

**2015 Campus Climate Survey: Graduate Students:**  
**h2: What do you think needs to be done to improve the diversity climate at NC State?**  
**Open-End Comments (Topic: Administration)**

h2	Race	Gender
- increasingly clear language in policies and from administrators in support of diversity	AfAmer/Black	Male
continue training teaching and non-teaching faculty; consider requiring some seminar component, etc at start dialogue and make students dialogue about it (perhaps could be built into department welcome event(s))	Asian	Female
My graduate program admits largely white graduate students. Diversity in graduate admissions (within programs as much as across programs) would be a good start to foster diversity and tolerance.	Asian	Female
The number of graduate admissions should be reduced drastically. 255 graduate students is way too much.	Asian	Male
Selective admission procedure based primarily on Academic/Professional profile. I do not see explicit need to have admission criteria based on social background. Economically struggling students should be supported by scholarships.	Asian	Male
Particularly from grad students, a notion of a collective grad body needs to be reinforced. In other words, as opposed to having socials department wise, there should be social events for all graduate student body. / / Another thing that can be done is creating competitions (ideally challenging but at the same time involving as much personal skills as much technical) that involve students from all majors. Groups/teams should be formed by admin (i.e. do not allow students to participate in pre-formed groups).	Asian	Male
This is not specific to diversity issues, but sometimes it takes too much effort to go through administrative procedures to get things done. This results in people keeping problems to themselves.	Asian	Male
More communication of NC State policies on diversity.	Asian	Male
Just stick to the policy we already have. That's is good.	Asian	Male
Admission should be more concern on ability but not only focus on diversity. Diversity is not the only factor on academic abilities.	Asian	Male
Increased awareness about sexual minorities. Being a member of LGBTQ on campus does not seem to be as safe, nor do I feel welcomed in general. / Especially for undergrads, they should be required to take a class on diversity so that they will be respectful for professors/instructors/TAs from different racial/ethnic, socio-economic status, and sexual orientation and identity.	Asian	Male
Dating events, Events that require Americans to participate with international students. Opportunities to work with American students on different projects.	Asian	Trans
Move away from talking about diversity and move into talking about cultural education. This could be from updating the foreign language requirement of all students. I learned Japanese in college and spent many years in Japan post graduation. That helped me learn about that culture and cultures around them that I feel like I'm in better understanding. / This could be broadened with other aspects of "diversity" too. But saying "diversity" sounds like a pipe dream where there is no real goal. It's fictitious.	Hispanic/Latino	Male

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<p>Currently, the climate nationwide is one of hostility--everyone seems to take offense at one's opinions and everyone seems to think that everyone needs to have the same opinion. I would really like to see NCSU foster the idea that it is OK for people to have different opinions--in other words, a 'diversity' of opinions is a good thing. During my time at graduate school, there are times I feel like my religion (Christianity) has been mocked by different professors and has been labeled as being an intolerant religion. It hurts me when such broad labels are placed on such a large group of people. Just because one Christian has been portrayed in a certain light in the media doesn't mean that I feel that same way. For example, it seems to be a widespread belief that Christians 'hate' individuals of non-straight sexual orientation. That is simply an incorrect blanket statement. Just because a Christian marriage is considered to be between a man and woman only doesn't mean that Christians don't support the government to grant freedom for homosexuals to be legally married. Similarly, 'all Muslims are terrorists'--again, NOT TRUE. The same holds true for other religions and ethnicities. Everyone has a right to an opinion, but nobody is entitled to claim their opinion is 'right'--everyone needs to have respect for each other, regardless of whether or not they view the other person as intolerant or not. I realize this issue will likely never be solved on a global level, but I would love to see NCSU work on this. Additionally, although I love the idea of embracing and increasing diversity, I believe that the top priority in admission of students should ALWAYS be academic merit. I want to point out that I am well aware there is an abundance of minority individuals who are all-star students; however, I have seen in my time both here and at my undergraduate institution the admission of minority students based on their ethnicity rather than their academic merit. These students have struggled in college--and sadly, this only reinforces negative stereotypes about the academic prowess of minority students. I have actually been in a situation (not at NCSU) where I was blatantly 'reverse discriminated' against due to being Caucasian simply in an effort to increase minority interest in the program I was in. This is a problem that cannot be solved at the university level--this is an issue that needs to be tackled in elementary, middle, and high school. No student--minority or not--should be admitted to a university if his/her academic skills don't cut it.</p>	White	Female
<p>1) Broadening the definition of "diversity" to include exploration of White, normative culture, and the privileges associated with it. Learning to "affirm" diversity includes learning to explore one's own identities and the ways in which those identities may or may not be reflected in normative culture. / / 2) More support of students who have been/may be sexually assaulted. For example, campus alert emails include tips/strategies to "protect" yourself, such as not taking drinks from strangers, etc. Why are these alerts not phrased in terms of a culture of consent? For example, why not include language directed towards potential perpetrators about asking for consent, not taking advantage of women when they have had too much to drink, or whose friend group has left the party, etc? / / 3) Requiring students (both graduate and undergraduate) to attend events where they may have to interact with people who are different from them. Requiring students to enroll in coursework that encourages them to explore their identities and culture so that they may have a deeper understanding of themselves and others may meet with much resistance initially; however, as a public, land-grant institution, NC State has an obligation to inform its curriculum (and students and faculty) based on research - there is a wealth of empirical research that details the benefits experienced by both Whites and non-Whites who live, work, and study in diverse environments (propinquity - increased workplace satisfaction/productivity, increased emotional well-being, increased self-efficacy and ability to connect with others, etc.) / / 4) Recruit more students of color, especially African American and Latino students. Increase efforts to retain students of color once enrolled. / / 5) Recruit more faculty of color, especially African American and Latino faculty. Increase efforts to retain faculty of color once hired. / / 6) Recruit more women faculty. / / 7) Provide (and require) more professional development opportunities for faculty to learn to interact with others who may be different from them. / / 8) Provide and require targeted programming to the Greek community (specifically White fraternities and sororities) about culture of consent, inclusive environments,</p>	White	Female
<p>Mandatory seminars, especially for women and that bring in the issue of sexual violence.</p>	White	Female
<p>increase activities that require undergraduates from small towns to interact with minorities</p>	White	Female
<p>It's not enough to desire to care. You have to actually care. The administration at the school is woefully undereducated about diversity issues and tends to handle diversity problems poorly.</p>	White	Female

