**Strategic Planning Focus Group**

**Diversity, & Inclusion Student Group**

**7 students**

**April 29, 2022**

1. Why did you choose to attend UND?
   1. Programs they offer
      1. Aviation
   2. Look of campus when they visited
   3. Who they interacted with
      1. Friendly Advisors
   4. Summer institute in high school
   5. Financially
      1. Single parent households
   6. Scholarship
      1. Financial accessibility
      2. Student diversity scholarships
      3. GPA and ACT Score
   7. Alumni talking about their UND experience
      1. High school teachers
   8. Close to home
   9. Good size
      1. Build your own community
      2. Close relationships with faculty
   10. American Indian student service center
       1. Dependable group of staff
2. How do you describe UND to your family, friends, and neighbors?
   1. Inner circle/ friends/ SDI Center
      1. Feel welcome and accepted
      2. Understand their differences/backgrounds
      3. How do some find their connection when they come from smaller groups
   2. Campus at larger
      1. Predominantly white
      2. Not the same experiences
      3. Not as much of a fan
   3. Departments
      1. Intimate relationships
      2. Good connections with faculty
   4. School pride
      1. Hockey games
         1. The Ralph
            1. Racial stereotype
            2. Native American population
      2. Really no other events that are “fun” or give students pride
   5. Some professors are unaware of the diversity
      1. Need more support
      2. Educating your professors
   6. Fun university
   7. Spoils Aviation students
   8. Good Experiences
      1. Involvement
         1. Shapes their experience
         2. Connect through their campus involvement
         3. Those who aren’t involved, do they feel lost or alone
3. Who does UND serve, and do you believe we are currently meeting these needs?
   * 1. Serves their white people
     2. Without SDI, what representation would minorities have
        1. They fight for them
        2. One corner of campus in the Union
           1. More spaces on campus

American Indian Center

SDI

Pride Center

* + - 1. Students are not aware of this department
      2. Representing a large campus
    1. They are not promoting diversity around campus
       1. Land acknowledgement
    2. Where does the priority lie?
       1. Aviation students?
       2. Nursing students?
       3. Engineering students?
       4. Other departments
    3. Teach students what not to say
       1. How to not step on others’ toes
    4. Multicultural centers
       1. How can you have an open conversation when you must walk past white students
          1. Problematic
       2. Limited number of people who you can turn to with your concerns
    5. Professors
       1. Some can guide you to someone who can help if they can’t
    6. Cultural identity
       1. Fighting for
    7. Circle
       1. Only so many people can turn to for help
  1. Who do you believe it should be serving and what do you think needs to change for this to happen?
     1. More Faculty and staff who are more knowledgeable about the diversity on campus
        1. Successful
        2. Supported
     2. More representation
        1. Stronger university community
     3. More multi-cultural spaces on/around campus
        1. More spaces dedicated to students
        2. “Home” for students to go on campus
           1. Feels like a home
           2. Talk/ interact with people who look like you
           3. Home setting
           4. Feeling accepted
        3. Separate spaces in areas around campus
        4. All diversity students
     4. Student experiences
        1. It can be difficult to build relationships
     5. Students aren’t comfortable attending cultural events
        1. Inviting people outside of those cultural groups
        2. Establishing more spaces
        3. Freely have conversations
           1. Make it less awkward
        4. Incorporating more conversations in the classroom
           1. Curriculums
        5. Teaching students about cultures
           1. Student support from all areas of campus
           2. Limiting discomfort
        6. Always giving incentives
           1. Rather see more discussion when hosting cultural events
        7. Balance of having their own space, but also interacting more with the larger campus community
        8. Changing the mindset that people belong to certain groups
           1. Be interactive/engaging with all students
        9. It has been a struggle to get students to interact with different groups of students
        10. SDI
            1. Students who are white are hesitant to even use the SDI center
        11. What social barriers have caused students to be hesitant to use the SDI center?
            1. How can we change those barriers

1. What has the university done to benefit you or your student organization most?
   1. What might the university do better to help you, or your student organization succeed?
2. What have been your best experiences at UND?
   1. Would you recommend UND to your family and friends, why or why not?
   2. Can you see yourself returning to UND as an alumnus?
3. As a student, what concerns you most about UND?
   1. What do you think needs improvement?
4. What would be your vision for UND’s future?
   * 1. More spaces on campus to promote SDI
        1. Making it a safe space for all students from every background
     2. Integrate into classroom conversations
        1. Subtle conversations
        2. Slowly adjust students to those conversations
        3. Higher level courses
     3. Curriculum – Black American History
        1. Black studies minor
           1. Critical race theory banned in the state
        2. Difficult to find professors who have studied various fields
           1. Ethnic studies
        3. Having people who are fighting for these programs
           1. Professors
           2. Dr. Bailey
        4. Would like to see the change happen while they attend und
     4. Prospective degree fields
        1. Aviation
           1. Noticeably white/male classrooms
           2. Narrow minded
           3. There is diversity, but it isn’t discussed
           4. Technical knowledge
        2. Spanish
           1. Learning the culture
        3. Essential studies
           1. Students don’t care/ absorb knowledge

Easy classes vs. what they are learning in the class

* + - * 1. Broaden their horizons
        2. Expand conversations beyond the first two years of education
  1. Do you have any ‘big dreams’ for the institution?
     1. Established spaces on campus for diversity, but also inclusive for all students, including white students.
        1. Feeling free to interact in these spaces
     2. Conversations in the classrooms
     3. Cultural Events
        1. Recognition for students/ facility/staff for their work
           1. Use social media/newsletter to share these individuals
           2. Broaden the scope of who sees this
     4. Lavender graduation/award ceremony
        1. Students recognized
        2. Faculty/Staff recognized
     5. Collaboration among student groups/organizations
     6. Engaging/interactive environment
     7. Known as Inclusive
     8. Greek life
        1. Bare minimum through inviting SDI to speak at meetings
        2. Incorporating with SDI events
           1. Sponsorships
           2. Seeing this “exclusive” group put forth effort to form relationships
     9. Athletics
        1. Partnerships with SDI
           1. Would like to see this more
           2. More interaction among different groups

Comments:

1. The union seems like a study space
   1. Socially “dead”
   2. Be more social and interact with others
      1. More sociability
   3. A place to hang out rather than students constantly studying
   4. Music playing
2. Wilkerson commons
   1. It’s simply a place to eat food
   2. Not many spaces within to be a “commons” area