

QUALITATIVE DATA ANALYSIS EXERCISE

About the Undergraduate Research Partnership Initiative...

The Undergraduate Research Partnership Initiative (URPI), is a research collaboration between Student Affairs Information and Research Office (SAIRO) researchers and UCLA undergraduates. The purpose of URPI is to meaningfully engage UCLA students in the collection of institutional data and produce qualitative research that will identify characteristics of a positive campus climate for students of all backgrounds inclusive of race, religion, gender, sexual orientation and gender identity, socioeconomic status, and disability.

About the Fall 2011-Spring 2012 URPI Project...

Safety and Silence: Conversations about Race/Ethnicity Among Students of Different Backgrounds

A team of ten undergraduates conducted 21 semi-structured interviews with undergraduate peers to explore the nature and quality of conversations between individuals of different racial/ethnic backgrounds at UCLA.

Read the 2011-12 URPI Study Report at:

<http://www.sairo.ucla.edu/Portals/54/Documents/Documents%20Temp/URPI2011-12FINAL.pdf>

GROUP CODING EXERCISE:

Each group will read the same set of interview transcripts. However, each group will code the transcripts differently in response to one of the following assessment questions.

Assessment Questions:

- Group 1: How do students' academic experiences impact the nature and/or quality of conversations between individuals of different racial/ethnic backgrounds?
- Group 2: How do students' extra-curricular experiences impact the nature and/or quality of conversations between individuals of different racial/ethnic backgrounds?
- Group 3: Where do conversations between individuals of different racial/ethnic backgrounds occur on UCLA's campus?
- Group 4: How do students' personal orientations/identities impact the nature and/or quality of conversations between individuals of different racial/ethnic backgrounds?
- Group 5: How do students characterize the "quality" of conversations between individuals of different racial/ethnic backgrounds?

1 **TRANSCRIPT A- Participant Caucasian, Female, 4th Year**

2 *Interviewer:* Okay, Lets start off with question number one. "Many students believe that UCLA is a very
3 diverse place with students of different backgrounds, including different racial and ethnic backgrounds.
4 In your opinion, do students talk about their differences with regard to race/ethnicity?"

5 *Participant:* "Hum I would definitely say that at UCLA I hear a lot about people talk about the differences
6 of race and ethnicity, especially within my major because obviously Chicano Chicana Studies, a lot of it is
7 about race and ethnicity. But of course I hear about it within my sorority, obviously the viewpoints are
8 going to be very different.

9 *Interviewer:* How so?

10 *Participant:* I think that me being White and also being a Chicana Chicano Studies major, like I see two
11 different worlds. Like within the sorority I'm with a lot of White girls who are pretty privileged in their
12 lives so they have never necessarily even thought of what it would be like to be another race. Or like the
13 embedded racism that exist in our country and so with being a Chicano Studies major like I have gotten
14 to see that and how other people do not see it [racism]. But you know, people of course think racism is
15 common.

16 *Interviewer:* within where?

17 *Participant:* Within the sorority. Yeah, I mean [pause] I mean most of it is in joking. I've never heard
18 someone seriously be like, say a racist slur and really mean it, hum. Or at least they wouldn't do it in
19 front of me, because I would be like "Wait! Lets talk about this. That's inappropriate" [Laughs] I mean
20 like when that whole Asians in the library, we talked about that a lot, and what that was about.

21 *Interviewer:* Did ya'll have a meeting or something?

22 *Participant:* No the sorority didn't have a meeting, it was more of a general discussion of "dam, can you
23 believe what that girl said" kind of thing. A lot of people didn't feel bad for her; most of the people were
24 like "Whoa she's really stupid". I thought that was good because the responses could have gone either
25 way.

26 *Interviewer:* What about those discussions that occur in your classes? You said they were a little bit
27 different, how so?

28 *Participant:* Well I mean in class were talking about the realities of racism, like the entities, further than
29 the government, and like throughout history, I mean back to colonialism. Especially with Latinos, the
30 racism they experience. I mean, it's all throughout history and that's all the racial consciousness that
31 Chicano studies bring up.

