

UB Inclusion Survey

Description:

Date Created: 2/16/2018 2:23:48 PM

Date Range: 2/16/2018 2:22:00 PM - 3/30/2018 2:22:00 PM

Total Respondents: 527

Q1. Do you believe UB is an inclusive campus considering the amount of diversity among students, faculty, and staff?			
Count	Percent		
415	78.75%	<div style="width: 78.75%;"><div style="background-color: red; width: 100%;"></div></div>	Yes
112	21.25%	<div style="width: 21.25%;"><div style="background-color: red; width: 100%;"></div></div>	No
527	Respondents		

Q2. Which issue(s) do you believe are most prevalent on our campus? (Check all that apply)			
Count	Respondent %	Response %	
213	40.42%	14.83%	<div style="width: 14.83%;"><div style="background-color: red; width: 100%;"></div></div> Accessibility
162	30.74%	11.28%	<div style="width: 11.28%;"><div style="background-color: red; width: 100%;"></div></div> Alienation Based on National Origin
149	28.27%	10.38%	<div style="width: 10.38%;"><div style="background-color: red; width: 100%;"></div></div> Food Insecurity
145	27.51%	10.10%	<div style="width: 10.10%;"><div style="background-color: red; width: 100%;"></div></div> LGBTQ+ Issues
276	52.37%	19.22%	<div style="width: 19.22%;"><div style="background-color: red; width: 100%;"></div></div> Mental Health
46	8.73%	3.20%	<div style="width: 3.20%;"><div style="background-color: red; width: 100%;"></div></div> Parental Status
179	33.97%	12.47%	<div style="width: 12.47%;"><div style="background-color: red; width: 100%;"></div></div> Racism
182	34.54%	12.67%	<div style="width: 12.67%;"><div style="background-color: red; width: 100%;"></div></div> Sexual Harassment
84	15.94%	5.85%	<div style="width: 5.85%;"><div style="background-color: red; width: 100%;"></div></div> Other (please specify)

Count	Percent		
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Academic Issues
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Age discrimination
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Ageism for older students
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Becoming a little too raunchy
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Binge drinking
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Broken Elevators
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Cheating
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Degeneracy of the student body
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Don't know what you mean by "prevalent," do people have these issues or are they discussed?
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Drug Abuse
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Enforcing Smoke-free Campus
1	1.19%	<div style="width: 1.19%;"><div style="background-color: red; width: 100%;"></div></div>	Finances

1	1.19%	<input type="text"/>	FLIPPIN PARKING!
1	1.19%	<input type="text"/>	Food quality
1	1.19%	<input type="text"/>	Free speech
1	1.19%	<input type="text"/>	freedom of speech
1	1.19%	<input type="text"/>	Gender discrimination
1	1.19%	<input type="text"/>	General arrogance
1	1.19%	<input type="text"/>	Good SA Leadership
1	1.19%	<input type="text"/>	hazing
1	1.19%	<input type="text"/>	Homogeneity of greek life
1	1.19%	<input type="text"/>	I don't know
1	1.19%	<input type="text"/>	I feel like there is not enough vegan gluten free options for my cockerspaniard
1	1.19%	<input type="text"/>	I have not seen these issues
1	1.19%	<input type="text"/>	If you are talking about awareness there is a club for everything at UB so person I find there to be no on-campus issues pertaining to the list above.
1	1.19%	<input type="text"/>	Increasingly expensive cost of education
1	1.19%	<input type="text"/>	Islamaphobia
1	1.19%	<input type="text"/>	Lack of Intellectual Diversity (too many liberal minded people, the faculty are brain washing young vulnerable minds)
1	1.19%	<input type="text"/>	Liberalism
1	1.19%	<input type="text"/>	Male dominated leadership
1	1.19%	<input type="text"/>	N/A
1	1.19%	<input type="text"/>	NA
2	2.38%	<input type="text"/>	none
5	5.95%	<input type="text"/>	None
1	1.19%	<input type="text"/>	non-traditional aged students
1	1.19%	<input type="text"/>	non-traditional student issues
1	1.19%	<input type="text"/>	nothing
2	2.38%	<input type="text"/>	Parking
2	2.38%	<input type="text"/>	PARKING
1	1.19%	<input type="text"/>	Parking availability
1	1.19%	<input type="text"/>	Parking Spaces
1	1.19%	<input type="text"/>	Parking!
1	1.19%	<input type="text"/>	Parking. There is almost no where to park in either campus after 9 am. People drive too fast and race to get to spots.
1	1.19%	<input type="text"/>	People who think this is an actual issue when it just pissed off people. Ignore it youre the ones feeding it. The administration is the reason this is an issue. You WANT this to be an issue. Stop it please.
		<input type="text"/>	

1	1.19%	<input type="checkbox"/>	professional hierarchy
1	1.19%	<input type="checkbox"/>	Racism towards Caucasians by some professors who teach so called "diversity".
1	1.19%	<input type="checkbox"/>	Religious - Christians do not feel welcome.
1	1.19%	<input type="checkbox"/>	Religious Alienation
1	1.19%	<input type="checkbox"/>	Religious discrimination
1	1.19%	<input type="checkbox"/>	Reverse discrimination
1	1.19%	<input type="checkbox"/>	Reverse Racism
1	1.19%	<input type="checkbox"/>	SA doesn't make it easy or cheap for clubs to operate
1	1.19%	<input type="checkbox"/>	Segregation (self-selected, lack of efforts to integrate nationalities and religion)
1	1.19%	<input type="checkbox"/>	Sexism and racism against white males
6	7.14%	<input type="checkbox"/>	Smoking
1	1.19%	<input type="checkbox"/>	There are none
1	1.19%	<input type="checkbox"/>	There is not enough parking.
1	1.19%	<input type="checkbox"/>	This question is poorly worded. Does it mean what the campus addresses well, or does not address well; OR Does it mean that there's racism, sexual harassment, etc. on campus?
1	1.19%	<input type="checkbox"/>	Trans issues, but not LGB issues
1	1.19%	<input type="checkbox"/>	Transparency of spending
1	1.19%	<input type="checkbox"/>	Tuition free program parameters. Parking. Cleanliness.
1	1.19%	<input type="checkbox"/>	UB is a place where they want people to look different but think the same. That is not the real meaning of diversity.
1	1.19%	<input type="checkbox"/>	UB Issues IS THAT they favor one certain majors
1	1.19%	<input type="checkbox"/>	verbal harassment
1	1.19%	<input type="checkbox"/>	Zionism

527 Respondents

1436 Responses

Q3. What issues do you believe are not being adequately addressed? (Check all that apply)			
Count	Respondent %	Response %	
158	29.98%	12.93%	<input type="checkbox"/> Accessibility
124	23.53%	10.15%	<input type="checkbox"/> Alienation Based on National Origin
159	30.17%	13.01%	<input type="checkbox"/> Food Insecurity
98	18.60%	8.02%	<input type="checkbox"/> LGBTQ+ Issues
227	43.07%	18.58%	<input checked="" type="checkbox"/> Mental Health
66	12.52%	5.40%	<input type="checkbox"/> Parental Status
143	27.13%	11.70%	<input type="checkbox"/> Racism
			<input type="checkbox"/>

154 29.22% 12.60% Sexual Harassment

93 17.65% 7.61% Other (please specify)

Count	Percent		
1	1.08%	<input type="checkbox"/>	????
1	1.08%	<input type="checkbox"/>	acceptance of all political views (conservatism)
1	1.08%	<input type="checkbox"/>	Advising and knowing what's going on at UB
1	1.08%	<input type="checkbox"/>	Age discrimination
1	1.08%	<input type="checkbox"/>	Alcoholism
1	1.08%	<input type="checkbox"/>	Alienation based on age and nontraditional student status
1	1.08%	<input type="checkbox"/>	Alienation based on Traditional American Values
1	1.08%	<input type="checkbox"/>	All are being addressed adequately.
1	1.08%	<input type="checkbox"/>	All of them are properly addressed
1	1.08%	<input type="checkbox"/>	Binge Drinking
1	1.08%	<input type="checkbox"/>	Broken Elevators
1	1.08%	<input type="checkbox"/>	Commuters and no traditional students are not taken like part of the school
1	1.08%	<input type="checkbox"/>	Dietary needs such as Kosher
1	1.08%	<input type="checkbox"/>	Excessive fees for classroom services
1	1.08%	<input type="checkbox"/>	Financial / Academic / Administrative Issues
1	1.08%	<input type="checkbox"/>	food programs for students who cannot afford meal plan or food on campus
1	1.08%	<input type="checkbox"/>	Freedom of speech for everyone
1	1.08%	<input type="checkbox"/>	Gender discrimination
1	1.08%	<input type="checkbox"/>	homelessness
1	1.08%	<input type="checkbox"/>	I don't know
1	1.08%	<input type="checkbox"/>	I have not seen these issues
1	1.08%	<input type="checkbox"/>	I have not yet witnessed any specific issues that would have benefited from intervention by the university.
1	1.08%	<input type="checkbox"/>	I think everything is just about included to an equitable degree
1	1.08%	<input type="checkbox"/>	I feel most of these issues are being addressed but the survey won't let me move on unless I check a box
1	1.08%	<input type="checkbox"/>	Information to International Students about ways to get involved.
1	1.08%	<input type="checkbox"/>	Intellectual Diversity (need more people with opposing viewpoints to ensure a well rounded campus)
1	1.08%	<input type="checkbox"/>	Limiting conservative ideas on campus
1	1.08%	<input type="checkbox"/>	lonliness
1	1.08%	<input type="checkbox"/>	Maintenance
1	1.08%	<input type="checkbox"/>	n/a
		<input type="checkbox"/>	

1	1.08%	<input type="text"/>	N/A
1	1.08%	<input type="text"/>	NA
1	1.08%	<input type="text"/>	need more handicap friendly bathrooms
3	3.23%	<input type="text"/>	none
11	11.83%	<input type="text"/>	None
1	1.08%	<input type="text"/>	non-traditional aged students
1	1.08%	<input type="text"/>	non-traditional student issues
1	1.08%	<input type="text"/>	Not all disabilities are visible
1	1.08%	<input type="text"/>	nothing
1	1.08%	<input type="text"/>	Notting
1	1.08%	<input type="text"/>	older students- graduate students
4	4.30%	<input type="text"/>	Parking
1	1.08%	<input type="text"/>	Parking for students, Tuition free programs and TAP is not available for those who have disabilities that prevent them from achieving full time status (12 credit hours) per semester. Drop/Add deadlines not long enough for student to decide if course is beneficial. Classrooms, desks, floors, doors door handles, hallways, walls floors, Starbucks in Fillmore Building, and Cooke building and Capen Hall rest rooms are always filthy. Posting signage and adequate cleaning personnel would solve this problem in the fight against diseases.
1	1.08%	<input type="text"/>	Parking!
1	1.08%	<input type="text"/>	parking/commuter support
1	1.08%	<input type="text"/>	professional hierarchy
1	1.08%	<input type="text"/>	Religious - Christians do not feel welcome.
1	1.08%	<input type="text"/>	Reverse discrimination
1	1.08%	<input type="text"/>	Reverse Racism
1	1.08%	<input type="text"/>	SA doesn't make it easy or cheap for clubs to operate
1	1.08%	<input type="text"/>	see above response (if it's most prevalent, doesn't that suggest it is not being adequately addressed?)
1	1.08%	<input type="text"/>	Service animals
1	1.08%	<input type="text"/>	Sexism and racism against white males
1	1.08%	<input type="text"/>	Sexism, specifically in STEM departments
1	1.08%	<input type="text"/>	Smoke-free Campus
1	1.08%	<input type="text"/>	Smokers outside every building
5	5.38%	<input type="text"/>	Smoking
1	1.08%	<input type="text"/>	Smoking on campus
1	1.08%	<input type="text"/>	Student degeneracy
1	1.08%	<input type="text"/>	Students who learn at a slower pace than 15 weeks.
1	1.08%	<input type="text"/>	Sustainability
1	1.08%	<input type="text"/>	The amount of parking spots available for students.

