

**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 Encouragement/Support of Diversity)**

h1	Race	Gender
There is a lot of information provided through email and other methods about diversity programs. I think the living communities also aid in promoting diversity. There are a lot of campus activities that focus on multiculturalism that supply good introductory information.	AfAmer/Black	Female
I think the initiatives taken by NC State as a community to support diversity on campus is quite commendable. The idea of involving students, both undergraduate and graduate, in different activities helps to foster the unity in the diverse groups.	Asian	Female
I think the current support offered by NC state is pretty good. What I feel is that the social life here as a graduate student is pretty dull. While all the activities take place on the main campus there is very little activity that goes on in the Centennial campus. I would encourage more activities to be held on this campus. As a graduate student, there is very little time and energy to go to main campus and engage in those activities. // Overall, I think the environment is very diversity-friendly and safety-oriented.	Asian	Female
NC State is working well to support diversity on campus. I am an international student and not for once have I felt threatened or "not a part" of the society here. Personally, I found opprotunities to support social causes, LGBT community and people with disabilities. NC State especially does a very good job at helping students with disabilities.	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
I think NC State have already done a good job to support diversity.	Asian	Female
NC State is working well to support diversity in general. / Please keep putting efforts on this. /	Asian	Male
Firstly, the school has to build more groups or organizations to protect the minority. / Secondly, in some part, school has not pay more attention to promote/encourage to increase of the diversity. / Thirdly, it is a common atmosphere is US universities that the diversity is not really more important than academy. /	Asian	Male
NC State shows good support for diversity in the campus, there are always many multi-cultural events, meetups and outings happening which encourages interaction among the students. I think most students are aware of the importance of diversity and have respect for each other.	Asian	Male
Strong graduate programs. I believe NC State has seen many successful students and faculties from different regions of the globe with different gender and sexual orientation that encourages the university to support the diversity across the campus. Furthermore, the paradigm of diversity on the campus of NC State resonates strong signals across the nation and the globe which the state and the university benefits from their stronger echoes.	Asian	Male
NC State is taking the necessary actions to support diversity on campus.	Asian	Male
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

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The breaking bread program is doing wonders for those who are lucky enough to be picked. Lucky ones get to learn a tonne of stuff about America and Americans, and how different they are from what they are projected to be in the media. Class projects and other activities where people are encouraged to collaborate.	Asian	Male
Qualified ability of a person is also a good way to support diversity.	Asian	Male
I think NC State strongly support diversity on campus, especially NC State providing quite enough opportunities to every student in campus.	Asian	Male
All social media effort to support diversity.	Hispanic/Latino	Female
I believe that NCSU tries to do a good job to support diversity on campus however I don't think that the university does a good job of promoting programs that can enhance diversity. Most of the diversity related events/lectures/programs I've attended have not been well advertised. The only reason why I find out about most of the events is because I signed up to receive the OIED newsletter and the MSA newsletter. Case in point is when Nikki Giovanni came to campus. The event was not well attended. Honestly, I found it embarrassing. Several people who would have attended didn't even know she was scheduled to be on campus. On top of it all, most of the people in the audience were people of color. I believe that white students would have greatly benefitted from attending this event but did they even know about it.	Hispanic/Latino	Female
I think meeting and interacting with people/students from diverse backgrounds is the best way to support diversity, but also some of the bigger events on the brickyard, movies and other such things seems to go well.	Hispanic/Latino	Female
I think it's the students who do the best job by creating organizations that support diversity with the backing of the overall university. I'm not as involved since I am a graduate student in the school community as i was as an undergrad. School support of those organizations I think has been working well. // I think honestly that diversity is important but admissions should be blind to 'diversity' i.e. don't ask about gender, race, or sexual orientation to build numbers and try to make the university look better. If you reflect what the experience here is like and make it a good one - the students will want to be here and we might surprise ourselves with the demographics that emerge once schools base their acceptance solely on merit - not on reaching quotas. It's also been shown to help students because they are more likely to succeed in a place they want to be and deserve to be and are ready to be at - rather than accepting a student who cannot handle the school.	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
The attitude of integration. While support is given, there's not a huge blaring attempt at making diversity a big deal. It seems to be just an accepted part of the NC State experience. That, and the fact that study groups are an essential part of being a grad student (where the only thing that matters is getting the informaiton) really help in encouraging people to look beyond their differences.	White	Female
Encouraging dialogue. It's important to note that I'm at the vet school and my data is slanted similarly -- there are only 400 of us.	White	Female
NCSU makes a heroic effort to support diversity, in all its forms, in every aspect of campus life. At times, I feel that this effort is forced, sometimes inhibiting more organic interactions between diverse groups. The proper middle ground has yet to be found.	White	Female
I cannot say what is working well or not working well to support diversity because I am just focused on my work and not involved in diversity on campus. Additionally, it is probably not something I will become involved in because I have too much other work and am just focused on getting my doctoral degree. I'm sorry to respond with an unhelpful answer, but it's an honest one.	White	Female
There seem to be multicultural events around campus and lots of talk via emails about diversity. In this survey I've learned about offices to support diversity but to this point have not utilized them.	White	Female