32 *Interviewer:* Okay so let me rewind a little and go back to the question a bit. Do you think conversations
33 between students of different racial backgrounds are occurring?

34 *Participant:* Within the sorority, I mean, yeah I think they do. I think it depends the people, and we have
35 some really intellectual girls that are in the sorority, and others that are not so much. I mean its not that
36 they aren't intellectual, but I think it's more that they don't care as much to talk about race. We have
37 some girls that will get in discussions; I mean I've gotten into some discussions with some girls as well.

38 Like this one girl, she's a republican. And so she's a pretty strong republican and I'm a pretty strong
39 democrat, so we we'll get into discussions, and it was just surprising to see her viewpoints on race and
40 on welfare and I mean other ethnicities in general. It was kinda shocking, and I think I changed my
41 perception of her.

42 *Interviewer:* Because you were able to hear her point of view?

43 *Participant:* Yeah, I think it has changed negatively, about her. Yeah, because of how ignorant she is of a
44 lot of issues. Like, I've tried to talk to her about it, but yeah. Like she's part of Bruin Republicans, and like
45 the conversation was really hard, like her being my sister and her thinking like this, I don't know, it was
46 just like whoa!

47 *Interviewer:* What that the very first time you had ever talked to her about race?

48 *Participant:* yeah, and I mean it had originally started with us talking about political parties, because she
49 has like a Ronald Regan poster hanging over her bed, like whoa really? I was like "you're a big fan of
50 Ronald Regan?" and then we got into this whole discussion about race and then we started talking
51 about immigration and then Mexicans and Latinos in general. Yeah, It was pretty intense [laughs].

52 *Interviewer:* Okay let's hit the second part of the question. "Do you think that UCLA students are free to
53 talk about their differences? Do you think those spaces are available?"

54 *Participant:* I think you have to seek those spaces, I don't think necessarily that those spaces are always
55 available. No, I mean obviously some majors are going to be more open to it [conversation about race]
56 than others. So if like someone is a biology major they're really gonah have to seek spaces where they
57 can talk about race, because maybe like their dorms wont be necessarily open to that, so they might
58 have to seek an organization that welcomes that, because they're not gonah get that in their biology
59 classes. They simply wouldn't get the same experience as someone who is in a Chicano Studies major for
60 example.

61 *Interviewer:* So they would have to go out of their way to find these spaces?

62 *Participant:* Oh definitely! I mean, often times I see people, even within my sorority that their majors
63 keep them so specific to the sciences that they never talk about race and racial consciousness. They
64 never even think about the real issues within our society and it's surprising how my *entire* major talks
65 about it!

66 *Interviewer:* It's surprising how your reality isn't theirs?

67 *Participant:* yeah! It's crazy. They really need to just seek them out.

68 *Interviewer:* So if they don't seek out these spaces, your saying it's almost like they get closed off? Is that
69 what your trying to say?

70 *Participant:* yeah, big time. Yeah because I mean, many times like, I was brought up in like, obviously my
71 parents are white, so is my whole family. We don't have any interracial marriages, at all. So, for me
72 there is a lot of things that when I started the Chicano Studies major opened my eyes. I was like Wow
73 maybe I did have preconceived notions and a little bit of racism and the teacher will point out where all
74 that come from. So I'm like wow that makes a lot of sense, and now I understand why I thought that,

75 and why that's so wrong and scary to feel like that. For example, with racial slurs, in High School it was
76 okay, but then you come to college and you realize that that isn't okay to say.

77 *Interviewer:* Okay, so we spoke about how there are different spaces where people do talk about race,
78 and you mentioned that in your classes you all talk about race, but can you speak on the quality of these
79 conversations?