1	1.08%	<input type="text"/>	there is too many places that smell like curry
1	1.08%	<input type="text"/>	There shouldn't be food in the classrooms out of respect for students with food allergies who have to worry about the person next to them eating something unsafe next to them in the middle of class.
1	1.08%	<input type="text"/>	Trans issues
1	1.08%	<input type="text"/>	verbal harassment
1	1.08%	<input type="text"/>	Way too much of all this nonsense. UB isn't bigoted, I get it, stop reminding me.
1	1.08%	<input type="text"/>	You
527 Respondents			
1222 Responses			

Q4. What are your top 3 issues/concerns? (Select 3)			
Count	Respondent %	Response %	
204	38.71%	12.90%	<input type="text"/> Accessibility
117	22.20%	7.40%	<input type="text"/> Alienation Based on National Origin
167	31.69%	10.56%	<input type="text"/> Food Insecurity
143	27.13%	9.04%	<input type="text"/> LGBTQ+ Issues
356	67.55%	22.52%	<input type="text"/> Mental Health
39	7.40%	2.47%	<input type="text"/> Parental Status
227	43.07%	14.36%	<input type="text"/> Racism
246	46.68%	15.56%	<input type="text"/> Sexual Harassment
82	15.56%	5.19%	<input type="text"/> Other (please specify)
Count	Percent		
1	1.22%	<input type="text"/>	-
1	1.22%	<input type="text"/>	#1 Parking is inadequate for students. #2 Tuition free for disabled who can only take 2 classes per semester, deeming them "part time" status is unfair if 2 classes per semester is equivalent to full time to a person whose disability causes more time needed to learn material compared to students with out any disabilities. #3 Loud and obnoxious noise during classes in session (for example, individuals talking loudly outside the classroom, in the hallways, while lectures are in progress).
1	1.22%	<input type="text"/>	Age discrimination (adult learners)
1	1.22%	<input type="text"/>	Ageism
1	1.22%	<input type="text"/>	Alcohol Use
1	1.22%	<input type="text"/>	Anti social campus atmosphete
1	1.22%	<input type="text"/>	Broken Elevators
1	1.22%	<input type="text"/>	Cheating
1	1.22%	<input type="text"/>	College campuses want everyone to look different but think the same
1	1.22%	<input type="text"/>	Dietary needs such as Kosher
1	1.22%	<input type="text"/>	Faculty availability

1	1.22%	<input type="text"/>	Faculty diversity
1	1.22%	<input type="text"/>	Finances
1	1.22%	<input type="text"/>	Financial / Academic / Administrative Issues
1	1.22%	<input type="text"/>	Fire alarms
1	1.22%	<input type="text"/>	FLIPPIN PARKING!
1	1.22%	<input type="text"/>	Food allergy accommodations
1	1.22%	<input type="text"/>	food is overpriced and sucks
1	1.22%	<input type="text"/>	Free speech
1	1.22%	<input type="text"/>	Gender discrimination
1	1.22%	<input type="text"/>	General Arrogance
1	1.22%	<input type="text"/>	harassment about invisible illness
1	1.22%	<input type="text"/>	homelessness
1	1.22%	<input type="text"/>	I don't have much concern. I am forced to respond.
1	1.22%	<input type="text"/>	I have none! Just stop!
1	1.22%	<input type="text"/>	I have not seen these issues. I filled in the first 2 because it requires 3.
1	1.22%	<input type="text"/>	I wish there were more police ... anyone could want into a building with a gun and no one would know
1	1.22%	<input type="text"/>	Id say mostly wasteful spending and fees from professors for supplies
1	1.22%	<input type="text"/>	Involvement
1	1.22%	<input type="text"/>	lack of affordable food options
1	1.22%	<input type="text"/>	lack of racial/ethnic integration efforts
1	1.22%	<input type="text"/>	Liberalism
1	1.22%	<input type="text"/>	Making friends
1	1.22%	<input type="text"/>	Male leadership
1	1.22%	<input type="text"/>	N/A
1	1.22%	<input type="text"/>	none
3	3.66%	<input type="text"/>	None
1	1.22%	<input type="text"/>	None of these are issues.
1	1.22%	<input type="text"/>	non-traditional aged students
1	1.22%	<input type="text"/>	non-traditional student issues
1	1.22%	<input type="text"/>	Not aware of other issues as significant
1	1.22%	<input type="text"/>	Not being able to find a parking spot in a reasonable amount of time.
1	1.22%	<input type="text"/>	nothing have no issues
1	1.22%	<input type="text"/>	parking
		<input type="text"/>	

5	6.10%		Parking
1	1.22%	<input type="checkbox"/>	PARKING
1	1.22%	<input type="checkbox"/>	Parking!
1	1.22%	<input type="checkbox"/>	Political and religious silencing
1	1.22%	<input type="checkbox"/>	Religious - Christians do not feel welcome.
1	1.22%	<input type="checkbox"/>	Religious Alienation
1	1.22%	<input type="checkbox"/>	Reverse discrimination
1	1.22%	<input type="checkbox"/>	Reverse Racism
1	1.22%	<input type="checkbox"/>	SA
1	1.22%	<input type="checkbox"/>	Sexism and racism against white males
1	1.22%	<input type="checkbox"/>	Smoke-Free Campus
1	1.22%	<input type="checkbox"/>	Smokers outside near no smoking signs
4	4.88%	<input type="checkbox"/>	Smoking
1	1.22%	<input type="checkbox"/>	Smoking on campus
1	1.22%	<input type="checkbox"/>	Social Class Origin
1	1.22%	<input type="checkbox"/>	Stop asking the same question over again.
1	1.22%	<input type="checkbox"/>	Students who learn at a slower pace than 15 weeks.
1	1.22%	<input type="checkbox"/>	Sustainability, financial transparency
1	1.22%	<input type="checkbox"/>	testing sites
1	1.22%	<input type="checkbox"/>	the lack of intellectual diversity is creating a biased atmosphere which is pandering to the political left causing people who associate with the political right to be uncomfortable
1	1.22%	<input type="checkbox"/>	This school seems very segregated. People don't interact with each other. There is a tendency for students to just stay inside their own communities.
1	1.22%	<input type="checkbox"/>	too many white people
1	1.22%	<input type="checkbox"/>	Trans issues
1	1.22%	<input type="checkbox"/>	UB is not helpful when it comes to help students with advising and capstone


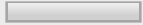
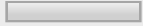
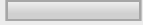
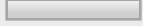
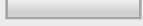
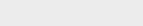
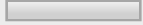
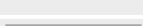
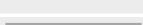
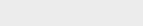
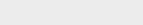
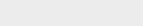
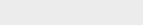


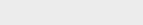





527 Respondents

1581 Responses

Q5. Have you ever been discriminated against?

Count	Percent		
227	43.07%	<input type="checkbox"/>	Yes
300	56.93%	<input type="checkbox"/>	No
527	Respondents		

Q6. What recommendations do you have for UB to address the issues you've selected and make UB a more inclusive campus?

Count	Percent	
323	100.00%	
Count	Percent	
1	0.31%	
1	0.31%	 -
1	0.31%	 insuring accessibility for all students regardless of their background.
1	0.31%	 - To make higher education affordable for its students -To ensure that all mall/market and other campus shuttles follow the schedule closely
1	0.31%	 "normalize" mental health issues, all departments/staff/faculty linking to support. Same for food insecurity. Prioritize deconstruction of inaccessible areas on campus; all new builds have universal access in mind. Do campus accessibility assessment of buildings, policies, processes, etc.
1	0.31%	 A program that allows foreign students to accompany students to clubs, events, and other student oriented things to help them associate with more people outside of their language and national origin. Helping them make more American friends.
1	0.31%	 A University funded, supported, and staffed food pantry is essential. A pantry supported only by students can't be sustained.
1	0.31%	 Accessibility is huge problem, many buildings are barely accessible to people with wheelchairs, and there are very few chairs in building hallways which is not great for people who can't stand or walk long distances. Sidewalks in the winter are very dangerous for wheelchairs and canes, they need to be better shoveled and salted. Food insecurity: funding for a stigma-free food bank on campus is sorely needed (north campus would be best) racism: get rid of the "young americans for freedom". They are intimidating to many students on campus mental health: expand counseling services--restructure student fees to prioritize counseling services, as they do not have enough counselors to serve student needs. parenting: more affordable childcare on campus--this disproportionately affects graduate students sexual harrassment: there needs to be a better way to report and actually get things done about harrassment, esp. online. It should be treated more seriously. also, you didn't put sexual assault as a problem, which it is--a huge problem
1	0.31%	 Accessibility needs. Not just physical disabilities that we see, but those disabilities that can be hard to see.
1	0.31%	 According to what I have observed, I believe that UB has been very inclusive and has provided many opportunities for the student body to enhance their college experience. We are not perfect, no one is, so there are some issues and problems we may have. But I do not think it is overwhelming to the point where it distracts us from work and studying.
1	0.31%	 Acknowledge and educate
1	0.31%	 Acknowledge that female engineering students exist and train faculty in how to use inclusive language.
1	0.31%	 Actually doing something instead of ignoring it.
1	0.31%	 Add more all gender bathrooms
1	0.31%	 Add more ramps, have more mental health events and awareness. More counseling services
1	0.31%	 Address the issues more and try to include awareness in some courses if possible
1	0.31%	 address these issues
1	0.31%	 Alienation of students for the sake of having "a both sides" debate on non-negotiable topics like racism, sexism, xenophobia. Free speech is important, but the stances that are taken by the university will ultimately determine the direction that the university wants to go in and what they deem most important? Is it really important to not take sides when being confronted by hateful speakers?
1	0.31%	 Allocating more funds for health and wealness
1	0.31%	 Allow conservative students to share their ideas in class without being ridiculed and without teachers grading differently if you have a different viewpoint than theirs
1	0.31%	 Although I believe that the international student unions are a great idea, I believe it also creates niches that alienate one group from another. I would stress that they work together more, even though that is entirely vague.

