**The Voices of Diversity Study Interview Questions**

I am part of a research team.  We are interviewing students who are enrolled at several universities across the country.  We are interested in learning about your academic and social experiences while enrolled at (X institution).  This interview will last no more than 90 minutes.  We really appreciate your willingness to take the time to talk with us.  Do you have any questions before we begin?  
   
Intro Questions  
1.Were any special efforts made to welcome you in any way, officially or unofficially, once you were admitted to the college or once you arrived? Did you attend any type of orientation?  
2. Who, if anyone, has been helpful for you in adjusting to campus life? Please mention their race, sex, and position or roles.  
3. What is the general atmosphere or environment like on campus?  
4. Do others on campus treat you as though they believe you belong here? How so? Describe. How does this make you feel?  
5. What makes you feel that you do or do not fit in here? If you do not fit in, do you go off campus to do things? (i.e. church, social groups, clubs, organizations, hair salons, cultural institutions)  
6. Does the university administration have a policy or a clear attitude about diversity for race/ethnicity or sex and gender? What does it consist of? How did you become aware of it?    
7. What does affirmative action on this campus mean to you?  
8. Does your campus have a diverse student body, and how has this affected your college experience?  
9. Do you feel that your racial/ethnic identity is supported here? Why or Why not (or in what ways?) Describe  
10. Do you feel that your spiritual needs are met here? Why or Why not (or in what ways?) Describe.  
11. Are there beliefs that people on this campus seem to have about members of your racial/ethnic group? What are they? Who holds them? How did you learn about them?  
12. Have you been told on this campus that you are better/smarter/nicer than other people of your race/ethnicity? By whom? Describe what they said. How did that make you feel?  
13. Do you feel that a student’s race/ethnicity has any bearing on their success here? If so, describe. How do you feel about that?  
14. Do you feel that a student’s sex has any bearing on their success here? If so, describe.

Social Aspects of College  
15. How involved in activities outside the classroom are you? What are some of the activities in which you have been involved?  
16. Have you wanted to be in a leadership position in any club or organization? (or sports team) If so, which one(s)? If so, have you tried to move into such a position? If you have tried, did you achieve such a position? If yes, what factors made that possible? If no, what factors got in the way of your moving into that position?  
17. Do students here spend time primarily with members of their own racial/ethnic group? If yes, why do you think that is? If yes, does anything happen to people from your group if they do not associate primarily with your group?  
18. In what ways, if any, have you had it harder or easier here socially because of your race/ethnicity? (i.e. fitting in, developing relationships with peers and friends, participation in extracurricular activities, student organizations/sports teams, etc)  
19. In what ways, if any, have you had it harder or easier here socially because of your sex? (i.e. fitting in, developing relationships with peers and friends, participation in extracurricular activities, student organizations/sports teams, etc)  
20. In what ways, if any, do students from racial/ethnic groups other than yours have it harder or easier here socially? (i.e. fitting in, developing relationships with peers and friends, participation in extracurricular activities, student organizations/sports teams, etc). This can mean members of other racial/ethnic minority groups than yours or whites or both.  
21. In what ways, if any, do students from the other sex than yours have it harder or easier here socially? (i.e. fitting in, developing relationships with peers and friends, participation in extracurricular activities, student organizations/sports teams, etc)  
22. Have you ever considered leaving here? Why/Why not? If yes, describe. (i.e. academic difficulties, social issues, financial issues, personal)  
23. Have you heard or heard about white students complaining that they were being treated unfairly, compared to other students? Describe. How common is that?

Academic Experiences  
24. What field(s) have you considered majoring in? How have you been treated by the faculty in that department? How did you do in those courses?  
25. Have any advisors, faculty members, or graduate students here encouraged you to challenge yourself academically? If yes, describe, including their race/ethnicity and sex? If no, how did that make you feel?    
26. How have advisors/faculty members made you feel about your intelligence? Please describe a particular instance. Please describe the faculty member’s race/ethnicity and sex. Have you had any positive experiences with advisors/faculty members? Have you had any negative experiences with advisors/faculty members?  
27. How do faculty members of racial groups other than yours treat you? Is their treatment of you different from how they treat students of races other than your own? Please provide an example.  
28. What kinds of contact do you have with professors/grad students outside of class?  Does that differ according to their races/ethnicities and sexes? Describe.    
29. Have you noticed racism in course materials? Describe.  
30. Have you noticed sexism in course materials? Describe.  
31. Under what circumstances do you feel most comfortable speaking in class?  
32. Do you keep silent in class even when you feel that you have an important comment or question? If so, why?  
33. Do faculty call on you more often, about as often as, or less often than on other students, and why do you think this is?  
34. Do you have a mentor on this campus?  Tell us about your experience with your mentor. Was your mentor assigned to you, or did you identify your mentor? If you have a mentor, what are their race/ethnicity and sex?  
35. Have you had interaction with any of the deans? Describe.    
36. What types of counseling or advice have you received from a dean or advisor? How helpful was this? How supportive were they? Have you had any positive experiences with a dean or advisor? How did you feel? Have you had any negative experiences with a dean or advisor? How did you feel?  
37. Do you feel that members of your race/ethnicity or sex repeatedly have to prove that they are qualified to be at this institution? If yes, in what ways?  
38. In what ways, if any, have you had it harder or easier here academically because of your race/ethnicity?  
39. In what ways, if any, have you had it harder or easier here academically because of your sex?    
40. In what ways, if any,  do students from racial/ethnic groups other than yours have it harder or easier here academically? This can mean members of other racial/ethnic minority groups than yours or whites or both.  
41. In what ways, if any,  do students from the other sex than yours have it harder or easier here academically?  General Campus Experiences  
42. Have you experienced direct racial/ethnic discrimination, harassment or aggression or observed/heard about some instance of it on this campus? By whom (race/ethnicity, sex, position)? What did the harassment consist of? Was it reported? To whom? What happened after the report? Any other examples?  
43. Have you experienced direct sex discrimination, sexual harassment, or sexual aggression or observed/heard about some instance of it on this campus? By whom (race/ethnicity, sex, position)? What did the harassment consist of? Was it reported? To whom? What happened after the report? Any other examples?  
44. How do you feel when aggression – whether great or small, blatant or subtle – is directed at you or anyone else because of race/ethnicity?    
45. How do you feel when aggression is directed at you or anyone else because of your/their sex?

Suggestions  
46. Are there unwritten rules here that limit your success or happiness in any way? If yes, can you describe a particular instance?  
47. What change or changes in the racial/ethnic makeup of the undergraduate population here would make you more comfortable?  
48. Who should do the work of identifying and working against racism on this campus? Who is currently doing that work?    
49. Who should do the work of identifying and working against sexism on this campus? Who is currently doing that work?  
50. If a student who is a member of a racial/ethnic minority group is just entering X institution and were to ask for the three most important pieces of advice about succeeding at X institution what would you tell them?

LAST QUESTION:  
Is there anything else you would like to talk about and feel we might have left out of the conversation?