This study seeks to further understand and address the diversity and inclusion experiences of all students in the College of Engineering and Knowlton School at the Ohio State University.

**Sources**
- 2020 Source Documents
- The Black Student Experience in the College of Engineering
- Call for Action | Knowlton School of Architecture
- Graduate Student Response Summary of General Climate Surveys
- Graduate Student Feedback for Listening Sessions
- 2022 Focus Groups

**General Findings**
We find that students in the College of Engineering and the Knowlton School experience implicit and explicit discrimination in the classroom and learning environments, the general environment and in police interactions, in dorms and residential spaces, in interactions with advisors and other navigational support systems.

**Classroom & Learning Environments**
- Eliminate weed out classes and weed out mindsets. Cultivate the mindset of supporting and developing all students who enroll.
- Regularize dialogue with student organizations through bi-annual townhall meetings.
- Hire professors who prioritize teaching generally, but also instructors who practice culturally responsive teaching more specifically.

**General Environment & Police Interactions**
- Speak out on racial issues; take demonstrable and transparent action to address BIPOC concerns with safety.
- Advocate for OSU to cut ties with Columbus police. Redistribute funds to community needs.

**Advocators & Navigational Support**
- Help students build a team of mentors/advisors to ensure they obtain the navigational guidance necessary to successfully progress through their programs.
- Provide training to advisors that is specific to mentoring minority students/students from underrepresented or minoritized backgrounds.
- Establish and communicate clear human resources policies for graduate students, particularly in cases of conflict with advisors.

**Dorms & Residential Spaces**
- Ensure that students can move out of unsafe living situations quickly.
- If it doesn’t already exist, create a system where students can anonymously report incidents of discrimination in living spaces directly to the Director of the School and to the Diversity and Inclusion Officer, to streamline action and response.
- Normalize the reporting of experiences of discrimination, harassment, or hate crimes. Advertise reporting processes. Ensure that reporting students do not experience more negative experiences.

**Community & Belonging**
- Secure funds to invest in hiring and supporting Black faculty, staff, administration and BIPOC fellows. This includes expanding the fellow/professorship program to include fellows interested in social justice or racial equity work.
- Create transparency in the selection criteria of all hiring protocols, honors, and awards by involving student leadership in the decision-making process.
- Streamline access to funds for clubs, particularly racial affinity groups. Provide financial support for graduate student specific clubs. Advertise clubs to encourage community building.

Study conducted by University of Washington Center for Evaluation & Research for STEM Equity