

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: Population Diversity)

h1	Race	Gender
Honestly, through my time here at State, I have not view that many opportunities of diversity on campus. I feel the campus tries to preach diversity but never follows through with their actions and just place bandaids on incidents when they appear.	AfAmer/Black	Male
NC States Diversity programs work well with the multicultural affairs office. I appreciate the fact that they have many different ethnic backgrounds working in the office. Also NC States motivation to create a diverse campus is amazing.	AfAmer/Black	Male
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
To hold more activities involving students from different backgrounds	Asian	Female
The nice and respectful attitude of natives towards foreigners makes them very comfortable for interaction.	Asian	Female
Group Work has to be done irrespective of diversity issues - this is a positive thing because students are forced to interact with other races and will learn something from this interaction. // Everyone seems to be polite to everyone - without discriminating against anyone.	Asian	Female
Admitting a good number of students from different race/backgrounds. Spreading awareness of different events organized by the diverse clubs.	Asian	Female
Students of different backgrounds work together under the same set of conditions and expectations. It is a very good and positive rub-off of a variety of values across the campus.	Asian	Female
Campus community displays a very tolerant attitude towards people from different backgrounds. Multicultural events celebrate different cultures.	Asian	Female
Push towards ensuring diversity is maintained, cracking down on harmful activities, and increasing vigilance about intolerant speech/actions.	Asian	Male
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
in admission.	Asian	Male
Range of admits from different countries certainly helps a lot in improving the diversity.	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
The NC State administration is taking diversity seriously and there is a serious effort to make people aware of the issues related to diversity.	Asian	Male
I think diversity in campus is good. But need to put more effort to increase interaction among different groups.	Asian	Male
NC State is taking the necessary actions to support diversity on campus.	Asian	Male
There are no presumptions made in official or social situations; for me that is the important thing that allows people from different backgrounds to feel welcome.	Asian	Male
Qualified ability of a person is also a good way to support diversity.	Asian	Male
International students are recruited to the campus to promote exchange of ideas and becoming comfortable to interact with fellow colleagues in the campus community. Diversity is the number one reason why public research universities recruit international students.	Asian	Male
NCSU admits students of different races and ethnicities and has different organizations inside campus in order to promote diversity.	Hispanic/Latino	Female

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Overall, I think NCSU does a great job of promoting diversity, especially in my personal experiences with some course curriculum and peer interaction. Although I did not attend NCSU for undergrad, I know there are several programs more accessible to undergraduates, rather than grad students. However, I will say that I am especially impressed with NCSU's swift action on the highly publicized sexual and racial assaults involving current students.	Hispanic/Latino	Female
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
Hiring or admitting students of different race and ethnicity is working for NC State because diverse students interact in class, in research projects, in GSA social events, and then outside of school. This fosters good relationships and understanding of others.	Hispanic/Latino	Female
I was extremely impressed with the response by the university regarding the recent actions of the fraternity on campus bringing national attention. It made me proud to be a graduate student at this university.	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
Keep accepting students from different backgrounds and either increase scholarship options or decrease tuition cost	Hispanic/Latino	Male
I don't know. I never hear about anything relating to diversity or inclusion unless there is a problem, like violence committed against a student of a certain gender or faith background. It appears very reactionary.	White	Female
Positive interactions between diverse groups in classroom and social settings. Forcing people to work together to break down barriers.	White	Female
There seem to be a lot of events and organizations dedicated to diverse populations on campus. These events seem aimed towards creating a safe and welcoming environment.	White	Female
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
Putting a special celebration day for each ethnicity that is valuable for them in the university calendar.	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
Engineering is a tough field for women/diversity, but has a lot of potential because of so many international students and worldwide collaborations. NCSU has had a more welcoming climate than my brief experience in industry. I was very impressed by NCSU's swift and emotional response to the murders of the three muslim students/alumni. //	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

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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
strong public statements from administration, and lots of "special interest" groups/centers/programs on campus, and the sheer diversity of the student body	White	Female
Administration's priority to support all students	White	Female
NCSU has successfully attracted a diverse student population(in the graduate programs at least)	White	Female
I think there is good publication of information, even to people not requesting it. I suspect there is online information readily available although I've not had reason to look for it. My classmates seem highly qualified regardless of their backgrounds.	White	Female
There seems to be intentional actions towards increasing diversity.	White	Female
admitting students from different 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
Due to my commute, I don't spend a large amount of time on campus outside of classes and Wofline 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
I definitely feel like NC State is working hard to make sure all the students feel comfortable and that they are trying to create an atmosphere of tolerance. I have not personally witnessed any discriminatory incidents, but I know I could find the appropriate place to report it if I did. I teach undergraduate labs and the students seem very tolerant of other students who are obviously from different backgrounds. I think the atmosphere at NC State may be contributing to that somewhat.	White	Female
There are is 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
I am an education student and I like the fact that members of the department have included diversity considerations in each of our assignments.	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

