**Purpose of Study**
To understand students' conceptualization of acts of bias, isolated or targeted towards particular population/group, how its impacts students perception of campus racial climate, feelings about institutional response and established coping skills to contribute to persistence.

**Research Questions**
- How supported do students of color feel after a bias incident has occurred?
- How did the experience(s) change the perception of institution, sense of belonging in campus community?
- What factors contribute to student's ability to persist despite incident(s).

**Method**
Snowball sampling was used in this phenomenological study. Qualitative interviews were conducted with ten students. Who identified as African American or black to gain a general understanding of experience.

**Findings**

### Campus Climate
- Perception of physical safety
- Perception of classroom climate
- Climate for students of color

### Involvement = Safety
- Sense of Belonging
- Alter-community
- Mentorship

### Visibility & Identity Salience
- Low people of color visibility
- Racial identity prioritization
- Events stimulate awareness

### Hypersensitivity / Hyposensitivity
- Desensitized response (life experiences)
- National events and institutional response
- Social Media

### Self-Advocacy
- Teachable moments
- Mentorship to peers
- Navigating Relationships with admin.

**Future Directions**
- Continued research on AA experience at PWIs
- Institutional examination of policies and procedures related to campus climate and bias related incidents
- Learning from other institutions and national events on issuing occurring on campus.

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