

2015 Campus Climate Survey: Graduate Students:
h1: What do you think is working well at NC State to support diversity on campus?
Open-End Comments (Topic: NC State Employees)

h1	Race	Gender
Diverse professors	AfAmer/Black	Female
The culture of respect for different races and ethnicity works well on NC State Campus. The Management, faculty and staff members are doing a good job overall. I think the issues lies among the students mostly. So, the student should be constantly reminded of the need to accomodate each other regardless of race or ethnicity.	AfAmer/Black	Male
Professors' attitude toward diversity as well as school administrators' supportive measures about diversity are working very well.	Asian	Female
The administration really helps everyone regardless of their race. This gives us more confidence to approach them regarding any issues. Some of the students I have encountered are negative about Asian students and I myself being from India feel its offensive. I have had a TA pass snide remarks about my country and its people. The general opinion of American students about Asian students is not very good I feel.	Asian	Female
Staff and office administrative are extremely supportive. Staff at OIS is helpful and polite. Students at NC State get along well with each other irrespective of their racial/ethnic/socioeconomic backgrounds.	Asian	Female
Both students and faculties, staffs are diverse in terms of race, nationality, religion and ethics. / / I can feel everyone is respected and rarely hear any discrimination takes place.	Asian	Female
The Faculty and administrative supports.	Asian	Female
Faculty and Staff at NC State do not discriminate between students of different race/gender/ethnicity. That is the most important factor where students feel welcome and confident to work with their peers who are different from them. In general all the students are treated with equal respect that encourages students to do the same.	Asian	Female
Staff are kind and warm. They really like to help you with your own problems.	Asian	Female
Nothing really. I'm a minority, and I was told that my program was "known" for graduating minorities. When I got here, I was the only minority in my class. I find this appalling especially since this department's faculty preach about inequality, anti-racism, and "embrace" diversity when in fact, the way that minorities are treated is appalling. I've spoken with two other minority women who are farther along in this program and they have been subject to egregious acts against them politically within this department.	Asian	Female
There is a lot of tolerance among the students and the faculty towards students from different backgrounds. I would like to see more awareness created about the diverse nature of the students who attend NC State so that people are careful to understand each other's culture and preferences better. This will foster a professional and social relationship among all the parties concerned.	Asian	Male
Sometimes I feel the faculty and staffs show more support to White/Caucasian students than foreign international students in terms of communications, appreciations, and support.	Asian	Male
Bringing awareness to students and faculty.	Asian	Male
Proportion of the faculty, staff and student is doing well. More native culture spreading activities are needed.	Asian	Male

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At the 4 months at NC state so far, I never had a bad experience with any one, be it teaching faculty, students or support staff. Every one is pleasant and welcoming. Only once , I had a lady behaving rudely and not telling us the route when me and my friends were lost. But i attribute that to that individual and not the race. / / Being an outsider , i dont have any rights to say these. But still, I feel, people shouldnt be grouped as Afro-Americans or Whites. / I feel its Absurd to associate the word 'Afro' to them when they were born as an american all their life. / / Also grouping them and giving them a name bonds them automatically and it is almost like society is encouraging to form groups based on their appearances. / / Also , I have chosen not to answer any question in the survey based on religion or sexual orientation because, those doesnt define a person's individual traits. Every religion has good persons and bad persons. Questions based on religion has somewhat offended me to say the least. / / Its great that NC state is serious about providing a healthy environment in campus for all the diversified students studying here. / I feel, the best way to keep the campus that way is to remove all the malicious elements that try to ruin the good environment in campus and keep all the other good people unaffected by these incidents. I am sure NC state mostly has socially responsible community if not all and everyone would welcome harsh measures taken in this regard. / / Hope I haven't said anything politically wrong. If not, please pardon my ignorance.	Asian	Male
A lot of clubs and communities present. Professors and staff are generally very respectful.	Asian	Male
I think the professors offer tremendous support to international students. Never have I felt discriminated in any way whatsoever. / All people working in NC States offices are very kind and helpful. / The OIS does a tremendous job for international students. / On Campus jobs are easily accessible to international students which is a huge plus.	Asian	Male
Looking at the campus in general, I think that diversity on campus is minimal since most students seem to be white middle class, and many faculty members seem to be white middle as well. In terms of support, I do not know well; but I feel that racial and ethnic minority students are not as valued as white students. Also, I think that being sexual minority on this campus is not as safe as it should be.	Asian	Male
I feel supported by Faculty and Staff, they make me feel really well. However, I cannot say the same from my classmates. They have some concerns to share with students from different ethnicity, background, race, or language. I think this should be address in some way for the university, especially because I am in the College of Education, and they are or they will be teachers that will work with a diverse population.	Hispanic/Latino	Female
There is an emphasis on students from diverse backgrounds in the graduate program, as well as across campus. I don't feel personally threatened because of my differences, but it is also because I am used to being different and so I take on that perspective when dealing with those who are different from me. I also find encouragement from my peers and professors because of my diverse background, and I see there is encouragement and support for others that are from diverse backgrounds as well.	Hispanic/Latino	Trans
I don't pay attention to the diversity or the lack there of. I am interested in Architecture, not the diversity of my classmates, staff, or my professors. I can appreciate the vigil that was done in respect of the Muslim students who were killed. But that is the only event that stands out in my mind as support the University has done.	White	Female
They seem to offer a lot of programs about diversity and have faculty members and students from diverse backgrounds.	White	Female
Professors are knowledgeable and freely discuss, when appropriate, issues of diversity. The professors set the tone for the class, and most have been friendly, welcoming, accepting, and respectful of all students regardless of race, ethnicity, gender, sexual orientation, religious beliefs, etc.	White	Female
The professors not only include diversity in the curriculum, they respect diverse experiences, and it shows, It's all about attitude.	White	Female
Having the conversation is a good start. Because I am a graduate student who does not live on campus, and I spend very little time on campus or in the campus culture, it's hard for me to say what is and what isn't working. I think the best way to reach students is through their professors. We are all inundated with information, especially via email and posters in the buildings. There's so much going on that it all kind of becomes background noise, so if you're not looking for it, or experiencing some issue concerning diversity firsthand, it just kind of takes a backseat to everything else. I would say my professors are the only people at NC State that ever actually have my undivided attention and respect.	White	Female