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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
I don't know. My program has one person enrolled that is not white. Everybody always talks about diversity so clearly it's an important issue for the administration.	White	Female
The curriculum of my program (in CHASS) does a good job of incorporating diversity into course materials and discussions. I am also happy with the University Graduate Student Association, which has many international students as active members and in some leadership roles. I was very glad that the administration so clearly supported the candlelight vigil for the three Muslim students who were murdered.	White	Female
As a graduate student, my interaction with students, student groups, and organizations on campus are limited. However, I do have a sense that NC State promotes diversity and respect for diversity.	White	Female
I am impressed with the university's quick and fair response to the controversy surrounding the fraternities on campus this past year and would like to see such action against incidents of racism and sexual violence continue. Handling such events appropriately does a lot to foster more respect for diversity and underrepresented students.	White	Female
I appreciate that we get emails regarding various incidents on campus. I think that the fraternity issue & disbandment was handled well. I like being able to walk around campus and see people from 100 different backgrounds who feel safe here.	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 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
Advertisement of multicultural clubs and services available to diverse populations, active recruitment of a diverse population, classes that cater to learning about diverse populations, policies supporting diversity	White	Female
I can't speak to effectiveness. But official communications certainly make it clear that the administration is committed to inclusiveness.	White	Male

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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 the outreach is great, especially in light of recent events. I think some aspects are really easy: accept people of different background, don't tolerate hate of any form, etc. Others are more difficult: affirmative action policies, how to incorporate diversity into classrooms, etc. Quick note, I have noticed the "Rape crisis" link on MyPack portal doesn't work. I haven't needed it but was curious where it led. I shudder to think about someone needing it and finding a broken link, but I hadn't reported it assuming there were many other resources besides MyPack (which probably wouldn't be a victim's first thoughts...).</p>	White	Male
<p>Admissions decisions and hiring.</p>	White	Male
<p>I think that the greatest positive impacts come from organic interactions that occur from simply working with a diverse group of people. I think NC state has done a good job recruiting and taking care of its minorities and diverse members.</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>There are many international students in graduate programs. I feel that personal interactions with these students is the best and most effective way for others to gain knowledge of other cultures.</p>	White	Male

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<p>Domestically, a more diverse grouping of students are now attending university and graduate student. Additionally, the graduate programs attract a large number of international students. Between this, the university is naturally accruing a larger and larger melting pot of students. And the natural interactions that occur when you mix people inherently bring with them questions, understanding, friendships, and an eventual sense that we are all the same. I'm a believer that letting us all come together naturally and make best friends with people from different parts of the world or background by ourselves is an effective strategy. AND, we are doing this. That is something that is absolutely working well on campus. / / However, expending resources to "force fit" isn't the answer- and NC State has been consistently paying lip service and money to try to generate an image that we are an overly inclusive environment simply isn't necessary. Instead of force fitting us, let us naturally find a way for all of our pieces to come together. It's 2015 and I believe my generation and younger does this on their own. However, if you keep force fitting us, then all of us younger folks will feel like we aren't free to ask questions. We aren't free to speak our mind. We aren't free to discover ourselves or question the decisions and mindsets of previous generations. / / So, what NC State isn't doing well is the act of speeding up the process. The process of making NC State "one whole campus" of students is well underway, and will succeed. But if we go so far as to restrain some groups of students in order to prop up others, then we've simply reversed the original problem.</p>	White	Male
<p>If you look at the numbers, you will find out that only "common interests" is what govern the diversity on campus. / For example in graduate school, / 1. There is a tremendous amount of Indian students, just because they are considered as cheap researchers. / 2. There is a big number of Chinese students due to some political considerations between the U.S. and China, / 3. Many funded research projects require US citizens only, to secure opportunities for US citizens. / 4. Other funded research projects are opened to international students, excluding for example, students from North Korea, Syria, Sudan...etc. / And so on and so forth... / /</p>	White	Male
<p>They are taking strides to open conversation between populations.</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
<p>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.</p>	White	Male
<p>Individual unit work with specific populations.</p>	White	Male
<p>Campus organizations / Public stances and messages of Student Government and Administration / General education curriculum</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>The casual interaction between students of different backgrounds.</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>I am in the master's of social work program, so these issues are on the forefront of our curriculum and discussions. My biggest criticism of our campus environment is the lack of security presence. My undergraduate school was a large state landgrant university - not unlike NCSU. Every large school is going to have it's share of crime, but I think we could do more to enhance our security presence in the near off-campus area. Be it in the form of lighting, patrolling, community watch programs, etc. I would like to see us do more in this space.</p>	White	Male
<p>I think my generation is doing well on its own and does not need the divisive excessive labeling of people from the diversity office.</p>	White	Male

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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.	White	Male
The concept of making people feel equal and celebrating and making use of the benefits of a diverse campus community feels like the best way to allow people to feel involved and a part of the great NCSU community.	White	Male
Willingness of specific departments and faculty to have difficult conversations; keeping students, faculty, and administration accountable.	White	Trans
Admitting students from diverse backgrounds.	Mult race	Female
I think that student groups are making a good effort to encourage diversity in thinking and actions.	Mult race	Male