80 *Participant:* I mean I think that if you're in an ethnic studies major you are going to know how to lead
81 the conversation, and know how the conversation works, versus other people. Like two Biology major's,
82 they don't necessarily gonah know how to really even start that conversation, let alone *why* are they
83 talking about that, because for them that [race] is not the issue, their whole thing is getting into med
84 school. Its not like they care how racism is and why our society is so embedded with it, and why its not
85 okay kind of thing.

86 *Interviewer:* You mentioned how some people lead the discussions because they have that
87 consciousness, and how you think its easier for those people to engage in conversations about race
88 because they have so much background. What about personal experiences, do you think they differ in
89 different spaces?

90 *Participant:* Oh yeah! Definitely! I mean the conversation that I'm going to have with fellow classmates
91 in the Chicano Studies department, and the friends I've made with students in the major, are going to be
92 completely different to the ones I have here within my sorority or even at home. I mean I'm constantly
93 teaching my parents stuff that I learn hear at UCLA about race and racial consciousness that they have
94 never ever heard of in their life. Like, you know, they were never introduced to it, they're parents didn't
95 bring up issues of race, they've never necessarily been the target or racism. So people that are aware of
96 the true issues of racism, conversations with them are going to be more intellectual because we are
97 gonah be able to dig deeper on what the issue is, versus me teaching somebody that there *is* an issue.
98 So like within the sorority, they don't know what we talk about in my classes.

99 *Interviewer:* Do you think they should know?

100 *Participant:* Absolutely. I think everyone should be required to take Chicano Studies classes! [laughs] Or
101 ethnic studies classes in general. I mean, with Chicano Studies, its obviously not only about Chicanos, we
102 talk about Asian Americans, African Americans, every race and racism in general. So yes, I absolutely
103 think that it should be required. And those GE [General Education] courses, I think some on some of
104 them you can take an ethnic studies course to cover it, but I think it should be required. You shouldn't
105 be able to get out of them by taking another course. I think every student should have to take one and
106 open their mind to it, regardless if they want to or not, they should be taught it.

107 *Interviewer:* So you're saying that we have to force people to enter those spaces so that they can gain
108 some exposure?

109 *Participant:* Exactly! So that then they can make their opinions from there, and if they still want to keep
110 there racist views then at least they were taught. At least they were educated, and they were given the
111 other side [other perspective].

112 *Interviewer:* A new or different perspective

113 *Participant:* Right, exactly.

1 **TRANSCRIPT B- INTERVIEW 5B: Taiwanese-American, Male, 4th Year**

2

3 *Interviewer:* Okay great. So moving more into the discussion, many students at UCLA believe UCLA is very
4 diverse with students from many different backgrounds, including different racial and ethnic backgrounds. But in
5 your opinion, do you think students talk openly about difference in regards to race and ethnicity?

6 *Participant:* I think it depends on the space that they are in.

7 *Interviewer:* What do you mean by the space?

8 *Participant:* The venue. Oftentimes, when I was living in the dorms we wouldn't talk about those kinds of things,
9 but later I joined student government and we were more open about those kinds of things.

10 *Interviewer:* Great, why do you believe there is that difference between the dorm environment and the student
11 government environment?

12 *Participant:* Well I think its both a difference in the people there, as well as in the environment. In the dorms people
13 are there to live, and they have their own life goals and things going on, but if you enter the student government
14 environment, you have people who are particularly invested in affairs that are related to cultures, race and
15 differences, so I guess it would only be natural that they would have those conversations there.

16 *Interviewer:* Any other experiences of spaces on campus where you have witnessed students talking about
17 difference on campus?

18 *Participant:* I can't really think of one. Usually when I do hear it, it is usually somewhere that is very, I don't know,
19 spaces on campus that are more liberal, like the student activities center for example, or Kerckhoff Hall, but never
20 in other buildings really.

21 *Interviewer:* And do you believe students are free to talk about their difference?

22 *Participant:* I don't think so actually. UCLA is such a big school that its hard to get a feel for the climate people are
23 interacting in. So it is hard to bring up touchy subjects with someone, unless you are on that really close friendship
24 level, which is hard to make many of those connections on such a big campus.

