the teacher asked a questions on animal crackers to a person from (African) – then redirected

to a white person because “he wouldn’t know the answer.” * I am a Caucasian female and I date a (male of color). Growing up in a small town, I’ve seen racism often... Fargo/Moorhead is much better than my small town, but I’ve still witnessed first hand racism when I’m with my boyfriend. Particularly from a Fargo Police Officer. I was extremely disappointed. * I would like the multicultural groups to be more active/ not sure what they are all about – if I would join. * For some stupid reason – all the –well, most of the exchange girls live in one section on the first floor—all in a clump. Why? Stupid. * I am white and many of these questions did not apply, especially in terms of experiences. * I think qualifications are more important than race in hiring professors. (Q #65). * I like the classes that I see at MSUM on gender and racial issues. * Why not do a survey about all cultural diversity to include religion, language, GBLT, and others. Is focusing just on race going to make this campus culturally diverse? * Said unsure to many questions because I lack the information to have an opinion. * Many of my closest friends are Middle-Eastern/Indian and I have heard about or been there and witnessed various things both on campus and in the community – overall people are welcoming and friendly, but it seems very fake. * This survey seems a bit “bogus.” I would suggest giving it to people of color as well to get a true “well-rounded” outlook on racism! * What about reverse discrimination? * Too long! * Survey needs editing! Lots of duplicate questions!! * This survey was way too long!! * This is too long. * Too long, very repetitive. * They all need to learn to speak good English. * This survey was well put together. * For question 124 – none applied. I was not born in the US but my mom was a US citizen so when I was born I was automatically a US citizen. * People will become friends with the people they get along with no matter the race/religion. Companies shouldn’t hire based on a standard of race/sex/ethnicity, they should hire on who is best for the position! * I think it is very unfair the students of a minority get a larger academic scholarship than white people just because they are of color. They can also maintain a lower GPA to get the scholarship than white people. * This survey is good thought however, you chose the worst possible time to give it out with finals coming. If you want to see racism go south. We are nothing in comparison! * The ladies that work at (department) say racist stuff a lot. So does the (job title) lady. It pisses me off. * Racism is dead. * A better way would be for everyone to accept people regardless of race. * I think some people express their views too much. I don’t respect others especially when it comes to religion and abortion. Everyone has their own view and should keep them to themselves unless in a productive discussion. * The only reason race is an issue is because things like this survey keep bringing it up. * I think any opportunity students have to travel, be it within the U.S. or abroad, they gain a greater appreciation for other peoples. Perhaps a program related to that within each college would be beneficial. * The campus has done a lot to eliminate racism. However, racism lies in each individual. It would be there if the campus had all the programs and organizations promoting the extermination of racism. * Please do not mandate diversity classes. I am not racist and pay for a science education. * Scholarships should only be provided on an academic basis for everyone. * My roommate was (Asian) and continually got sexual comments from men because of apparent stereotypes regarding Asian women and their sexual abilities. These comments were yelled in our window and said to her as we walked to class. Nothing was done when she reported it. * Race/ethnicity is important, but what about religion, sexual

orientation, etc. * I think this survey is bias in itself. You leave out sexual preference in your survey. This is also a form of racism and applies to all of your questions and could change many people's answers. So you aren't getting a very accurate reading of racism on this campus or community by leaving these out. * I appreciate and approve of the core idea that we are all people first and should be respected because we are people first. However, this campus tries to force down our throat the idea that we respect people because they are from a minority because they are different from us and not because we should respect people based on who they are. I really wish this would be fixed. * Racism is not just a feature of white culture but all cultures. * The school system on every level should not be teaching tolerance like other people of different backgrounds are doing something wrong. Rather offer students an insight through understanding not tolerance. * Some of these questions I did not know because I don't pay attention to the skin color of the individual. I don't think that people of color should have special privileges. Each person should be evaluated for who they are inside. * The question of whether we think the school should recruit more people of color assumes that I think color matters in the first place. So if I say yes or no, it implies something I don't mean. * I am a white person and have never felt discriminated against. * I went to another MSCU school in southwest Minnesota. They were more actively pursuing people of different race and ethnic and have more programs in the school and community. * I felt the survey has bias and is meant to show a higher level of racism than really is. Also that it tries to make white students own views and values are wrong and that they may be racist. * I am not sure if racism exists, it's just that after a while you are able to ignore it actually happening. * Hard to put exact feelings about some of the questions asked such as should more teachers of other races should be hired, need to take into consideration the reasoning , to make institution diverse (to make them look good) or to have the most qualified person hired! * I don't care about race and I don't like taking surveys 124 questions long about it. * I think that our school does a fine job on hiring and enrolling people of color and other ethnicities, especially considering our region. Our school is very welcoming to diversity. Not only with race/ethnicity, but also religions and personal tastes. * I do not think ethnicity should be the defining qualification for any staff, administration or faculty members. Everyone should be able to get jobs on merit and ability. But I understand if Affirmative Action is still necessary. (sort of) * This was the longest survey I've ever been asked to complete. From what I know of my classmates, I imagine many will skim the questions and give you the answers they think you want to hear. Personally, I found this survey insulting. It singles out students of a different ethnicity. I prefer and enjoy someone's culture but treat them a equals. Requiring all students to spend a semester studying how certain people can be seen as different seems to defeat (word illegible). * This survey is problematic. It's something like beating a dead horse. And question 119? Transgender? Com on people, must we be so politically correct? * I take many survey but his one I had to pretend sort of. * Good survey. * I have no problems with other ethnic groups. All the people I know have no problems, so why is it looked at so much. I think that some of the professors that have been here 1st yrs. should be evaluated more closely, some in the sociology department to be exact. That is the biggest problem I encounter. Not RACISM. * I have many friends that are black and they don't complain near as much as white people do about black rights. We don't need to make new jobs for blacks or

