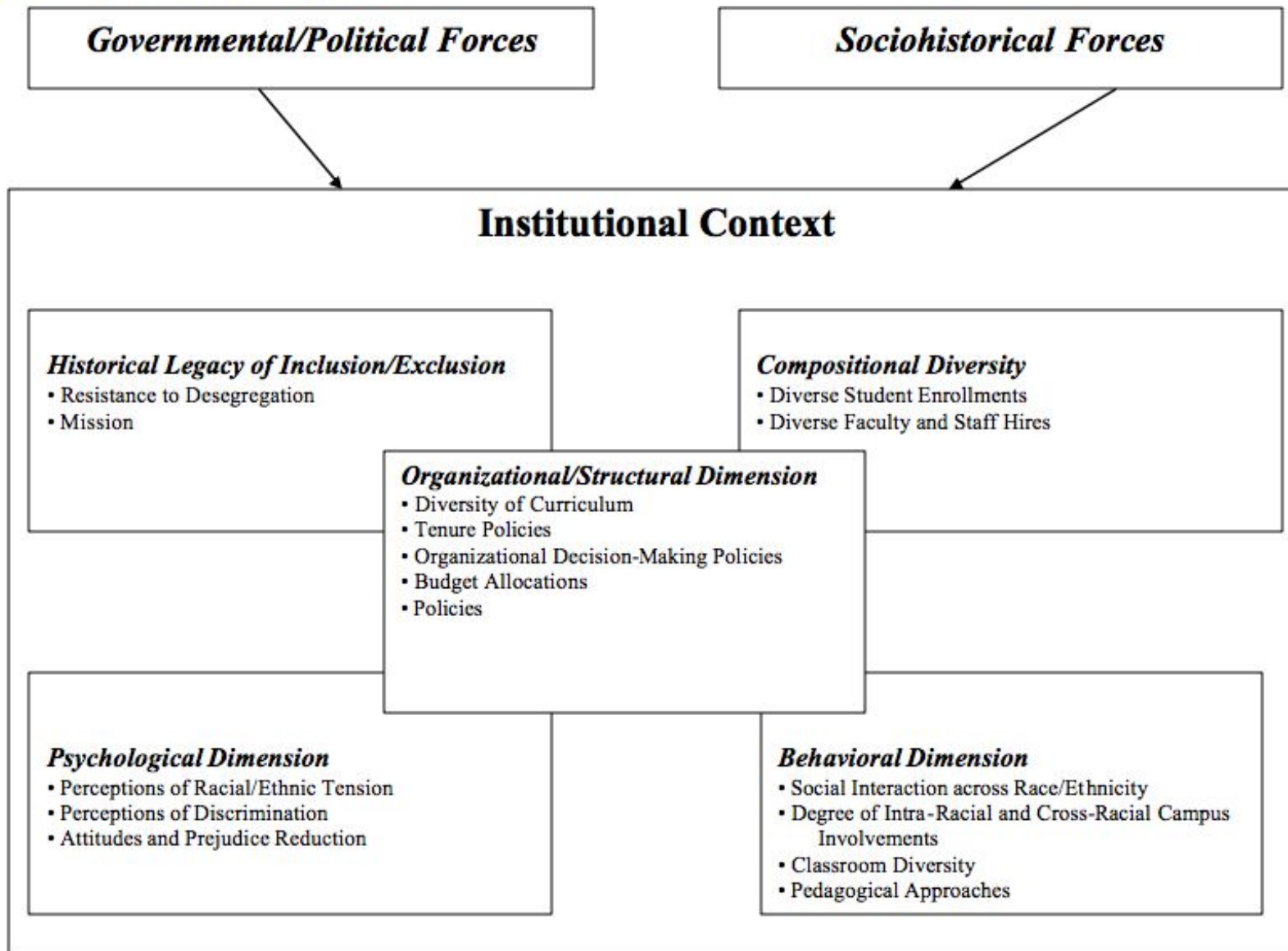


Figure 1. Campus climate frame work



SOURCE: Milem, J. F., Chang, M. J., & Antonio, A. L. (2005). *Making diversity work on campus: A research-based perspective*. Washington, DC: Association American Colleges and Universities. p. 19. Retrieved from <http://dopey.cs.vt.edu/courses/grad5984-F11/readings/Academia/2005-Milem-Making-Diversity-Work.pdf>