25 *Interviewer:* What would you say it takes to develop that connection or trust?

26 *Participant:* I guess just friendship I would say. That is really all there is too it, eventually you are comfortable to
27 do anything you want with your friends.

28 *Interviewer:* So it only occurs within friend groups you are saying?

29 *Participant:* Yeah.

30 *Interviewer:* Okay. And, have you ever witnessed students with "differences" discussing them or is it mainly
31 students within their same social identity group?

32 *Participant:* I would say that I have never seen students actively discussing differences between their identity
33 groups, and the only time I have students is when they identify the same as they do, and they are talking about
34 another group of people outside their identity group.

35 *Interviewer:* Do you have an example of that?

36 *Participant:* All the time at work. I work on the Hill. I hear people make really offensive comments. Things that
37 would not be well received by people within that community. Like people will drop the "N" word, or people will
38 jokingly drop the three letter "F" word pertaining to gay people, etc. etc. It is silly because they are first years and
39 they don't really understand the impact those words have yet, but that is where I hear a lot of it.

40 *Interviewer:* What do you think facilitates dialogue between these different groups or students?

41 *Participant:* It is difficult. I mean if you could do that we wouldn't really have racism anymore. But, I think the
42 biggest way of facilitating it is having people have a really empathetic heart and open mind.

43 *Interviewer:* And I guess on the flipside what prevents that dialogue from happening?

44 *Participant:* There are just so many societal kind of taboos, you just don't want to anger the other person by giving
45 them your ignorant viewpoint, so even though you may know that you are ignorant, you'd rather just not discuss the
46 topic at all rather than bringing up something that could be inflammatory.

47 *Interviewer:* Do you have any personal examples where you have been involved in these kinds of situations?

48 *Participant:* Well, yeah. I would say so. With my ex girlfriend that was very uncomfortable, because she was not
49 aware that I had come to the realization that I was gay. So it made me very uncomfortable to talk about that with
50 her and the people who were around her. So rather than bring up an inflammatory subject and have all these
51 questions bombarded at me, and having to defend myself, I rather opted to just act like nothing was wrong, act like
52 everything was the same and not bring up the subject all together.

53 *Participant:* Well there are lots of times when, I was dating someone, and we would often be stopped by random
54 people and they would be like, "Oh you guys are so cute together", because we were gay and that would make us
55 feel comfortable, but then other times we would feel very uncomfortable just walking around together because we
56 would get all these nasty glares, but I don't know if that's really applicable to people actually talking about
57 difference on campus. One time someone actually came up to us and started talking about the bible and that was
58 very inflammatory.

59 *Interviewer:* Was he a student?

60 *Participant:* Yes he was.

61 *Interviewer:* So you kind of are saying that sometimes these smaller things trigger or inhibit you from feeling
62 comfortable talking with others about difference on campus?

63 *Participant:* I would say so.

64 *Interviewer:* Great. And again, any other spaces on campus that this happens? You mentioned the hill or student
65 government, or the student activities center. I know you are a South Campus major, do you talk about this in your
66 classes, with your friends in class?

67 *Participant:* No definitely not. Especially in South Campus the environment is very different than the environment
68 in North Campus. We are very focused on our studies and I would say that most of my friendship I have made in
69 the classroom context are very superficial. We are friends, and I would consider them that, but they don't approach
70 personal subjects with me very often, and I don't approach personal subjects with them very often, because its not
71 really related to what we study, and it doesn't affect our performance in the context to when we see each other in
72 class. I would say that I don't know anything about them really, other than what they look like, what their grades
73 are, and what their major is.

74 *Interviewer:* Interesting. I guess, moving on from places on campus, and more to experiences you've had where you
75 actually have been talking openly with people about difference. Have you ever talked with someone from a
76 different background about it?

77 *Participant:* All the time.

78 *Interviewer:* Okay. Can you maybe share one of those experiences and what it was like?