1	0.31%	<input type="text"/>	Although there are many clubs and workshops available on campus to discuss these topics, there could be an online/paper forum to start a conversation for those who are scared to approach others.
1	0.31%	<input type="text"/>	Although UB has made some considerable strides in UB's accessibility, the design could be rethought. The South Campus Buildings are difficult to get to especially in winter. In terms of other issues, there should be more adequate resources dealing with counseling on both campuses.
1	0.31%	<input type="text"/>	Although UB provides many services to students that are going through depression, anxiety and other mental illnesses, there is still a stigma around the idea of going to the counseling the school offers and many students are unaware these services exist. UB should send an e-mail out towards the end of every semester (when everyone is getting stressed) reminding the students of the services provided and where they are located.
1	0.31%	<input type="text"/>	Anonymous assessments of leaders from their constituents to an objective party. Holistic approach to improving mental health for students, faculty, and staff (e.g. accessibility to low-cost, healthy food, accessibility to regularly occurring recreation opportunities on all three campuses (not just north campus), training leadership how to be good leaders (not just good researchers))
1	0.31%	<input type="text"/>	AR does a great job of assisting in class and testing needs. Where the accessibility ball is dropped is in the studying aspect school. It is very difficult to find a distraction-free place to study on campus. Most of the spaces, including the libraries, are open to group study or are not specifically a no-talking area. The places that are labeled silent study still allow food, which brings crinkly, chewing, smacking, and smells, and people's headphones are loud enough to be heard by others. Foot traffic near study areas means students and staff going about their day are unintentionally causing a huge distraction to those trying to think. Also, most study spaces are extremely bright, hard, open, and cold. As this is an accessibility survey, not everyone can concentrate in bright lighting, hard chairs, big open spaces full of people, and roundtable type desks where you are forced to see & hear what everyone else is doing. It would be nice if the libraries followed old-school library rules and atmosphere - no noise, warm & comfortable, dimmer lighting.
1	0.31%	<input type="text"/>	As a white man I've felt more discrimination at UB than anywhere else in my entire life. I think building an inclusive community is an important step in overcoming all prejudice.
1	0.31%	<input type="text"/>	As an engineering student, I've noticed most engineering student leaders or teaching assistants are not people of color or aren't women. In fact, I have never had a woman, person of color as an of my teaching assistants.
1	0.31%	<input type="text"/>	Be kinder, give everyone an equal chance and branch out to meet new people of all kinds of backgrounds and races.
1	0.31%	<input type="text"/>	Be more aware of what students and STUDENT-ATHLETES go through
1	0.31%	<input type="text"/>	Becoming more understanding of students deficiencies and attempting to directly address the issue instead of having temporary pseudo-solutions.
1	0.31%	<input type="text"/>	Better inclusion of international students. Require students to know English before enrolling.
1	0.31%	<input type="text"/>	Better infrastructure planning
1	0.31%	<input type="text"/>	Better vegan/vegetarian options. Focus on mental wellness of students. More opportunities to talk to counselors and bettering workout/athletic facilities for students to help decompress.
1	0.31%	<input type="text"/>	Better, more available mental health services
1	0.31%	<input type="text"/>	Bring in guest speakers, I feel everyone is depressed and frightened in the trump era and some of my friends have expressed their concern of being discriminated against on the issues I mentioned above. Hearing from people who overcame these obstacles I feel would lift peoples spirits.
1	0.31%	<input type="text"/>	Bring more awareness and publicly punish students
1	0.31%	<input type="text"/>	Broader food option, vegetarian/vegan/halal/kosher
1	0.31%	<input type="text"/>	Broken elevators and automatic doors, as well as time between classes need to be addressed. There should be 20 minutes built in between each class instead of 10 to allow people extra time to get from place to place. Additionally, there is only so much the wellness office can do for commuter students. Commuter students are often under extraordinary pressure to succeed despite losing 30 mins-1hr in commuting time every day.
1	0.31%	<input type="text"/>	Build parking lot garages which expand vertically. Also, why does every issue have to be a social one?
1	0.31%	<input type="text"/>	C3
1	0.31%	<input type="text"/>	Change some of the counselors

1	0.31%	<input type="text"/>	Chaperone on Campus parties more. Add more handicap parking.
1	0.31%	<input type="text"/>	Cheaper food options for people who don't live on campus and don't want to load \$25 every time they don't have money. Meal plans for commuters.
1	0.31%	<input type="text"/>	Cheaper meals/snacks available on campus
1	0.31%	<input type="text"/>	Continue to facilitate conversations on campus by finding unique outlets for engaging with students; i.e. put the issues out in the open at the forefront of students' arrival on campus, such as at orientation and in classrooms.
1	0.31%	<input type="text"/>	continue to promote diversity clubs and organizations
1	0.31%	<input type="text"/>	Creating more programs to make college more affordable (I have definitely seen people discriminated against, based on financial status). Creating more programs to help with Academia make sure retention rates are higher. More working handicap buttons on campus. A plan to include people who do not follow in any of the above categories.
1	0.31%	<input type="text"/>	Cultural humility training for students and staff. Courses to challenge rape culture and toxic masculinity for students and staff.
1	0.31%	<input type="text"/>	Deal with sexual harassment. I witnessed someone being sexually harassed my freshman year, reported it and no one took action
1	0.31%	<input type="text"/>	Disappointed with learning atmosphere -- too competitive, cold, and inaccessible. Not conducive to learning. Not an open environment. Faculty are pretentious.
1	0.31%	<input type="text"/>	Diversity of thought means a lot more than outward appearance.
1	0.31%	<input type="text"/>	Do more for mental health besides referring me to Richmond counseling. There should be other accessible resources readily available to struggling students.
1	0.31%	<input type="text"/>	Do more surveys like this where you ask for what students think the problems are.
1	0.31%	<input type="text"/>	Do more to combat sexual harassment on and off of campus.
1	0.31%	<input type="text"/>	do more to educate residents
1	0.31%	<input type="text"/>	Do something about the high amount of smokers on campus who seem to revel in smoking near the no smoking signs. Set up some smoke friendly areas in decrepit corners.
1	0.31%	<input type="text"/>	Don't let students get away with sexual harassment
1	0.31%	<input type="text"/>	Don't state UB as a smoke free campus if you openly don't do anything to enforce it. Every time I go outside of a building at least one person is smoking
1	0.31%	<input type="text"/>	EDI is doing a great job at UB.
1	0.31%	<input type="text"/>	Educate the faculty/staff about the prevalence of accessibility issues and not to be rude to students about them. For example, I once had a professor yell at me for rescheduling a test due to a bad migraine. She was quite insensitive calling it a fake illness and just to suck it up and take some aspirin and take the exam. She even went as far as to insinuate that I was cheating by moving my exam due to a horrible migraine. She had zero sympathy and even unfairly graded my exam due to the incident. I was afraid to say anything to anyone about it. Still am. It was the only management required class where I did not receive an A. (I got an A- when I clearly deserved an A based upon my examinations)
1	0.31%	<input type="text"/>	Education and awareness programs
1	0.31%	<input type="text"/>	Eliminate "xxxx" Student Council's/clubs where xxxx is a demographic or subset of the human race. We are all people. Only one group is necessary without all the fancy titles.
1	0.31%	<input type="text"/>	Emails on how to handle situations.
1	0.31%	<input type="text"/>	Enforce the smoke free campus rule.
1	0.31%	<input type="text"/>	Even though UB is a "smoke-free campus," it is appalling to me that there is so much smoking on campus to the point where it becomes an annoyance in many locations around campus. My hope would be that UB implements a better way to monitor/police this issue and perhaps ticket offenders.
1	0.31%	<input type="text"/>	Faculty and staff are not personable, and are not very nice when seeking help, which discourages a lot of people from doing so.

1	0.31%	<input type="checkbox"/>	Faculty need to take a mandatory training/orientation about mental health issues and how to best prevent, address, and/or work with these issues in their students.
1	0.31%	<input type="checkbox"/>	Find a way for the automatic doors to open quicker for people with mobility issues
1	0.31%	<input type="checkbox"/>	Find a way that a disabled person who cannot attend more than 6 to 8 credit hours per semester can benefit from the NYS free tuition program for NYS residential students that also choose to stay and work in NY can benefit also. Some students have disabilities preventing them from attending universities at "full time" status. Tap included. Lastly, parking is ridiculous, there are more vacant spaces reserved for faculty, staff, and service vehicles that are never at full capacity 24/7. Why cant there be a parking garage in Cooke parking lot? Why not free up some of that wasted space for t student use? Deadlines drop or add without penalty are not adequate for any student, stop taking advantage of the student financially and perhaps more will be able to get their degree in a timely manner. Please put up signage and have anti viral and anti bacteria wipe stations available so that students can wipe down their desks in the classrooms, table tops in lounge areas, & tables in or near food & dining areas. This will cut down on the spread of disease while saving cost on cleaning crews 24/7.
1	0.31%	<input type="checkbox"/>	Find a way to help student deal with anxiety and their mental health. College students in America are among the most stressed in the world
1	0.31%	<input type="checkbox"/>	Fire everyone at SA and make it easier and cheap for the clubs to operate.
1	0.31%	<input type="checkbox"/>	Fix the elevators in Red Jacket Building 4.
1	0.31%	<input type="checkbox"/>	For race have more and better multicultural events and make all races feel equal. For food insecurity have better and healthier food choices with later hours. And provide a better space and more food for food pantry.
1	0.31%	<input type="checkbox"/>	Foster connections and understanding between ALL international students and US Citizens which goes beyond tinier programs such as ELI chat room, IDC events, BRIDGES, etc. Have clubs which AREN'T cultural clubs recruit international students. Clarify the faculty-student relationship guidelines. It is such a problem in CAS - some professors and TAs clearly don't know their boundaries.
1	0.31%	<input type="checkbox"/>	Foster interaction between domestic and international students.
1	0.31%	<input type="checkbox"/>	Gender inclusive restrooms and talk from all faculty and staff. I'm not sure what to do about the racism since it is not always direct, nor is it reported. However, several student body members as well as professional staff members and a few faculty have shared with me their experience. Additionally, I have experienced myself.
1	0.31%	<input type="checkbox"/>	get rid of the fat ugly people
1	0.31%	<input type="checkbox"/>	Get the word out
1	0.31%	<input type="checkbox"/>	Give international students the same information about clubs and other extracurricular activities that domestic students get during orientation. It lets international students become more involved and hopefully make new friends and domestic students can learn more about the other as well.
1	0.31%	<input type="checkbox"/>	Give students more opportunities to learn about cultural awareness and appreciation. Help students learn how to respect and be open to new places, ideas, and people. And it'd be great if North campus had the same medical/mental health resources that South campus does. I have friends who could really use the counseling services provided but the trip to South campus from North makes it more difficult for them.
1	0.31%	<input type="checkbox"/>	Govs is the least accessible building to anyone not of able-body.
1	0.31%	<input type="checkbox"/>	Handle sexual assault cases better, less sympathetic towards rapists and more victim friendly.
1	0.31%	<input type="checkbox"/>	Hard to do with so many students, maybe more clubs involving all ethnicities, not ones that're clearly all American or Asian? Also less sodium in the food... over 100% of my daily intake in ONE SANDWHICH when i get things out of the snack section at late night on south campus Bus drivers are terrible, had one literally be racist towards me because I was white... was actually slandering me when all I was doing was sitting there... 18 y/o freshman... and she starts lecturing me on treating her "kind" fairly?? Was a very weird and unpleasant conversation... so I think some talks with the bus drivers are need LOL...
1	0.31%	<input type="checkbox"/>	Harsher guidelines for alcoholism
1	0.31%	<input type="checkbox"/>	Harsher punishments for sexual harassment.
1	0.31%	<input type="checkbox"/>	Have a multicultural night in the SU or something. A lot of people are in cliques based on race, so this may give students a chance to intermingle with different people.
1	0.31%	<input type="checkbox"/>	Have a special workshops of speeches about Healthy eating