look specifically for blacks to hire. We need to focus on hiring the right person not the right color. There is reverse racism as well. * This was way too long. * Bad survey. * Nope. * Your survey sucked! * Stop importing the boat people and stop paying for their crap so they can stop cramming their skinny butts into a 2 bedroom apt. 15 in two bedroom – Losers - go home! * This is an important issue, but does not need to be formally taught. Learning comes from real interaction and modeling, not a textbook. * I don't think a lot of people take these serious. I hope you have a way of detecting that. * As far as the question about scholarships specifically for people of color I strongly disagree because scholarships should be given to those who deserve them based on academic or athletic talent. I believe this whole survey is trying to implement reverse discrimination and coddle members of the colored community so they don't have to work as hard. This has a negative impact on not only white people, but also on the self-esteem of people of color. It's been my experience, that people don't want a handout. They want to earn it. So save the scholarship money for those who deserve it. You'll be doing everyone a favor. * It's free to be friendly. * The only time I really came in contact with other races is at my job. (video rental) * Again I'm not a good source, relatively oblivious to a lot of things. May seem "bad" but I'm not a bad person. Just not active in these topics. * I'm from (name of a western state) – I felt very welcomed and I was use to only two or three people in my school of another race – I still am very comfortable here and nice to everyone. * This survey doesn't seem to take into account that most of us are white in a white area – does #86-103 really apply to me? Or other white? And I don't live on campus – 17-19 don't apply to me. Perhaps give a question – Do you consider yourself a person of color? No's skip #_ _ _ _ _ or give the option to skip questions. * By separating people and classifying them according to physical traits that they can't change, they you're basically creating racism. Just read Dr. Seuss, you'll get it. * I have a very hard time understanding some instructors due to a strong dialect. I don't feel I am getting quality education or my money's worth. * I believe we need to educate society better about racial issues. It would be great to see more activities for the public to participate in. (multi-cultural) * I cannot evaluate easily my dept. or univ. because I only take one seminar given once a week in the evening. Also, I took this course on a tuition waiver through NDSU, not as an MSUM student. * These questions were not specific enough! Do I think we need more "black people" on campus in the administration or (word illegible) scholarships. Yes if they are more qualified than every other candidate regardless of their color – and what about Native Americans with other races?? * Race/ethnicity should never be used to determine opportunities available to someone – white or colored. * White is a race – and nobody treats it that way – This (word illegible) and class (name of class) is very offensive. * I can't understand some professors here because they have thick accents. They sometimes speak with very poor English. Why do I have to put up with this? What am I paying for? * I'm not racist, so I don't always notice people's color. Therefore, I'm unsure of the answers to several questions in this survey. * Again new to the area and have not witnessed racism however I'm sure it is very present. * People go over board with the racist issues. I have never been racist and I know few who have been. I think it is racist to give people of color scholarships and not other people – Native Americans, Hispanic, Asian, and whites. A scholarship because you are a certain race is silly. * The administration, and all staff and students, preferably (Freshman year) should be required to attend racial-

ethnic training such as TOCAR. It's unbelievable that this University doesn't require this! To me it should (words illegible). * Schools should recruit students of color because of academic achievements, not for sports and not to meet quotas. * Students on campus should learn to blend in and talk to other race. * Compared to other cities, this area does very well being welcoming. I know and have heard that it is definitely Minnesota nice. * I have lived where I was the minority either by African Americans or Mexican American and this area is very racist with no reason to be. Racism is just ignorance.

Additional Comments

* Please do not consider mandating classes on diversity. It has nothing to do with diversity. I don't want my classes mandated. (Science girl) * The biggest problem with this schools racist problem is that there are absolutely no people of color who go here. I'm taking a survey about racism in a classroom of nothing but white people. I'm looking around and I can't see any minorities here. It's the same in the Fargo/Moorhead area. The reason racism is such a problem is because no one here knows any people of color. They aren't openly racist but do hold some of the stereotypes because they don't know any people of color. * If people continue to look at races and say, "how can we treat you better." Than those races will always feel separated and unequal. This survey only adds to the problem. I just missed a day of class to take a survey that will have little to no affect on anything. Fargo/Moorhead is a white-based community. That's neither bad nor good. Don't treat people based on race. Threat them as people.