

Table 1. Themes and Subcodes

Theme	Admissions Factors	Diversity in Education	Post-Grad Plans	Racism	Systemic Oppression	The Legal System
Subcodes	GPA	Benefits of Exposure	Careers	Race-Blindness	Family Resources	Interpreting the Constitution
	Holistic Admissions	Risk of No Exposure	Graduation Rates	Racial Bias	Legacy	Policies and Laws
	Merit	School Demographics		Racial Division	Nepotism	
	Race-Conscious Admissions	To Serve a Diverse Population		Reverse Racism	Reparations	
	Standards				School Resources	
	Test Scores				Socio-Economic Status	