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Relax the formalized emphasis on diversity. Allow interactions between diverse groups to develop organically. Administration should step in only when necessary.	White	Female
Education about the legitimacy of disabilities that are not visible. Professors, instructional staff, and students seem to think of accommodations for these things as unfair advantages. I have learned that it is best to hide my disabilities and hold my tongue when I have to sit through yet another discussion about how ADHD is probably fake and people who really have it couldn't be in college anyway. Also, student health used to be such a supportive place for ADHD treatment, but some of the new ADHD doctors/policies make me feel like I'm a drug addict when I go in to get my medication.	White	Female
/ The biggest problem in engineering graduate school is cliques that prevent intermixing of students. Its easy for me to talk to one student who is different, but approaching a whole group or sitting at their lunch table when they are speaking another language is difficult. One big reason why students group together is because they all have the same advisor. The chinese students have the chinese advisor, etc. I don't know why it happens. I guess it is a combination of students picking an advisor like them and the advisor picking students from their home country. Hard to fix, but I think this is one of the biggest barriers. / / As a woman, oftentimes, I feel self conscious about how I look and how I'm dressed and feel just a little unsafe and uncomfortable surrounded by mostly men all the time. There's not really something wrong that makes me feel this way, but more women would help I think. It can be hard to develop lasting friendships, because close friendships with men often lead to them becoming romantically interested. / / I really hate people using masculine pronouns all the time, even when describing my own work. They realize halfway through that I'm female and switch over to "her work", etc. This also happens in lectures. One prof was really good about this though. You could tell he made an effort on purpose. / / In general, the sciences put up this tough guy act like "are you good enough?" which I think intimidate people who are unsure/switching fields for graduate school, don't have a masters, are an underrepresented group, etc. It really depends on the person talking. / / When I first came to NCSU I got involved in a lot of student lead volunteering events, reaching out to younger students, and a few diversity related discussions. However, in addition to being burnt out, I can't focus on my status as being a woman anymore. It stresses me out and distracts me and makes me feel less confident. I can't handle any kind of discussion it seems "like maybe women are less logical" "women aren't interested in tech unless there is a more human element" is enough to set me off. So generally, I just focus on keeping my head down and being a researcher and that has made me very happy recently. / / I think a mandatory diversity seminar (to learn about different cultures, hear from different students with different backgrounds) and a mandatory sexual assault, how to determine consent seminar should be required for all incoming students.	White	Female