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standards set by instructors	White	Female
The counseling center is a supportive environment, but it seems understaffed	White	Female
The faculty is open and collaborates with all diverse groups, and does so in an every day manner, versus making a big deal out of it.	White	Female
The OIED office is working well in my opinion. I think that the College of Education is committed to diversity, which is evident in the faculty hires and efforts to recruit students from underrepresented backgrounds. / / I like that the Chancellor is sending out messages about what is acceptable at NC State.	White	Female
Efforts to support the LGBT community is greatly improving, and I am finding that these students, faculty, and staff are more comfortable with being open about their identification.	White	Female
Well trained student staff that are able to provide support and learn about diversity.	White	Female
I think that if you are involved in a program like mine in CED chances are very high that you will feel a lot of support for diversity on campus. The professors really push is to investigate our own level of awareness and development which contributes to us being better at work with students who are from different demographics than us. I think that the Tunnel of Oppression is a GREAT initiative. I really enjoyed attending it and then being asked questions on how I will have a commitment to help. I think that programs like Pack Promise, WISE and the AACC are making great strides towards supporting students of diverse backgrounds.	White	Female
There are several clubs and activities hosted by the school that embrace diversity on campus. The diversity in the student population and the faculty/staff population helps increase awareness and acceptance of differences.	White	Female
I think that in general, the faculty I have worked with does not talk about personal things (race, gender, etc.) and sticks to the research/academic topics. The students seem to have a mainstream mindset that is more liberal, which is sometimes uncomfortable. It has helped me to be aware of others' beliefs and backgrounds, even if it has been uncomfortable.	White	Female
Field trips were a much better experience for me here than at my undergraduate university. There is more of a sense of professors wanting to be responsible and self-controlled even among graduate students. Field trips here are more academic and not sexy or alcoholic. / / I really love my journal club. I love just getting to listen to the higher-ranking students and professors talk in a non-classroom setting, when they're the sort of people I don't normally make friends with.	White	Female
There are a large diversity in students, at least in my department's graduate program in terms of countries and male/female ratio. There is also a large amount of diversity in the professors that I have interacted with - different countries and ethnic backgrounds.	White	Female
NC State is trying to improve diversity, and that is a great start. Professors (at least in the Social Work department) are well trained and respectful of diversity.	White	Female
I don't spend much time on campus except for actual classes, so most of my experiences come from actual class time, when I imagine people are more guarded about what they say and do. I do personally know staff in some of the diversity departments, but I know them mostly from community organizations outside of the university. I am impressed with their competence and commitment, but have not interacted with them much within their jobs at NCSU. / / I personally have not felt threatened or discriminated against. I'm fairly obviously queer and have never felt that I had to pretend otherwise. The only negative comments I've ever heard about LGBT people were from undergraduates, and those seemed ignorant rather than malicious. / / I have had positive experiences working in class with people from other countries, which I had not done much before coming here, so that has reinforced my comfort level when talking to people who come from different backgrounds or are not quite fluent in English.	White	Female
Everything is working well could use more non white professors and students in mpa program. Should not schedule exams on religious Sabbath days.	White	Female