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It seems in recent years that campus leaders have become more vocal when incidents occur that threaten NC State's diversity values. I was especially encouraged by leaders' and the overall campus community's response to the deaths of Deah Barakat and Yusor and Razan Abu-Salha, and also by the university's response to recent fraternity issues. The administration is sending a clear message that intolerance is not tolerated.	White	Female
I think NC State tries to make people feel welcome on campus. However, since I am a white student I don't see a lot of this diversity support at work. I think students of other cultures may be aware of the way NC State supports diversity.	White	Female
The ability to form student organizations works well for NC State's efforts to support diversity on campus because there are many multi-cultural groups that support their ethnicity/race in addition to others.	White	Female
growing efforts to support diversity and inclusion from multiple units on campus	White	Female
To be honest, I am not on campus much besides attending class. I live off campus and work in Durham. I don't believe I know enough after a year to state what NC State is doing well to support diversity on campus.	White	Female
Due to my commute, I don't spend a large amount of time on campus outside of classes and Wolfline bus schedules, but it does appear to me that NCSU has a much stronger focus on diversity currently than it did when I was an undergraduate at NCSU many years ago. It's possible that this perception may be due to my involvement in education classes where diversity in the classroom is an important topic for students who will be entering the teaching profession vs. classes in computer science and math. Nevertheless, I believe the overall social climate both in and outside of the university environment is more tolerable towards diversity than it used to be, so the college campus would reflect that as well. I still believe there is a ways to go in our attitudes and actions towards each other based on some gender and racial events that have been happening on college campuses that have appeared in the news, not to mention within local and federal politics.	White	Female
Talking about diversity is a good first step in encouraging tolerance.	White	Female
I think that there is a good offering of student organizations, resources, and activities that support diversity.	White	Female
I think there's an air of support, but I do not think that is has been adequately, or definitively, been articulated - there needs to be more of an effort to disseminate information regarding what NC State does to support diversity, why they do this, and what that means for students.	White	Female
It does seem that NC State is making an effort. Raleigh is a diverse town, but the campus does sometimes feel like a bubble of white farm kids. I agree that it is an important mission to educate citizens of the state, and it is not NC State's fault that this is the demographic. But somehow I feel a disconnect between what Raleigh has to offer and what NC State offers in terms of diversity. I'm not sure how to address it, it has to be an organic thing. I think that NC State does have appropriate institutional initiatives in place to encourage it, but it really is up to the students. / / On another note - I also really cannot stand the man who stands in the brickyard and yells about Jesus. It's disruptive to a lot of people, even if you agree with him. I can't tell you how many times I walk by and he is hollering obscenities about how all women are sluts and there is a tour group of potential students. I think a hallmark of diversity is being able to respectfully share your opinions and this man does not do that. He is an embarrassment and should be removed.	White	Female
I spend a lot of time on Centennial Campus, so I'm not sure of all of the actions taking to support diversity. I do see a variety of students; however, and I think that's a good sign. Students should be accepted to NC State based on their ability, not their race/ethnicity. The goal shouldn't just be to diversify but to bring the best students to the school.	White	Female