1	0.31%	<input type="checkbox"/>	Have a system for food insecurity. Have a food bank or get students to donate their meal swipes. Look up swipe out hunger. Idk about racism cause people are assholes
1	0.31%	<input type="checkbox"/>	Have an LGBTQ specific center with staff open to all students and faculty. Make sure there are accessible restrooms on every floor. Make sure every path has a ramp is plowed / salted.
1	0.31%	<input type="checkbox"/>	Have an online seminar so that students can learn more about the most important issues
1	0.31%	<input type="checkbox"/>	Have been the victim of racial epithets . Friend was sexually harassed at party. UB is not an inclusive environment!
1	0.31%	<input type="checkbox"/>	Have greater availability of mental health resources
1	0.31%	<input type="checkbox"/>	Have mandatory lectures that educate people about other cultures. Create funding, research and work opportunities, and general opportunities that don't exclude international students.
1	0.31%	<input type="checkbox"/>	Have more events that are designed to bring people of different backgrounds together. Have the different organizations that represent people of different backgrounds come together for events and fairs.
1	0.31%	<input type="checkbox"/>	Have more halal food
1	0.31%	<input type="checkbox"/>	Have more Safe Space events. Create Safe Space training.
1	0.31%	<input type="checkbox"/>	Have more sessions on mental health to staffs or faculties to help them deal with students suffering from anxiety mainly because nobody seems to understand it's a real issue and are all like get over it, get on that stage, do that seminar. You have to absolutely do it to get grades
1	0.31%	<input type="checkbox"/>	Have some events that favours equality for all irrespective of national origin, skin colour and gender, and especially teach to people working on campus
1	0.31%	<input type="checkbox"/>	Have some GSE classes to be geared toward being better people. address hard to talk about topics like Racism and Disabilities. Make a more inclusive campus not just a diverse one. UB doesn't help students with children, work outside school, and more. There barely are any online courses. We can't bill Campus Cash to our account which sucks because the Commons only use Campus cash. Make the Commons apart of Dinig Dollars then if you do that. Make Campus Cash more accessible. If students have children provide info about daycare options. Have a mental health week or month around midterms and finals. I have noticed some organizations doing this on campus recently. This campus is not wheel chair friendly and that needs to change. I don't know how students with wheelchairs are supposed to get around. Even if I break my leg I would have a hard time going around the campus. And explain how I can have a class from Tolbert to Alumni or the Dorms in 10 mins. Teachers don't care if I'm late to my quiz.
1	0.31%	<input type="checkbox"/>	Have some oversight on campus Greeklife. There are people who actively don't want international students as members of their chapters and that is a direct detriment to fighting for diversity. International and diverse student populations want to feel diversity through interaction and their peer group. When kids feel isolated to people of their own background you can't expect a truly diverse college experience for everyone.
1	0.31%	<input type="checkbox"/>	Have the advisor do there job!!
1	0.31%	<input type="checkbox"/>	Hire more counselors
1	0.31%	<input type="checkbox"/>	Hire more diverse faculty and administrators (especially in the sciences)
1	0.31%	<input type="checkbox"/>	Hire more diverse faculty and staff
1	0.31%	<input type="checkbox"/>	Hire more diverse faculty, but at the same time, create an environment where these new faculty will not feel alienated. I have not had one professor that has looked like me, and I have been taking classes on campus for 6 years.
1	0.31%	<input type="checkbox"/>	Hold people accountable for their actions, no dismissive or easy way out to sorting out an issue, people need to be responsible and also need to know what is wrong/right, how allies can help in a situation etcetc. DISCUSSIONS! EMAILS! Things that will get to as many students as possible.
1	0.31%	<input type="checkbox"/>	I believe that the cheating could be addressed through the use of kicking out students. This does not always occur though.
1	0.31%	<input type="checkbox"/>	I believe there should be more awareness and accommodations for students with mental health issues, such as anxiety. Certain elements of college classes can create distress for a person with mental health issues. There could be emphasis on treatment and/or accommodation. All instructors/professors should follow a protocol regarding mental health accommodations.
1	0.31%	<input type="checkbox"/>	I believe UB should foster a sense of inclusion among all first year students from the get-go. Orientations are held separately for domestic students, international students, and EOP students. Functionally it has to be this way due to the nature of their curricula, but it only keeps

			students divided. Domestic students don't frequently associate with international students and vice versa. As for sexual harassment, UB should strive to create a safe environment where sexual assault, harassment, and violence are more present in the dialogue of campus activities. As for racism, UB should strive to hire more faculty members of color.
1	0.31%	<input type="text"/>	I do not know.
1	0.31%	<input type="text"/>	I don't have many comments, it's hard to please everybody. Also, UB is such a large campus that trying to help all is very difficult.
1	0.31%	<input type="text"/>	I don't know
1	0.31%	<input type="text"/>	I feel included and great so let's fix the little issues. I understand UB is big as hell and cannot cater to everybody BUT can you guys at least hire more janitor to clean the bathroom at Capen? Studying is tiring enough and now I have to walk allllll the way to the accessibility resources bathroom? Besides the bathroom situation, a really big problem is the shuttle bus. I'm forced to pay some sort of transportation fee every semester yet the buses stop running at 1:00AM(that's what the bus driver said). I often times study until really late at night and there were a lot of times the shuttle had stopped running and I was forced to walk 30+ mins through SNOW AND RAIN AND MUD to get back to Creekside. Please try walking from Capen to creekside after studying for 50 hours at 3:00AM in the morning and let me know how it's like. The last last thing is also a bus related issue, is it possible to add the Asia market to the bus and market line? There is a HUGE amount of asian people in UB and we'd really appreciate it if we can visit an ASIAN market which sold our ethnic foods for a decent price. I.E, not paying 6 bucks for a little bit of bok Choy but 2 bucks. That's all for now, thanks for reading and hope I see these changes before I graduate.
1	0.31%	<input type="text"/>	I feel UB is doing a wonderful job. Keep it up.
1	0.31%	<input type="text"/>	I have heard of people suggesting a small food pantry on campus, run by health & wellness. I think that would be a wonderful idea. I am struggling to support myself independently and I have heard others who have similar concerns. Just because we are in university setting does not mean that hunger/food inaccessibility is not a problem!
1	0.31%	<input type="text"/>	I have no idea
1	0.31%	<input type="text"/>	I have no idea. I think the biggest issue to be addressed is sexual harassment. As a female, I feel uncomfortable doing ANYTHING. I can't even go to the library without feeling like I have to have my guard up or going to the UB gym. It is really stressful honestly
1	0.31%	<input type="text"/>	I haven't really seen any explicit drives or programs addressing inclusivity. I think there should be more events that celebrate the diversity on campus and promote acceptance, as well as address the issues, and they should be advertised more. They also need to get more direct feedback from students (like this survey) because the students are the ones actually living the experience, and everyone needs to be reached so that the full range of issues can be assessed.
1	0.31%	<input type="text"/>	I honestly don't know
1	0.31%	<input type="text"/>	I just want bigger signs for the parking lots. I don't want another parking ticket.
1	0.31%	<input type="text"/>	I know it technically isn't UB's fault and may simply be a problem of my own. But as a transfer student, I found it so challenging to make friends. Alongside being a way from home, I decided I would rush and finish my bachelors as a quicker way out. However, I love the University and faculty otherwise.
2	0.62%	<input type="text"/>	I read an article about a health & wellness building being built aside the bookstore. I think this is an awesome step forward with opening the dialogue for mental health and mental health awareness. More accessibility means means more help!!!!
1	0.31%	<input type="text"/>	I think finding a way for students to be more accepting with people from other origins and giving people a more inclusive way to branch out from just hanging out with people of their own origin
1	0.31%	<input type="text"/>	I think having more open discussion about these topics would be a good first step toward improving the conditions.
1	0.31%	<input type="text"/>	I think if UB keeps doing what they are already, allow clubs to address this issues, everything will be fine. Along with the clubs something that stood out to me was the skits at orientation done my the orientation leaders. Those skits drive the points home that they she'd light on.
1	0.31%	<input type="text"/>	I think it would be advantages if the Accessibility Resource Office had satellite offices with testing sites on both South and the Down town medical campus for those students like myself that are not on North at all. Sometimes it is a hassle to schedule things around being able to shuttle back and forth between campuses.
1	0.31%	<input type="text"/>	I think racism is such taboo word and as a white individual i have to sit and keep my mouth shut about literally any issue pertaining to racism because of my skin color.
1	0.31%	<input type="text"/>	I think UB makes it very hard for disabled students, especially physically disabled students, to get around campus. UB needs to make it more buildings and bathrooms more accessible and provide safe routes for disabled students to exit buildings in emergencies (elevators shut down

			when alarms go off, effectively stranding those who cannot walk down stairs). As far as other disabilities, I know UB doesn't provide closed captioning at some events, only sign language translators. Not all deaf students speak ASL, so it doesn't help accessibility at UB.
1	0.31%	<input type="text"/>	I think UB should try and come up with whole events that target certain groups maybe every other week or each month to see that they care about certain issues. They shouldn't leave it to the individual clubs to do so.
1	0.31%	<input type="text"/>	I wish there were more police ... anyone could want into a building with a gun and no one would know
1	0.31%	<input type="text"/>	I would like to see more collaboration with advisors who see students the most and have insight into their financial and housing situations. We need more options for students to deal with lack of housing, food, and other situations they find themselves in. Sending them to financial aid for find out what loans they have available to them is not a good enough option.
1	0.31%	<input type="text"/>	I would recommend to weed out the highly opinionated professors in regards to political standings or require them to be neutral when instructing students. In my class Intro to American Society I felt targeted by my professor because I was a white male. She emphasized that white men were the problem with society and that frustrated because i know that we live in a time where equality is very prominent in society and situations are determined based on individuals forth coming not by races and genders as a whole.
1	0.31%	<input type="text"/>	Idk
1	0.31%	<input type="text"/>	Idk I'm not good with these kinds of things
1	0.31%	<input type="text"/>	If incoming students are required to take elective lectures that they usually wouldn't then they should be recommended or required to take a class that encompasses on racial, lgbtq+, and disability issues. That class should have group projects that mix up students. I see a lot of self congregation with others like them. Some people don't branch out not because they don't want to but because they don't see the opportunity. I think there are opportunities, I have took them, but I see others struggle with this. Food insecurity is a big issue on campus but it's rarely addressed. Most of my friends have had multiple times when they couldn't pay for meals on campus or didn't have enough money for them. The campus is so expensive for simple meals. Campus should be more accepting to giving parents on campus info about childcare and things that are accessible to them.
1	0.31%	<input type="text"/>	If they don't want to enforce smoking on a "smoke free" campus at least enforce designated areas for it so students don't have to walk through a cloud of smoke coming out of buildings
1	0.31%	<input type="text"/>	In finding housing as a gay male, I prefer living with women as it's more comfortable. I beleuve that the co-ed housing selection for on campus appartments is too limited. I beleive that should students want to live in a co-ed appartment, all locations and room sizes should be available. Random roommate selection should obviously remain single gendered but why are people who choose to live in a co-ed appartment forced into specific locations?
1	0.31%	<input type="text"/>	In regards to physical inaccessibility - South Campus is as isolated as possible. Commuting to north campus regularly is impossible on a busy schedule, so most clubs/ activities aren't realistic. I would have to set aside almost an entire hour just for transportation.
1	0.31%	<input type="text"/>	In terms of racism, I think if we had more minorities on campus it would be easier to address, but that's not really up to us. In terms of sexual assault, the other day a snap went around of a flyer that stated, " guys is your girlfriend getting too aggressive or harder to control, come to our meeting about how feminism is ruin relationships." I personally don't know how to change these things but these are just examples of things I have noticed.
1	0.31%	<input type="text"/>	Inclusion programs for international students. Must have basic English proficiency when coming in.
1	0.31%	<input type="text"/>	Increase a value of UB Pride and emphasize the community aspect.
1	0.31%	<input type="text"/>	Increase Awareness and make every club a core mission to undergo diversity training
1	0.31%	<input type="text"/>	Increase food diversity and awareness.
1	0.31%	<input type="text"/>	Increase signage for accessibility resources for handicapped people. Also increase talks about mental health related to college.
1	0.31%	<input type="text"/>	Increased awareness using larger programs.
1	0.31%	<input type="text"/>	Inform the professors to not discriminate against students with disabilities.
1	0.31%	<input type="text"/>	Instruct the graduate professors about how to react to receiving accessibility notes
1	0.31%	<input type="text"/>	It is in my opinion that UB is inclusive to a comfortable degree. There are current initiatives being run that feel a little too forced and provocative that while inspiring inclusion and conversation, they also push the envelope a little too much.