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As a graduate student who only takes night classes, my opinion may not be representative of life on campus. That said, to me, diversity feels like a token word at NC State. My interactions with professors and classmates has been positive, but the emails I see and posters on campus feel superficial. Most of my professors have been white men and all have been openly cisgendered and heterosexual. Most of my classmates are white, and present as middle/upper middle class, heterosexual, and cisgendered. There is not a lot of diversity in the student body or among my instructors. The discussions we have are pro-diversity, but it feels like an academic exercise. We self-congratulate on our open minds, but then, most of us aren't really being tested...	White	Female
I have not sought out any specific diversity events here on campus but I have seen emails and flyers about them. I assume that those type of events are accessible and enjoyable for those who wish to attend them. Personally, I have learned a great deal about the perspectives of other cultures through day-to-day interactions with my friends, colleagues and professors. I believe simply having a diverse community working together is the best experience.	White	Female
Working well: NCSU has lots of offices for students of different races, genders, sexual orientations, religions, etc. Any student should be able to find a group of similar students and faculty/staff who can mentor them. / / NOT working well: The administration doesn't take seriously enough racism and sexism. They say that any acts of discrimination do not represent the university, when those acts are actually widespread and little is done to punish or fire those who commit them. They refuse to see the institutionalized racism and sexism on campus and only care about PR. I guess they fear they would lose public support and potential students if they took serious actions that had a chance of working.	White	Female
I personally have not seen any discrimination on campus, and having attended the University 25 years ago I can say that it has definitely improved. But just because I haven't seen any doesn't mean that it doesn't exist. A large portion of the answers may be skewed because I am not interacting on a true social level with the other students because of the age and priority differences. However, there are a number of students and instructors in my department from a variety of backgrounds. Having worked in industry for over 25 years, I really appreciate a persons abilities and quite frankly have been trained not to engage in conversations about sex, sexual orientation, religion, or race (especially as a white male) - that is a good way of making other people feel uncomfortable thus leading to you being fired ! In business, they have diversity training, but do not want open conversations for fear of lawsuits. But, I have also learned to appreciate different cultures and views because if everyone thought the same way, then you would lose the ability to have different approaches to problems. In some ways, I think NCSU is doing a great job in having a diverse campus (and should be encouraging these interactions), but I wonder if that may not be a problem in the work place where open conversation can be an issue outside of a training class. Maybe some focus needs to be made on what to expect in a professional setting such as why it is not appropriate to have a cross, Star of David, Bible, Koran, or other religious items openly displayed in your office because it may be offensive to other workers. Some of the focus should be on when, where, and under what circumstances should these issues be addressed to prevent uncomfortable situations even when the intentions are to truly understand other cultures.	White	Male
The University has a variety of centers and support staff dedicated to supporting diversity. That's quite impressive.	White	Male
The things that are working well to support diversity on campus include the attitudes reflected from the top down among faculty and staff. Undergraduates are slower at catching on, may be a maturity factor.	White	Male
I find the students, faculty and coursework to generally be sensitive to diversity. There is a great extracurricular program designed to support diversity programming, though it concentrates on the most prominent types of diversity identities only. I believe the social net should be wider, but does not need to be deeper.	White	Male
Having a ton of faculty and students from all different racial/ethnic backgrounds that are all so talented in their field that their racial/ethnic background is shown to be simply just another facet of their character instead of a stereotypically defining feature.	White	Male
Faculty and staff diversity seems to be a priority, and a majority of my classes are composed of students from a wide range of racial, ethnic, and religious backgrounds.	White	Male

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OIED is doing some great stuff. Building bridges (NCBI) is a great program, as is EOI. If we could get all staff trained in EOI, that would be a great first step. Admissions is doing an okay job with outreach to underrepresented areas, but that could always stand to be reinforced. I think the university is doing an okay job responding to "hate speech," but I would hate to see a crackdown on certain kinds of speech that we do not agree with. Housing staff is trained in appropriate ways.	White	Male
Higher level staff at the University advocates in favor of diversity.	White	Male
NC State provides resources and communities for a wide range groups of students. The faculty and staff, with rare exceptions, are welcoming to a wide variety of students. Students generally are civil and respect each other. Examples of intolerance are generally recognized as exceptions rather than the rule. There are also a huge number of "diversity"-promoting events on campus.	White	Male
Diverse faculty and student body within our program.	White	Male
Willingness of specific departments and faculty to have difficult conversations; keeping students, faculty, and administration accountable.	White	Trans
Many events. Many students. Faculty. Brickyard.	White	Trans
Greater diversity in incoming graduate students and new faculty.	White	Trans
Having a faculty that is diverse in similar demographics to the student body - for instance: I know if I have gender concerns I can speak to female professors. I don't doubt a male professor would take my concern seriously, but it's still easier to speak to a female professor. I am especially glad that there are faculty that are multilingual.	Mult race	Female
It is important to understand and speak out against bigotry. Students tend to hear friends, faculty, and strangers make bigoted comments, often guised as a joke, and people tend not to speak out against this. It is important to make your position known: that you will not tolerate discrimination in any form./	Other/Unknown	Female