79 *Participant:* Well I was involved in student government like I said, and one of the people involved was very active
80 in the Pilipino community and he was constantly mentioning their struggles and why they for instance had program
81 in SAC and I would ask him, why do Pilipinos or Pacific Islanders receive these kind of services whereas Chinese
82 people who have historically also been repressed don't get the same treatment in any context. And, we had a
83 discussion, it was very civil, and it really opened my eyes to the many struggles his community faced and he also
84 challenged me to, if these struggles are something that my community has had in the past, then by all means we
85 should have the right to have those services ourselves, so it was very enlightening.

86 *Interviewer:* Good, and what kind of prompted you to feel comfortable having that conversation with him?

87 *Participant:* Oh, he was a very good friend and mentor. He was a very approachable guy who helped me along
88 through a lot of my personal life so I felt very comfortable discussing anything with him. He always had such an
89 open door, and openness with how approached subjects with us.

90 *Interviewer:* And this sounds like a very unique setting in student government. Why do you think a setting like that
91 allows students to feel comfortable talking about these differences, whereas you mention earlier in many cases its
92 people within their own identity group talking about it?

93 *Participant:* I mean like I said, people join student government because they want to advocate on behalf of their
94 community, so it would be plain foolish if someone interested in advocating for their community, isn't willing to
95 listen to someone else advocating for their community and so student government facilitates that kind of discussion
96 because everyone is interested, and a part of advocacy is listening into others struggles to see where the needs of the
97 student population may be.

98 *Interviewer:* Great. If you could imagine a UCLA where students talked openly about their differences with others,
99 how do you think that could be achieved?

100 *Participant:* It is a very difficult question and there is not a good answer, but an idea that I could come up with is
101 something like, I am hesitant to mention it, but I know a while back in student government we mentioned
102 something like a diversity requirement and I thought that was great, because you cant really... I came from a very
103 not challenged background, so when I came to college I didn't understand the difficulties others faced. It seemed
104 unfathomable really, like I couldn't understand, I thought everyone was full of BS. It didn't hit me until I actually
105 met one of those people and worked through their struggles, and came to understand them, and experienced my
106 own struggle, that I could finally appreciate the differences we all have in our backgrounds, so I think that's a
107 necessary component to catalyze those kinds of discussions of difference.

1 **TRANSCRIPT C- Armenian, Female, 3rd Year**

2 Interviewer: So for my first question if you need me to rephrase it let me know. Many students believe that UCLA
3 is a very diverse place, with students of different backgrounds including different racial/ethnic backgrounds. In
4 your opinion, do students talk about their differences with regard to race and ethnicity?

5 Participant: I'd say yeah they do. And I would agree that there is a lot of diversity here. But when I first came to
6 UCLA I didn't really see it I was just thinking there were a bunch of Asians and White people everywhere. But
7 when once you get into your classes and you go into UCLA whether it's a job or volunteer opportunities then you
8 really see that there are different races. Like I didn't know Persian Jews existed until I came to UCLA and a lot of
9 people I have met here happen to be Persian Jews but I really didn't realize that. But does that answer your
10 question? You asked about differences with other people?

11 Interviewer: Yeah, well whether people of different backgrounds do happen to talk about those differences.

12 Participant: Well, yeah the people I do talk to. I guess it depends who you talk to and where. I know at work we talk
13 about how my culture is different from yours or what we do for holidays. Like if I find out someone is a different
14 culture in class I'll ask them about it and questions. But yeah I think it's about differences until you get to the
15 similarities and realize oh yeah we do have a lot of similarities and stuff in common.

16 Interviewer: And why do you think those conversations happen at work?

17 Participant: At work I feel like we are more tightly knit. It feels more like a family rather than work at my
18 workplace [Laughs]. Everyone is really comfortable with each other and I mean we have a lot of different races like
19 Armenian, Spanish, we have a lot of Asians in there and African-Americans. It's just really a diverse group and
20 once you have a group like that of people working together in a small environment its bound to happen.