1	0.31%	<input type="text"/>	It would be great if students with socially-related disabilities were sought out by their peers for friendship but this really doesn't happen. For autistic students, it would be great to have a college buddy or group of friends. There should be an organization on campus willing to reach out to and include marginalized students (autistic students, foreign students, anyone who is struggling to form friendships but has significant obstacles). Although it's our responsibility to make friends, it is much easier said than done for some of us.
1	0.31%	<input type="text"/>	Its 2018 and we need to make a change. By having meet ups with different cultures to bring others together. Possibly having an international day where everyone represents their country (sharing food, dressing up). Many cultures have food insecurities and beliefs and its very hard for many to find food on campus that meets their criteria. Many cultures don't consume animals like pigs, cows, etc. I think we need to have more international eating areas and not just in C3.
1	0.31%	<input type="text"/>	Just like Alcohol EDU, students should have to take a course that provides information and resources about all of these issues.
1	0.31%	<input type="text"/>	Just more education or focused activities, classes, interest groups regarding the issues.
1	0.31%	<input type="text"/>	Just stop. You piss us all off. No one cares about what your doing. I doubt you read this but no one is taking this thing seriously. Stop being soft and get over it. Ive been "discriminated against" and i just got over it. Not everything is the end of the world.
1	0.31%	<input type="text"/>	Keep up the good work. If it ain't broke, don't fix it.
1	0.31%	<input type="text"/>	Less asians
1	0.31%	<input type="text"/>	Letting freshman know more about their options for outreach when it comes to mental health.
1	0.31%	<input type="text"/>	LGBTQ hangout club
1	0.31%	<input type="text"/>	Listen to students more.
1	0.31%	<input type="text"/>	Listen to the students, ask the non traditional students what they are lacking
1	0.31%	<input type="text"/>	Look into making the campus more accessible to disabled students
1	0.31%	<input type="text"/>	Look into student needs and wants more.
1	0.31%	<input type="text"/>	Make a bigger public stand in support of groups like Black Lives Matter and in speaking out against hate crimes, stereotypes. Be a leader for the community at large and encourage and support students who choose to do so.
1	0.31%	<input type="text"/>	Make Accessibility Department more active and responsive.
1	0.31%	<input type="text"/>	Make bold public and political statements. Don't allow anti-hate, anti-religion, anti-religion speakers on campus. Period. Don't allow it because "freedom of speech" no. That's allowing the hate to happen and implying the school is ok with such speech.
1	0.31%	<input type="text"/>	Make Campus Living more diverse and clubs more inclusive towards other races
1	0.31%	<input type="text"/>	Make certain things like how to get help more accessible and widely known
1	0.31%	<input type="text"/>	Make cultural awareness the norm.
1	0.31%	<input type="text"/>	Make education on inclusion mandatory Have programs that have more learning outcomes and raise more awareness of situations
1	0.31%	<input type="text"/>	Make financial spending adequately public and increase initiatives for sustainability
1	0.31%	<input type="text"/>	Make govs a more accessible place. Bring more awareness to mental health and that it's not a joke or easily solved. People think you can just stop being sad or anxious, and depression and anxiety don't work like that.
1	0.31%	<input type="text"/>	Make harder rules and make them for everyone- someone like an athlete shouldn't be let off because he cries or something.
1	0.31%	<input type="text"/>	Make healthy and lenten food more accessible to those with religious/dietary obligations
1	0.31%	<input type="text"/>	make it easier for freshmen to meet different people
1	0.31%	<input type="text"/>	Make it more inclusionary for non-minorities
1	0.31%	<input type="text"/>	Make more clubs or workshops stressing inclusiveness.
1	0.31%	<input type="text"/>	Make more lounges and make them comfy so that commuters have a place to go and hangout

1	0.31%	<input type="text"/>	make more of the 10,000 bathrooms handicap accessible, try to reduce costs of food to relieve some of the stress, MORE PARKING
1	0.31%	<input type="text"/>	make more programs promoting mental health and peer support
1	0.31%	<input type="text"/>	Make scholarships and programs that don't exclude white males. The only scholarships and programs that White males can join are available to anyone of any race and sex.
1	0.31%	<input type="text"/>	Make the campus more accessible, have accessibility doors actually working.
1	0.31%	<input type="text"/>	Make the Commons accessible
1	0.31%	<input type="text"/>	Make the mental health resources more VISIBLE. I know we have a lot of the necessary resources, but change things up... make it more visible... try new advertising.
1	0.31%	<input type="text"/>	Make the school more accesible
1	0.31%	<input type="text"/>	Making lessons on inclusivity more widespread
1	0.31%	<input type="text"/>	Mandatory diversity training for all staff and faculty that emphasizes that they need to take it seriously when a student has been harmed by their actions. I've seen the diversity training that staff undergo and it's lackluster, and makes it seem like a person who harms another through their words or actions doesn't need to take responsibility for causing that harm. I also think all students should go through some kind of training, similar to HAVEN. If students who have been sexually assaulted have to do a training about sexual assault and alcohol, all students can deal with doing a lesson of equal time commitment about inclusion and diversity.
1	0.31%	<input type="text"/>	Mandatory training or seminars for all students and faculty
1	0.31%	<input type="text"/>	Meetings about the issues. Discussions about what to do after the meetings on campus to make things better.
1	0.31%	<input type="text"/>	Mental health course and awareness of other issues.
1	0.31%	<input type="text"/>	Mental health is probably the largest inadequate issue in my opinion because when i transferred here i don't remember learning about mental health services available and currently still apprehensive about using the services because i know so little.
1	0.31%	<input type="text"/>	Mental health issues are on a broad spectrum. I've tried to set up counseling appointments before but many spots are full and a lot of appointments are scheduled sometimes weeks in advance. There have been times when all I've wanted to do was just talk to a professional but that is difficult when you have to go through a 90 minute assesment and then wait up to a few weeks to talk about your problems. There should be counseling services that are offered in extreme situations without the assesment and weeks of waiting. I've experienced sexual assault and having to wait 2 weeks to get professional help discouraged me from going at all.
1	0.31%	<input type="text"/>	More accessibility on campus e.g. Michael Hall. Address parenting students' call to action.
1	0.31%	<input type="text"/>	More activities between foreign and domestic students
1	0.31%	<input type="text"/>	More attention to accessibility issues with facilities - often technologies in place are not maintained i.e. handicap accessible door openers. Training for students and faculty about mental health issues. More stringent consequences for students or faculty regarding sexual harassment.
1	0.31%	<input type="text"/>	More black and professors of color on a tuenure track
1	0.31%	<input type="text"/>	More choices for gluten free or dairy free on campus.
1	0.31%	<input type="text"/>	More clubs
1	0.31%	<input type="text"/>	more discussions
1	0.31%	<input type="text"/>	More evening classes, more courses available online, more promotion of student health services, and ideally, a campus mental health clinic free to students. Student nutrition awareness programs and access to affordable food for students are not able to participate in the current campus meal plans due to financial issues.
1	0.31%	<input type="text"/>	More food options would be a great thing for everybody
1	0.31%	<input type="text"/>	More gender neutral and single stall accessible bathrooms, more diversity trainings for staff and faculty and students, more awareness about disability and accessibility so that professors can make their courses more accessible prior to students asking for resources: this should especially include being told to include closed captioning on all movies shown, accessible PDFs and e-books, etc.
1	0.31%	<input type="text"/>	More gender neutral bathrooms!

1	0.31%	<input type="text"/>	More gender neutral options within housing
1	0.31%	<input type="text"/>	More help
1	0.31%	<input type="text"/>	More inter-professional collaboration and inclusion. Better technology on campus and ability to provide distance learning which may not always be due to distance but ability for a student to be mobile. Mental issues affect many students and in general, anxiety and depression are not properly managed and affect student performance. Food insecurity is a big problem among students due to financial constraints.
1	0.31%	<input type="text"/>	More minority staff. I've only had a single non-white professor, but I'm a junior; that's wrong.
1	0.31%	<input type="text"/>	More on campus counseling, better nutritious and healthy food options especially for the weekend.
1	0.31%	<input type="text"/>	More open forums, discussion panels etc
1	0.31%	<input type="text"/>	More parking
1	0.31%	<input type="text"/>	More people of color as faculty.
1	0.31%	<input type="text"/>	More programs highlighting the issues those discriminated face; make any forms of discrimination, faculty or student much more punishable. Educate everyone, especially very privileged groups on how they can help make the community safer and more inclusive.
1	0.31%	<input type="text"/>	More programs regarding these issues
1	0.31%	<input type="text"/>	More programs that highlights the services UB has to offer.
1	0.31%	<input type="text"/>	More programs to educate/ raise awareness about issues like food insecurity, and to better accessibility.
1	0.31%	<input type="text"/>	More regular conversations/topics/e-mails held by different departments about these issues, put them on agendas for staff meetings, university wide workshop days where offices don't do their normal work that day and instead come to an in person training/event
1	0.31%	<input type="text"/>	More spaces on campus for peer to peer interaction without pressure from adults or authority and less hand-holding from administration.
1	0.31%	<input type="text"/>	More staff and faculty education, particularly among professors. Campus staff in general are usually pretty decent and knowledgeable, but the professors often times really fall short
1	0.31%	<input type="text"/>	More ub events
1	0.31%	<input type="text"/>	more vegan food options
1	0.31%	<input type="text"/>	more vegan options on campus
1	0.31%	<input type="text"/>	n/a
1	0.31%	<input type="text"/>	N/a
7	2.17%	<input type="text"/>	N/A
1	0.31%	<input type="text"/>	Na
1	0.31%	<input type="text"/>	Need to spread more awareness. Make more areas accessible. Have programs and give donation.
1	0.31%	<input type="text"/>	No change.
1	0.31%	<input type="text"/>	No clue in particular. I haven't personally witnessed discrimination here, so it's hard to propose solutions to problems that I only have an abstract understanding of.
1	0.31%	<input type="text"/>	No idea
1	0.31%	<input type="text"/>	no recomendations, our campus is pretty safe I feel.
1	0.31%	<input type="text"/>	none
5	1.55%	<input type="text"/>	None
1	0.31%	<input type="text"/>	None

