**Did That Just Happen?**

**Acts of Bias and Perception of Campus Racial Climate**

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**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.

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**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.

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**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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