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<p>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.</p>	White	Male
<p>I think NC State is doing a good job to emphasize and expand the role of multiculturally focused organizations such as the counseling center, Women's Center, LGBTQ center, and various student groups. I think general information about those groups and other diversity resources are available to students and support is accessible.</p>	White	Male
<p>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.</p>	White	Male
<p>NC State obviously devotes lots of resources to encouraging diversity; there are resources available for people who want them.</p>	White	Male
<p>Diversity will naturally occur when you focus instead on the important of part of a university: it's quality of education. When more funds are being poured into the engineering, science and physics departments, more spots for research are open and will attract minds from around the world. Focusing on diversity for the sake of diversity is irrational and counter-productive. People will generally make their core group of friends people they are comfortable with, despite the diversity of the environment. An intro course for the ECE department attempts to encourage students to talk to random people in the course the very first class, and it fails as a class activity. The relationships people build with one another working on research, discussing important topics from courses and fields of interest, does more to generate diverse friendships than any of these programs and diversity centers the university pumps money in to. Let people be free, let them find a common focus and goal, and diversity evolves naturally.</p>	White	Male
<p>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.</p>	White	Male
<p>I feel that if NC State keeps working to make things equal and available for everyone things will be fine. I would just keep encouraging students to interact with each other and having events and classes to prompt this, things will be good.</p>	White	Male
<p>I think there is a focus on diversity on campus. From my perspective, I can assume that admissions looks at diversity initiatives. My program take a high regard for diversity - M.Ed Higher Education Admin.</p>	White	Male

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<p>NC State makes it clear that diversity and developing a community which supports diversity is a priority. I feel it truly is a priority. I question the results of the initiatives NC State pursues to enable this goal. What specifically has been done to support the community I subscribe to, the veteran community. I know the intent is there, but I still feel out of place. Maybe NC State doesn't have the power, ability, or resources in place to change this. Maybe the very nature of being a military veteran includes a feeling of being an outsider and I will always feel this way. I don't fault NC State for how I feel as I work to wrap up my NCSU education experience. I do hope those veterans that come behind me will exit the University with a different perspective. / / Writing policy and communicating a stance seems to be the strategy. I don't have the answers which may improve on this strategy. It would have been nice to have been identified as a veteran as I began my education here. It would have been nice to have had a discussion with my academic adviser about my background and how it may impact my academic performance and experiences. They might have been able to assist in developing an academic plan which addressed not only my academic goals, but improved my character. Being a military veteran does impact the way I interact with people. As a business student, MBA student, I've had trouble developing some of the 'soft' skills business leaders require. / / Good luck.</p>	White	Male
<p>The administration and the programs and organizations that they have in place do a great job encouraging and supporting a diverse student body.</p>	White	Male
<p>Those working to support diversity have a well-established voice on campus. This is evident in the response to certain campus issues, the various events that are held, and the general make-up of the student population.</p>	White	Male
<p>Multicultural and diversity-based social and academic clubs seem to be providing good support for diversity on campus, although I'm generally disinterested in most activities on campus; rather, I tend to spend my time at activities sponsored by the community at large that are very open to diversity. Certain clubs do cater to specific groups (such as LGBT, African-American, or various International students) to provide support to similar persons, and while I don't think that they actively deter others from joining and/or participating, there is often cultural differences that make activities of no interest to most students. / / Overall, I think that activities at NC State have encouraged participation well, but again, some events may be geared to a specific groups.</p>	White	Male
<p>I'm not really sure what is working well at NC State to support diversity on campus -- although I think continuous promotion of the core-value about Diversity helps. I also think that vocal leadership around diversity from the very top levels at the university in response to any ugly violations also helps. Making clear that bigotry is unacceptable in the university community is helpful as a response to demonstrations of bigotry. Making clear that any behavior that violates the fundamental dignity of another human being is unacceptable on the university campus is also helpful.</p>	White	Male
<p>Creating large funded organizations and departments to support some minorities deepens the gap. Telling us to like each other for being different is uncomfortable for the majority to hear. Just encourage everyone and support anyone. I support minorities and everyone has the access to the same resources but minorities seem to be out and about yelling and make me feel bad for not being a part of that minority, for example the lgbt community is extremely dismissive of straight people no matter how friendly I act. We encourage differences by creating all segregated departments</p>	White	Male
<p>I think that student groups are making a good effort to encourage diversity in thinking and actions.</p>	Mult race	Male