1	0.31%	<input type="text"/>	Not deny students essential medications
2	0.62%	<input type="text"/>	Not sure
1	0.31%	<input type="text"/>	nothing
1	0.31%	<input type="text"/>	Offer more options for freshman regarding meal plans. Sometimes 19 and 14 can be too much.
1	0.31%	<input type="text"/>	Outside activities meetings on those topics to talk about it and figure out and fix the issues.
1	0.31%	<input type="text"/>	Parking availability for all students.
1	0.31%	<input type="text"/>	Perhaps an open forum where those who have experience with discrimination or similar issues tell their story and how it affected them/others. Additionally, I would like to see an effort to shape young adults into more assertive people. Specifically, I think people have to be willing to speak up when something is offensive to them. It is of greater impact when a real person in your vicinity has a problem with your conduct and addresses it promptly, person-to-person. If we can have a course/training program/seminar to teach people how to assertively and tactfully tackle conflicts head on, I think it will overall improve discourse and understanding among people.
1	0.31%	<input type="text"/>	Perhaps provide brochures or information about counseling services at the libraries (because lots of people go there). I find that students express a desire for mental health services but are worried about cost or sometimes they simply don't know what's available to them. I would also suggest providing more information about accessibility to club/organization leaders so that when they plan events, they can keep students with disabilities in mind.
1	0.31%	<input type="text"/>	Potential training.
1	0.31%	<input type="text"/>	Professors don't put any thought into accessibility and presenting their material in an inclusive way. For example my statistics professor would put up question in class on a website and we would have a very limited time to complete the task. The questions count as extra credit towards the final grade. With my learning disability this puts me at a disadvantage. A lot of times when I interact with professors in order to utilize the campus resources allotted to me, such as the testing center, they seem like they have no idea about the procedures necessary to make that happen. The general vibe I get from professors here is that it is a hassle for them. Its one more thing they have to do and they are going to do it cuz its a requirement. Basically they will do the minimum required so they are in compliance with UB accessibility policies. Not a very helpful attitude. In addition, the people at accessibility resources seem to want to genuinely help but are often overwhelmed by the LACK of Staff and resources available to them. The testing center is overcrowded especially during finals. There isn't enough space to accommodate everyone. This seems like a very obvious problem to solve and something UB needs to deal with if anyone is going to take its rhetoric about inclusion seriously. Accessibility really seems like an afterthought here.
1	0.31%	<input type="text"/>	Professors engage students in class more often
1	0.31%	<input type="text"/>	Programs for depression
1	0.31%	<input type="text"/>	Promote adult learning more
1	0.31%	<input type="text"/>	promote more clubs that speak out about these issues, have more and advertise more events based around the issues, send out more surveys
1	0.31%	<input type="text"/>	Promote more integration and cohesion of the student body
1	0.31%	<input type="text"/>	Promoting international clubs in the dorm
1	0.31%	<input type="text"/>	Provide enough parking for students! It's ridiculous to have to drive around waiting for spots to open up.
1	0.31%	<input type="text"/>	Provide more options for food on weekends
1	0.31%	<input type="text"/>	Provide seating without chair arms. Installing coat/purse hooks on bathroom stall doors. Make cooking staff realize a cough over prepared food may result in serious health consequences for someone.
1	0.31%	<input type="text"/>	Public awareness
1	0.31%	<input type="text"/>	Quality food control and more options.
1	0.31%	<input type="text"/>	Reach out more to targeted students, such as international students and graduate students
1	0.31%	<input type="text"/>	Remove them overtly racist
		<input type="text"/>	

1	0.31%		Required "courses" on specified issues prior to enrollment.
1	0.31%	<input type="checkbox"/>	Research based information discussed in lectures that integrate diverse perspectives and how ones experience as a student at UB can be very different
1	0.31%	<input type="checkbox"/>	Rethink layouts and designs on the level of handicapped and disabled people.
1	0.31%	<input type="checkbox"/>	Revamp the hiring process of professional staff on campus so they aren't the ones passing off microaggressions and being racist themselves and so that they actually feel the need to talk about issues instead of treading lightly so they don't step on anyone else's toes. Silence is violence.
1	0.31%	<input type="checkbox"/>	Somehow addressing student camaraderie and bringing students together to root and support for eachother
1	0.31%	<input type="checkbox"/>	Sometimes the University can do everything they can and still won't solve all these problems. Eventually its up to people to change themselves.
1	0.31%	<input type="checkbox"/>	Spread the word more so students know about resources.
1	0.31%	<input type="checkbox"/>	Start hiring more diverse staff and faculty that students can relate to. Hire adequate counseling staff for the number of students that attend UB and increase their staff of color as well. Creating a food bank or pantry where students can have access to food ON CAMPUS. In addition, allowing meal sharing to occur on campus like the majority of campuses across the nation.
1	0.31%	<input type="checkbox"/>	Stop being racist against white people, sexist against men, and assuming I'm an asshole because I'm comfortable with who I am.
1	0.31%	<input type="checkbox"/>	Stop just focusing on racism towards certain groups and focus on it towards all groups
1	0.31%	<input type="checkbox"/>	Stop letting people ask me if I'm jewish
1	0.31%	<input type="checkbox"/>	Stop stereotyping people,
1	0.31%	<input type="checkbox"/>	Stricter punishment for those found to be harassing other students for any reason including sex, sexuality/gender identity, race, ethnicity, etc.,
1	0.31%	<input type="checkbox"/>	take a hard stance against racist statements, speaker, organizations, even if they hold some association with the school.
1	0.31%	<input type="checkbox"/>	Take student concerns more seriously. Professors at times can be the biggest culprits when it comes to discrimination. Their egos can easily get in the way of treating people fairly.
1	0.31%	<input type="checkbox"/>	Talk to students more and ask them personally what they think is wrong.
1	0.31%	<input type="checkbox"/>	talks about inclusivity and diversity given, understanding sympathy and empathy courses for staff or something akin to it. this is a research university with many smart professors and students, these educated people should be able to learn the basics of human rights and needs, culture and so on.
1	0.31%	<input type="checkbox"/>	Tell professors not to shout down students when they disagree with them
1	0.31%	<input type="checkbox"/>	The ARC needs to take empathy into how they handle students with mental health issues and the director does NOT
1	0.31%	<input type="checkbox"/>	The campus and it's administration should not be afraid to speak on certain situations. Misconduct of the administration or shortfalls should be communicated with the student body. We must stay informed because this is our home after all. More Diversity Credits should be required because for lack of better words the campus does not actively strive for an inclusive campus. Campus safety for ALL students and people trump free speech. The campus needs to draw a line.
1	0.31%	<input type="checkbox"/>	The campus needs to have more gender-neutral/single stall bathrooms. I haven't seen a single one in the 3 years I've been here. These are important for trans students as well as students who need to attend to medical needs that are uncomfortable to do in multi-stall restrooms. This does not apply to me so I'm not sure if this has been addressed since I was told about it 3 years ago, but name changes on Student ID's. Last I knew, trans students could not change their name on their student ID prior to a legal name change. ID cards are used basically every day for buying food, riding the bus, turning in exams, making appointments, etc. Having to be constantly reminded and referred to by the wrong name can significantly harm a student's mental health. This can also put a student at risk for discrimination, harassment, violence, and sexual assault. The busses between north and south campus do not provide any accommodation to students with invisible disabilities. There are numerous reasons that would prevent a student from being able to stand on the bus. Unless you get lucky and the bus is empty or people do not shove in front of you, you likely have to wait for a less crowded bus during busy times. I've been made late for classes several times due to having to wait for a bus with seats available. I'm sure I'm not the only one. I know of other schools that have a shuttle specifically for students with disabilities to get around campus so that may be a potential solution.
1	0.31%	<input type="checkbox"/>	the campus, especially north campus, is very inaccessible and isolated. addressing that would be a start.

1	0.31%	<input type="text"/>	The faculty understanding the importance of inclusion and diversity. And displaying compassion and understanding for the marginalized groups on campus and teaching students the importance of being inclusive and fair to all students.
1	0.31%	<input type="text"/>	The main thing is wheelchair accessibility. I have friends and colleagues who use power chairs and rely on the blue buttons to open doors by themselves (or else they have to rely on other people who aren't always around) and the blue buttons do not always work. These buttons should work. Also, often the pathways to the buildings and the sidewalks are not cleared and it is dangerous to walk and impossible if you are in a wheelchair (the ice gets stuck in the wheels). Also parking on campus is awful.
1	0.31%	<input type="text"/>	The only recommendations that I have for UB is to create a more inclusive, positive environment for international students! That could include special events, like a cross-cultural pot luck for all students to attend! These students could give backgrounds on themselves and this could potentially open up conversations that help students better getting to know on another. We could also include more mental health awareness events. Maybe required events for student-athletes and students in general. Once a week or maybe once a month, students act on self-care (meditation, yoga, stretching, adult coloring, coffee & tea events, etc.)
1	0.31%	<input type="text"/>	The parking tickets are annoying!
1	0.31%	<input type="text"/>	The SA should have a non-traditional aged student on the e-board as a liason, so that the concerns of non-traditional aged students can be addressed. They are not currently being addressed because we do not currently have a voice! There is no non-traditional student club. Most of us don't have time in our schedules to organize and implement a new club; but this fact alone should not silence us. Our student activity fees are the same; however, all student activities are geared towards students ages 18 - 23. This needs to change! We need more Black faculty! In departments other than Transnational studies! Representation matters and right now, Black students at UB don't have that. There are entire (large) departments (Wellness, for example) that do not have a single Black staff. We are alienated in an institution we are paying to be a part of. I take issue with the only Black employees I see at such a large institution being in service positions. It creates a culturally insensitive environment for learning. It's not explicit racism, but it implies that we don't matter.
1	0.31%	<input type="text"/>	The stigma needs to be ended against mental health more than ever. The counseling center is a fantastic resource that I have used multiple times, but there are not nearly enough counselors compared to students. I often have to wait a long time to get an appointment or to get into the system in general.
1	0.31%	<input type="text"/>	There are many things UB can do. I feel like UB is gay friendly, but not necessarily celebratory. This includes many other identities as well including Race so special events for certain groups would be fun
1	0.31%	<input type="text"/>	There is a lack of gender inclusive spaces on campus. Single seater bathrooms are few and far between and while I can get access to the visiting coaches locker room so I don't have to use a gendered bathroom, I can't use it if there's an event going on in the building, and I can't use it when I have work shifts outside normal recreation hours. We really need a family/gender inclusive locker room so I can use a locker room on a regular basis and not have to go check out a key from the rec office when I need it. Plus as far as I can tell only two people on campus know that if you are trans and uncomfortable using the gendered locker rooms that we can get access to a space to change or have a locker to use that you don't need to go into the locker room for or pay for!
1	0.31%	<input type="text"/>	there is very little information or guidance available to non-traditional students; almost all the emails I receive are geared toward a different age/experience group. In addition, some of the requirements are very difficult for someone who works full-time to meet.
1	0.31%	<input type="text"/>	There needs to be better mental health support than the current services. They are understaffed and very undertrained
1	0.31%	<input type="text"/>	There should be more commuter only parking lots.
1	0.31%	<input type="text"/>	There should be more diverse food options available, than C3.
1	0.31%	<input type="text"/>	They are doing fine.
1	0.31%	<input type="text"/>	They need to do something about parking. It takes forever to park. They need like a parking garage with a couple stories so there is enough parking for commuting students
1	0.31%	<input type="text"/>	To create or reinforce more spaces for conversation and cultural accessibility and to reduce the amount of work in the student body (and also faculty)
1	0.31%	<input type="text"/>	To make students more comfortable about mental health, and to know that you aren't alone and to recognize it. Sexual Harassment should be recognized for every single case. And those who are from a different national origin should be just as accepted as those who are from the United States.
1	0.31%	<input type="text"/>	To take care for racism. I believe everyone should be treated equally.
1	0.31%	<input type="text"/>	train staff members (non-academic staff) on diversity issues