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<p>I have had difficulty finding scholarships available through NC State. If there is a centralized location for this information, I am not aware of it. I have personally experienced bias coming from a poorer background compared to my peers, and needs-based funding for students from disenfranchised backgrounds would help those students in need attend college. / / I have had friends "work the system" for minority scholarships (for example, a person who came from a wealthy middle-class family is half-Puerto Rican but is not culturally Puerto Rican, does not look Puerto Rican, and does not speak Spanish received ample funding at her undergraduate college and at NC State because of her "minority" background). Many of my friends back home look for sports scholarships because they cannot compete academically against the so-called "minority" students as described above. Funding for minorities should be based on the individual's history and actual struggle associated with their minority status and not merely their bloodline. And, once such students are accepted and funded, support services should be made clearly available during orientation and throughout students' college careers. / / As for women's issues, the recent events regarding a fraternity's behavior are absolutely disgusting, and I am very glad NC State and the national organization disbanded the NC State frat chapter. I think fraternities should be under immense scrutiny, and that fraternity brothers should be held to a significantly higher standard with regard to sexual misconduct (i.e. parent money shouldn't be able to buy them out of expulsion and legal punishment). / / Such misconduct is certainly under-reported, regardless of whether the perpetrator is a frat brother or not. Speaking from experience, I chose not to press charges TWICE while in college after I was taken advantage while inebriated (in one instance I was purposefully drugged). I want to make it clear I did not and will not press charges now or in the future. The reasons I had then for not pursuing any school or legal action are: 1. It was my word against his, 2. There was no evidence and I did not know what to do the next morning once I realized what had happened, 3. Social stigma, 4. I imagined a long drawn out legal process that would not result in any justice anyway, 5. It was my decision, at least initially, to drink and I would be accused of making my own mistake and "wanting it." There is no justice in these situations. The victim is forced to re-live and fight, sometimes for months or years, for justice, and whatever happens to the perpetrator - if anything- is piddly compared to th</p>	White	Female
<p>Everything needs to improve. I don't feel there is enough training to educate students on accepting and tolerating diversity. I think NC State is unwelcoming of LGBTQ students, of students who belong to racial minorities etc. I think the institution needs to not only embody the values of promoting diversity by including something in its mission statement but then to actually ACT on these statements and show actual institutional level support to then influence the student body. Speaking with undergraduates and by looking at social media it is VERY apparent that our students are unwelcoming of diversity. We have conversations about this in certain departments (DASA) but then do little to enact change. It has been disappointing to see during my time at State. As much as I want to proudly claim my membership within the Wolfpack Family, I have yet to feel fully accepted - particularly with the undergraduate students I work with - to be myself and would never truly open up to most students on this campus.</p>	White	Female
<p>Requirements for students to engage in on-campus diversity events. Specific events should not be mandatory, but students should be expected to attend a certain number of events before graduation. Students could pick and choose the topics/events that they are most interested in and are ready to have conversations about.</p>	White	Female
<p>I think that there needs to be a lot of focus on students in STEM fields. I have worked with a lot of students who didn't feel supported in their engineering programs or reported being aware that they were the only woman. The field still feels like a boys club and I don't think that there are enough intentional strides, especially on the part of male faculty, to increase diversity. WISE is a great step but I would expand the program. I also think that more faculty need to get on board with this too (shoutout to the ones that already are !). I also think that all students need to be exposed to diversity through their curriculum. Many of our students are from NC and many of their friends at NC State are from their hometowns so I think it is very likely and easy for students to go through college without questioning their beliefs. The Tunnel of Oppression needs to somehow be required for all students to attend.</p>	White	Female

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<p>International students are receiving visa support, but they are not receiving enough academic support. There are differences in writing culture (not just plagiarism but how/when to present a thesis in a paper, how to use citations, articulating your own thoughts into writing in English) that are not addressed and make it difficult for some international students to succeed in their classes. There is no specific support for LGBT international students that may not feel they fit in with the US LGBT culture/group and face different challenges of which there is little awareness. Also, diversity needs to be integrated into the whole of students' curricula not just as part of some classes by faculty preference. A required "cultural life program" like Furman University's would be useful for reaching students who most need to learn about diversity acceptance AND appreciation--otherwise the majority of students that participate in cultural programs on campus are already aware of these issues. We need to reach all populations on campus.</p>	White	Female
<p>It would be helpful to let the offices and organizations involved in the diversity support and building to be the ones sending emails and invites and making events and starting dialogue, because it would be more genuine than when it comes from leadership, like the chancellors or deans, as that doesn't come off as sincere.</p>	White	Female
<p>I have not encountered any specific incident which I felt required University action so I have no suggestions here.</p>	White	Female
<p>A required course on diversity of all kinds (race, ethnicity, sexual orientation, gender, age, etc.) that engages students and challenges them to experience things that are different than what they have known.</p>	White	Female
<p>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. The latest situation with the fraternity with the "little green notebook" is a great example. The statement from the chancellor said the content of the notebook did not represent the sentiment of the rest of the university when the content in fact DID represent tons of stuff said/thought/felt on campus. Greek life as a whole should be shut down--there are still plenty of clubs left to socialize in, but those organizations (Greek life) are white, patriarchal institutions who will act in white, patriarchal ways. Their housing and associations with national organizations and their rules literally create an environment in which they are allowed to act like pigs, so if you want to be effective when dealing with them, you've gotta get rid of them. Continuing to release statements about how the administration doesn't support those actions isn't going to do anything. If you want to "investigate" why this stuff happens, HIRE SOCIOLOGISTS.</p>	White	Female
<p>Honestly, I don't think that's the University's battle to fight. Improving the diversity climate is going to be done by the people who make this University what it is - the students. As a student, I don't think that pressure from faculty, administrators, staff, or any University center is going to change my opinions on diversity.</p>	White	Male
<p>Sometimes the school's zeal to promote diversity seemed like it might have the opposite of the intended effect; it seems that everyone is the member of some group or another (e.g. as in this survey), rather than just a person. / / With regards to intellectual diversity, it was not an ideal climate, but not that bad either. I did sometimes feel like professors would go into "missionary mode" for their favorite ideas which they think will change the world. This was not a good time to speak up to disagree with them. But we live in a diverse world and we are grown-up graduate students, not undergrads, so I didn't feel the need to be always cared for, listened to, or even respected. Sometimes you just think to yourself "well, that was a bit narrow-minded" and move on with your life. Overall I got a good education at NC State, and I'm happy with it.</p>	White	Male
<p>Sensitivity to diversity has not seeped its way down to the administrative staff level within departments. I believe there is a disparity between faculty/student behavior and admin. staff behavior as regards minorities other than racial. I think this area could use significant improvement. As a non-traditional student, I can say I have found little to no programming or admin support accommodating to my needs. I generally have to ask questions and push people to get answers adapted to my situation, rather than finding them listed with information designed for full-time, younger students.</p>	White	Male