21 Interviewer: So do you think all UCLA students are free to talk about their differences?

22 Participant: Well, I mean I don't know maybe some cultures have limitations. Or they are not allowed to. And I
23 don't think I have ever met someone who didn't discuss or choose to talk about their backgrounds.

24 Interviewer: And at work you feel comfortable talking about your differences with any person?

25 Participant: Yeah, pretty much.

26 Interviewer: Well you mentioned that these conversations occur at work but could you think of anywhere else
27 where these conversations occur? Or talk about a personal experience?

28 Participant: Yeah well in the dorms a lot but now that I moved out I feel less connected to UCLA so I think its
29 harder to talk to people. But especially because I'm Armenian I feel like anytime I interact with someone who is not
30 Armenian they either don't know about my race or they never heard about it or I don't know they're curious about
31 it. So I feel like it's really easy for me to talk to people in the classroom if I have someone in one or more of my
32 classes. I'll approach them and ask them then one thing leads to another and you talk about your race/ethnicity. So I
33 don't think its really hard for me personally but I don't know I would say the dorms, jobs, but I'm not really
34 involved in any outside club or activities. So I feel like Bruinwalk with all the clubs and organizations there is a lot
35 of opportunity here.

36 Interviewer: And these conversations occur in class but are they facilitated by anyone?

37 Participant: In class the only two examples that I've experienced was in my race and ethnicity class where that was
38 a central topic of it. So that was really interactive and race/ethnicity was the main topic obviously and that's
39 basically what we talked about. But again, aside from classes based on that if I see other students in more than one
40 class of mine and especially my name. It's not a common name so that opens an entire field of where it comes from
41 or several other questions about my ethnicity. And from this it goes back and forth.

42 Interviewer: Okay, thanks. But do you think there's also anything that prevents people from having these
43 conversations about their differences?

44 Participant: Well maybe embarrassment or fear. Some people might be scared to talk about themselves and I'm sure
45 it happens because if I were say Muslim I don't know how open I would be to having people come into my life and
46 discussing. There are a lot of people like that but its just happens that I'm not one of them. But I'm sure there are a
47 lot of stigmas and prejudices that might prevent people.

48 Interviewer: So when you talk to other people do you feel that you are honest when you talk about your culture and
49 differences? And that they are the same way?

50 Participant: Yeah for the most part I mean it depends who I'm talking to and how far I want to go with the
51 conversation. If I just met you I am not going to talk to you about how Armenians can't have sex until they're
52 married or you know my family is this certain way. Its not like I'll go all out and give you a full blown background
53 of my culture but work wise or friend wise that I'm pretty open. And I believe they are too, for the most part. But
54 then again you never know.

55 Interviewer: Ok, so if you could characterize the quality of interaction between people of different backgrounds to
56 someone who doesn't go to UCLA, what would you say?

57 Participant: I'm sorry could you repeat that.

58 Interviewer: Yeah, so if you were to explain to someone who doesn't go to UCLA like a prospective student or
59 whatever, how would you explain the way people interact on campus in terms of their differences? Since you did
60 say earlier it's a diverse place.

61 Participant: Well, I would say organizations but then again I have never participated but I know there are a lot of
62 clubs and groups that culturally mix. I mean I have seen a lot of that happen with Armenians and another group like
63 I recently got an email about an Armenian/Brazilian dance things. Which is so random but here at UCLA we have
64 the opportunities and we have the cultures and so many different people that come together so I feel like our clubs
65 and organizations are a way. I do feel that also international students opens the door since we have so many of them
66 this year and they are from all over the world so that's another benefit I guess to UCLA. It makes it more diverse.

67 Interviewer: So since you said you have had good experiences talking about your Armenian culture, what makes
68 you want to share that with people?

69 Participant: I would say pride would be one of them. Great pride in being Armenian. I feel like its important and
70 special and really close to me because it defines who I am as a person. So I feel like if I open up my culture people
71 get a better sense of who I am. In terms of moral, religion, food, family gatherings describes me.