1	0.31%	<input type="text"/>	Try to include women more and have professors address sexism, especially in the architecture program.
1	0.31%	<input type="text"/>	Try to make those who may feel like outsiders more welcome
1	0.31%	<input type="text"/>	UB is an inclusive campus with students and faculty from all religions, creeds, and walks of life. People will always complain about the issues above but if they took a step back to see the statistics UB is one of the schools with the largest number of international students as well as a safe campus.
1	0.31%	<input type="text"/>	UB is not necessarily as diverse as it purports to be. I actually know a handful of students who laugh about UB whenever they hear that it's supposed to be one of the most diverse campuses. Everyone that I know from any large city that's attending UB thinks that the diversity on our small-city/suburban campus is severely lacking. I can't accurately speak to race issues that I have personally experienced, but I can speak to gender issues that I have experienced. There should be more of an effort to accept and encourage women to seek STEM degrees.
1	0.31%	<input type="text"/>	UB needs a stigma-free on-campus food pantry (the church is uncomfortable for many people, especially non-Christians and/or LGBT folks). Health Services on campus should expand to have more counseling staff - I was at the broad-based fee meeting and I remember that all the student representatives believed health services should be receiving a higher fee increase compared to things like athletics. Perhaps the fee increase could be restructured to support mental health services instead of providing special tutoring for student athletes (I'm surprised that D1 campus sports don't lead to enough of a profit to be largely self-funded)? Accessibility is an issue because parking is an issue for everyone on North Campus already, and there are not enough disabled spots for all of the students who need them - the suggested parking solution for able-bodied students of parking near Alumni Arena and being shuttled to classes is less feasible for students with disabilities, and I cannot imagine folks standing around waiting for a shuttle, particularly in the winter (when sidewalks are often not shoveled, which makes wheelchair accessibility a problem). As far as I am aware, there are no real solutions for the issue of problems faced by students who are parenting. The Graduate Student Association was attempting some kind of scholarship for people with dependents (older or younger) who need access to day care services, but this did not pass and should realistically not have to be funded by the students, especially at an R1 university, where graduate student research drives the reputation of the school. For issues of racism and national origin, I understand that the university's hands are tied with regards to student groups, but the Young Americans for Freedom chapter on campus is part of the general social reality of racism that makes many students feel unsafe. I also know that national origin can be an issue because many international students (at least international grad students) have expressed before that they spend more money than other students to attend UB but feel less welcomed. You would have to reach out to international grad students to get better opinions on what to do about that, though, as I am not an international student. Finally, for the issue of sexual harassment, it's helpful to have things like the sexual violence prevention unit from Wellness Education Services doing bystander intervention programs that can address stepping in when people are being racist or harassing others, but the end of sexual harassment comes about through total culture change, so the university needs to learn from people who are being very forward about what is not okay: for example, the anime club and SARPA put on UB Con every year, and this past year there were tons of "cosplay is not consent" signs reminding people that even though many costumes might be revealing, they did not mean that the person was inherently okay with being sexualized or even touched or photographed. Sometimes these small reminders of what is acceptable educate others on what boundaries are, but more importantly, they validate the experiences of the subjects of harassment and empower them to report inappropriate behavior.
1	0.31%	<input type="text"/>	UB needs to do a better job at hiring staff & faculty of color
1	0.31%	<input type="text"/>	UB needs to recognize the ways in which it propagates racist ideologies. When professors ask a student to speak for their entire race, or where there is only one black female in an entire class it becomes confusing based on the images that UB advertises. UB claims to be diverse but in reality it really is not that diverse. Even so there is not much intermingling of races. Even down to Greek Life, white sororities and fraternities are celebrated and you never get to see and hear from the black organizations. And when in the dining halls you advertise Jamaican jerk chicken and the host chef is a white lady it's like a slap in the face. A cultural smudging of our identity because what you're saying is that "We can do black culture better." Most of these points are not blatant but that is the kind of racism I've experienced at UB. UB needs to start to recognize black culture. Hire more minority professors, be mindful of their language and not try to appropriate our culture.
1	0.31%	<input type="text"/>	UB should hire more black faculty. Instead of only focusing on recruiting students of color, the administration should work on hiring faculty of color. Having more faculty of color will naturally increase the amount of students of color. Right now, students of color have no motivation to stay at a school that does not have teachers that look like them. Is this university efficiently teaching students of color if they do not think that SOC are qualified to absorb the knowledge and someday become teachers themselves?
1	0.31%	<input type="text"/>	UB should keep in mind that they have students that come from working class backgrounds, older students, and veterans on campus.
1	0.31%	<input type="text"/>	UB Should really need to work on improving the guidance for international student especially for freshmen and transfer students. I'm an international student and I have been having a hard time finding out what is going on campus, what jobs does UB have to offers, which organization we have for students Unlike The domestic student Orientation, Student have all these interesting and education activities while for international student we are completely lost ! roaming around and don't know what to do. Especially for me who have no family members and friends in the U.S. I have almost zero guidance and was all lost until I found my international Ambassador. and yet the day after that I'm still lost.

1	0.31%	<input type="checkbox"/>	Universal design should be a consideration for all classes at UB, to minimize the necessity to take lengthy measures to acquire accommodations
1	0.31%	<input type="checkbox"/>	Unsure. I feel like my responses to 2 & 3 are based on limited information/understanding.
1	0.31%	<input type="checkbox"/>	Way too much of stereotyping, unfair treatment against international students. Why wasn't UB ID given to us before like it was given to domestic students? This led many students (international) to register for classes there didn't want and the classes they want they couldn't register and some international students had access to UB ID. This still haunts me even though it's a story of 6 months old.
1	0.31%	<input type="checkbox"/>	We need a faculty that better represents the racial demographic of our students. We need to make sure we are better advertising UB to the larger Buffalo community - notice that the campus does not represent the racial diversity of the local area.
1	0.31%	<input type="checkbox"/>	Wheelchair accessibility
1	0.31%	<input type="checkbox"/>	Willingness of instructors to make accommodations for students

323 Respondents

Q7. To enhance our understanding, would you be willing to answer this final set of demographic questions?

Count	Percent		
430	81.59%	<input checked="" type="checkbox"/>	Yes
97	18.41%	<input type="checkbox"/>	No

527 Respondents

Q8. You indicated that you have been discriminated against. If you feel comfortable, please explain how. (Optional)

Count	Percent		
81	100.00%	<input checked="" type="checkbox"/>	

Count	Percent		
1	1.23%	<input type="checkbox"/>	I've had a professor say racist and sexist comments in class and to me with other ppl of color.
1	1.23%	<input type="checkbox"/>	A teacher lied on me with no good reason.
1	1.23%	<input type="checkbox"/>	accessibility: the campus is not accessible, and some professors have not followed my accessibility requirements without complaint.
1	1.23%	<input type="checkbox"/>	Age. It was by a faculty member.
1	1.23%	<input type="checkbox"/>	Another student told me that the work of women in our program is not good because it's not done by men.
1	1.23%	<input type="checkbox"/>	As a female in a predominantly male field, I am often the only woman attending talks in my department. Faculty and staff have been generally dismissive towards me, which I attribute to my being a woman.
1	1.23%	<input type="checkbox"/>	As a non-Christian, groups like Young Americans for Freedom have continuously brought people that align with extremely racist and islamaphobic and anti-semitic views on so many occasions.
1	1.23%	<input type="checkbox"/>	As a Republican, I have been discriminated against for my political views by multiple people. I have stickers on my laptop that express my views and people have said hurtful things to me when I am minding my own business.
1	1.23%	<input type="checkbox"/>	As a woman, have on rare occasion felt "less than", e.g. having ideas disregarded, yet ideas are respected when a male says same ideas. Overall, though, I have found UB to be a very respectful place.
1	1.23%	<input type="checkbox"/>	As an RA I've been told that the way I speak is aggressive and mean when in reality I am just a very direct person. My old supervisor would tell me I needed to change that essentially painting me as the Angry Black Woman trope. These disguised racially charged statements are just amongst the most impactful ones I've experienced in my three years attending UB.
1	1.23%	<input type="checkbox"/>	Autism.

1	1.23%	<input type="text"/>	Based on ethnicity, verbally, by attitude
1	1.23%	<input type="text"/>	Because I am a woman male professors have not called on me and waited for men to raise their hands. In my job I am called sweetie and always asked to get the male in the office to help.
1	1.23%	<input type="text"/>	Because I'm white people are mean to me
1	1.23%	<input type="text"/>	Because of my white skin and male genitalia, my professor last semester did not take my input when discussing racism in class. I would try to contribute to the conversation she continually ignored me and made me feel unwanted.
1	1.23%	<input type="text"/>	Been called a racist, told I have privilege because I'm white.
1	1.23%	<input type="text"/>	Been ignored by professional staff, been called different names of staff members who are of the same race, when speaking on ideas to create a more inclusive environment been completely shrugged off, when telling professors I couldn't afford certain things been told it's just \$(insert in amount) by the professor themselves. Other students, after the election, writing hate speech against Muslim students on the bull outside the union and when complaining being told freedom of speech is allowed (I'm not even Muslim, imagine a student who is). etc. Its likely that students on campus aren't well versed in race relations but when professional staff are the same - for a school that prides itself on diversity, you have to do better.
1	1.23%	<input type="text"/>	Been told I am lesser because of my nationality
1	1.23%	<input type="text"/>	Being a female STEM student I often feel like the services UB offers to encourage women in science are inadequate and subpar to most of the traditionally male dominated clubs and resources.
1	1.23%	<input type="text"/>	Being a gay female who dresses in a slightly more androgynous/semi masculine way, using a restroom at school gives me anxiety and I purposely find a bathroom that isn't as commonly used to avoid that confrontation of another female looking at me like I don't belong
1	1.23%	<input type="text"/>	Being an adult learner I have been picked on by other students and staff members because I'm "too old" to be in school.
1	1.23%	<input type="text"/>	Denied opportunities to rotate in labs during my first year of PhD. Set me back 4 months compared to my peers.
1	1.23%	<input type="text"/>	Discrimination mostly based on my gender as a female
1	1.23%	<input type="text"/>	General exclusion from class discussion, offhand comments by professors, condescension
1	1.23%	<input type="text"/>	harrassed for presentation and size
1	1.23%	<input type="text"/>	I am a disabled person who needs 2 1/2 the time to study and complete assignments compared to a student who is without disabilities. Part time status, 6 credit hours, is equivalent to full time for me. I would like to benefit from federal and state programs geared to make education affordable and obtainable. I would greatly appreciate it if UB would set the standard by addressing this oversight to those who represent and are decision makers for programs like TAP, and NYS free tuition.
1	1.23%	<input type="text"/>	I am a female engineer and often times feel as though I don't belong in my major
1	1.23%	<input type="text"/>	I am a queer woman with a hispanic backgroud, I have had multiple lesbian "jokes" thrown by way by people who live in my dorm, and also "jokes" about latinx people. I dont feel comfortable bringing my girlfriend home sometimes depending on who I may run into and ask invasive questions.
1	1.23%	<input type="text"/>	I am member of an overrepresented ethnic group so I have fewer opportunities with regards to postgraduate education/employment
1	1.23%	<input type="text"/>	I am not comfortable.
1	1.23%	<input type="text"/>	I believe that my race and gender has negatively influenced my eligibility for job applications and scholarships.
1	1.23%	<input type="text"/>	I do not feel comfortable
1	1.23%	<input type="text"/>	I feel black students are simply accepted and tolerated whereas white and asian students are celebrated.
1	1.23%	<input type="text"/>	I feel like I am being treated like I am lesser than everyone else by the school and the students because of the scholarships that are available and because of how the courses force everyone to hate the white males because of what other people did in the past.
1	1.23%	<input type="text"/>	I have a disability and am a transplant patient. I have had several professors refuse to follow any accommodations determined by the Accessibility Office.
1	1.23%	<input type="text"/>	I have a grievance with a professor who told me that my accessibility accommodations were an advantage and I had it easier than the rest of

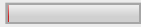
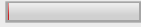
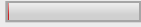
			my fellow classmates.
1	1.23%	<input type="text"/>	I have been put in a situation (by a staff person) where I had to out myself. I've been misgendered. I've worried about whether or not my identity will affect the results of my interview for the pre-health committee. I don't feel safe using the bathrooms at UB.
1	1.23%	<input type="text"/>	I have been sexually harassed many times by men.
1	1.23%	<input type="text"/>	I have trouble understanding what I hear, meaning I rely heavily on closed captioning but I'm constantly told that no one likes the closed captioning, that it interferes with the video, and that I should listen closer.
1	1.23%	<input type="text"/>	I was raped on campus and then harassed by the rapists friends for coming forward.
1	1.23%	<input type="text"/>	I was uninvited to many events because I am the same ethnicity.
1	1.23%	<input type="text"/>	I'm a bit of an introvert in that I keep to myself, and have a rather distinct way of talking. For whatever reason some people find it amusing to mock me based on those factors.
1	1.23%	<input type="text"/>	I'm a gay woman. You fill in the blanks.
1	1.23%	<input type="text"/>	I'm black. It happens
1	1.23%	<input type="text"/>	I've been discriminated against due to my sex by peers as well as supervisors.
1	1.23%	<input type="text"/>	I've been mansplained to about a topic that I would consider myself knowledgeable about.
1	1.23%	<input type="text"/>	I've been verbally harassed by men on campus and experienced an assault at an on-campus fraternity house.
1	1.23%	<input type="text"/>	Id rather not, cause it really doesnt matter. Like honestly. Its the world, stop wasting your life worrying about other people's opioid and just move on.
1	1.23%	<input type="text"/>	In social groups
1	1.23%	<input type="text"/>	Institutionally there is a divide among universities with minimum healthy competition academically, there is not sufficient equality or accurate representations of materials in lectures, and the middle class is at a disadvantage socially and economically especially in pre-med, and conservative republicans likewise for higher education, despite the Excelsior Scholarship being a recent improvement.
1	1.23%	<input type="text"/>	It happened outside of UB, but I have been discriminated against for my gender (Female), skin color and race (Asian) and accent (even though I nearly have any)
1	1.23%	<input type="text"/>	It was before I came to school.
1	1.23%	<input type="text"/>	Jarhead called me Mr Ching Chong and ran away
1	1.23%	<input type="text"/>	Members of my department and members of other staff departments have misgendered me many times.
1	1.23%	<input type="text"/>	Men saying I can't be an engineer and will never be on his team because I am a stupid girl. Late I know.
1	1.23%	<input type="text"/>	Microaggressions and verbal communication
1	1.23%	<input type="text"/>	MOFOS BE CRZY
1	1.23%	<input type="text"/>	money problems, gender roles/ equality for women
1	1.23%	<input type="text"/>	Most opportunities exclude international students in terms of eligibility
1	1.23%	<input type="text"/>	My religion (Judaism).
1	1.23%	<input type="text"/>	Na
1	1.23%	<input type="text"/>	National origin, sex/gender, religious affiliation.
1	1.23%	<input type="text"/>	No
1	1.23%	<input type="text"/>	Not much trans acceptance on campus
1	1.23%	<input type="text"/>	O

2	8.33%	<input type="checkbox"/>	Faculty
1	4.17%	<input type="checkbox"/>	M.S. Student
1	4.17%	<input type="checkbox"/>	Masters
1	4.17%	<input type="checkbox"/>	MD 4th year student
1	4.17%	<input type="checkbox"/>	MS
1	4.17%	<input type="checkbox"/>	MS Student
1	4.17%	<input type="checkbox"/>	MSW student
1	4.17%	<input type="checkbox"/>	MSW student, previous professional staff member
1	4.17%	<input type="checkbox"/>	PharmD Student
1	4.17%	<input type="checkbox"/>	Retaking my chemistry sequence so I can apply to grad-school
2	8.33%	<input type="checkbox"/>	staff
1	4.17%	<input type="checkbox"/>	Staff
1	4.17%	<input type="checkbox"/>	transfer
1	4.17%	<input type="checkbox"/>	Transfer

414 Respondents


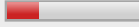
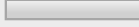
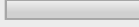
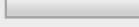
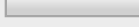
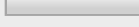
Q10. With which gender do you identify?

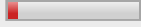
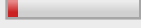
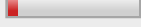
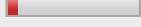
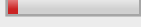
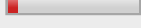
Count	Percent		
128	30.92%	<input checked="" type="checkbox"/>	Man
259	62.56%	<input checked="" type="checkbox"/>	Woman
2	0.48%	<input type="checkbox"/>	Transgender
7	1.69%	<input type="checkbox"/>	Genderqueer
1	0.24%	<input type="checkbox"/>	My gender is not listed here
7	1.69%	<input type="checkbox"/>	I prefer not to answer
10	2.42%	<input type="checkbox"/>	Other (please specify)
<hr/>			
Count	Percent		
1	10.00%	<input type="checkbox"/>	Agender
1	10.00%	<input type="checkbox"/>	Ask me what sex I am. Gender is too vague a question because people identify as text files.
1	10.00%	<input type="checkbox"/>	Demiboy
1	10.00%	<input type="checkbox"/>	Genders Cause Stereotype
1	10.00%	<input type="checkbox"/>	I am a man but I also happen to be trans. Transgender is not a gender on it's own, nor does it mean my gender is not male. I am just a man who happens to be trans.
1	10.00%	<input type="checkbox"/>	I identify as male, and I am transgender
1	10.00%	<input type="checkbox"/>	non-conforming

1	10.00%		Transgender man (this should have been an option "transgender" isn't a gender)
1	10.00%		transmasculine genderqueer
1	10.00%		Who cares about gender? I have never witnessed any prejudice against gender, transgender, gay, or lesbian inappropriateness from any individual to another individual affiliated with UB faculty, staff or students.

414 Respondents

Q11. Which gender pronouns do you prefer?

Count	Percent		
259	62.41%		She/Her
130	31.33%		He/Him
8	1.93%		They/Their
1	0.24%		Z/Zir
1	0.24%		My pronouns are not listed here
10	2.41%		I prefer not to answer
6	1.45%		Other (please specify)

Count	Percent		
1	16.67%		Genders Cause Stereotypes
1	16.67%		He/Him and She/Her
1	16.67%		I don't care
1	16.67%		No preference
1	16.67%		Not mam, it reminds me of old age.
1	16.67%		What does Z/Zir mean? Seriously again with the text file thing, stop giving people with mental disorders what they want, it is an extreme mis-representation of actual demographics in America.

415 Respondents

Q12. With which race/ethnicity do you identify?

Count	Percent		
45	10.84%		Asian
46	11.08%		Black or African American
34	8.19%		Hispanic or Latino
0	0.00%		American Indian or Alaska Native
0	0.00%		Native Hawaiian or Other Pacific Islander
249	60.00%		White/Caucasian
7	1.69%		My race/ethnicity is not listed here
14	3.37%		I prefer not to disclose

20 4.82% Other (please specify)

Count	Percent		
1	5.00%	<input type="text"/>	Afro-Caribbean
1	5.00%	<input type="text"/>	American mutt.
1	5.00%	<input type="text"/>	Asian and White/Caucasian
1	5.00%	<input type="text"/>	Black and White (Mixed race should be an option)
1	5.00%	<input type="text"/>	black/asian
1	5.00%	<input type="text"/>	Does it matter
1	5.00%	<input type="text"/>	Guyanese
1	5.00%	<input type="text"/>	Indian
1	5.00%	<input type="text"/>	Italian
1	5.00%	<input type="text"/>	Middle Eastern
1	5.00%	<input type="text"/>	mixed race
1	5.00%	<input type="text"/>	Mixed, American and African
1	5.00%	<input type="text"/>	Multi
1	5.00%	<input type="text"/>	Multi Ethnic
1	5.00%	<input type="text"/>	Multiple
1	5.00%	<input type="text"/>	Native-born American
1	5.00%	<input type="text"/>	Slavic
1	5.00%	<input type="text"/>	Turkish
1	5.00%	<input type="text"/>	White/American Indian
1	5.00%	<input type="text"/>	You can be Hispanic and Caucasian and NOT be multiracial.

415 Respondents

Q13. With which sexual orientation do you identify?

Count	Percent		
292	70.53%	<input checked="" type="checkbox"/>	Heterosexual or straight
26	6.28%	<input type="checkbox"/>	Gay or Lesbian
51	12.32%	<input type="checkbox"/>	Bisexual
14	3.38%	<input type="checkbox"/>	Queer
4	0.97%	<input type="checkbox"/>	My sexual orientation is not listed
14	3.38%	<input type="checkbox"/>	I prefer not to disclose
13	3.14%	<input type="checkbox"/>	Other (please specify)

Count Percent

1	7.69%		Amoeba
3	23.08%		Asexual
1	7.69%		Asexual or Demisexual
1	7.69%		bisexual/queer (both)
1	7.69%		demipansexual
1	7.69%		Demisexual
1	7.69%		Does it matter?
3	23.08%		Pansexual
1	7.69%		Whatever I want

414 Respondents

Q14. What is your disability status?

Count	Percent		
71	17.15%		I am a person living with a disability
314	75.85%		I do not have a disability
29	7.00%		I prefer not to disclose

414 Respondents

Q15. What is your veteran status?

Count	Percent		
3	0.72%		I am/was an active member in the military
37	8.94%		I have a family member(s) who has or currently serves in the military
372	89.86%		I am not a veteran
2	0.48%		I prefer not to disclose

414 Respondents

Q16. With which religion do you identify?

Count	Percent		
60	14.56%		Agnostic
39	9.47%		Atheist
4	0.97%		Buddhism
145	35.19%		Christianity
9	2.18%		Hinduism
16	3.88%		Islam
13	3.16%		Judaism

1	0.24%	<input type="checkbox"/>	Sikhism
17	4.13%	<input type="checkbox"/>	Spiritual
66	16.02%	<input checked="" type="checkbox"/>	No Religion
9	2.18%	<input type="checkbox"/>	My religion is not listed
21	5.10%	<input type="checkbox"/>	I prefer not to disclose
12	2.91%	<input type="checkbox"/>	Other (please specify)

Count	Percent		
1	8.33%	<input type="checkbox"/>	Agnostic and Jewish
3	25.00%	<input checked="" type="checkbox"/>	Catholic
1	8.33%	<input type="checkbox"/>	I know God exists.
2	16.67%	<input checked="" type="checkbox"/>	Pagan
1	8.33%	<input type="checkbox"/>	Roman Catholic
1	8.33%	<input type="checkbox"/>	TAOIST
1	8.33%	<input type="checkbox"/>	Unitarian Universalism.
1	8.33%	<input type="checkbox"/>	Unitarian Universalist

412 Respondents