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Encouraging, but NOT requiring, undergraduate students to interact with other students from different backgrounds. I feel that requiring diversity programs would cause push back from some students, leading to undesired results.	White	Male
In a few words: Stop trying so hard. / / We're already a loving, accepting community. The administration is scared of public image of a few folks that are behind the times. But the truth is that the rest of us are all one NC State family. There'll always be a few that don't get it--So, that doesn't mean we should focus all of our energy on some diversity PR gig while we could instead focus on other University missions, such as academics, research, and giving back to our community, state, country, world.	White	Male
The Office of Institutional Equity and Diversity is out of touch with students. They reach x thousand students per year, but they are not reaching the next student. In economics, we think on the margin. I challenge OIED to do the same. Mandatory trainings with accusatory messages don't solve the problem. Honest discussion and relationship building among peers do. Start with the Greek community - they are not your biggest problem. The Greek community is your biggest asset. The infrastructure is in place to facilitate productive conversations within this community. These improvements will transcend to other areas of the campus community. / / A true conversation about diversity cannot begin by asserting someone who does not believe in the importance of diversity is a bigot. While I disagree with that person, I must respect their fundamental right to believe this. OIED only cares about free thought if that thought aligns with their own. I'm ashamed of the organization and disconnect with the student body and campus community.	White	Male
We need to enhance our definitions of certain terms, including hate speech vs. free speech and be consistent with the law and punishment. / / Also, as an affiliate of a fraternity at a different school, and then having come into this school, and highly interacted with the Greek community, I believe the way we handle Greek life here is abysmal, and a comprehensive review is a great idea. I just hope the conversation is as comprehensive as the Chancellor says it will be. There needs to be serious change in our Greek Life. As much good as they do, it is being overshadowed by their mistakes.	White	Male
Continuous programming for students, faculty and staff. Every semester require all to attend some diversity training programs.	White	Male
1) Understand the law. As an example, even within this survey, you incorrectly define stalking to be based on the viewpoint of the student rather than of a "reasonable person". In this survey, you also seem to have a false dichotomy between free (protected) speech and hate speech. See Snyder v Phelps as a start. / / 2) Stop chilling protected speech. If speech is protected, regardless of how undesired it is, the university should not respond. / / 3) Consult legal counsel before making statements about or adopting policies that restrain student speech. / / 4) Privacy is necessary for protect the university as a place for free inquiry and speech. Adopt binding policies that curtail the university's ability to retain *all* network traffic *permanently* and do any inspection of it (assuming it is to ensure student compliance of university policy). This power, particularly when combined with the university's desire to stop some protect speech, is really concerning. / / 5) Expand free speech zones on campus to Centennial to allow for the university to better fulfill its role as a marketplace of ideas. / / 6) Respect due process in student conduct, particularly with accusations of sexual assault. You can maintain a presumption of innocence for the accused while assuming that the accuser is truthful. Also, use both a definition of consent and standard of proof consistent with criminal law or both consistent with civil law. Failure to do so tells some demographic groups that they are not as valued by the university as other demographic groups, either favoring groups that are typically victimized or groups that typically are the perpetrators. / / 7) Have a diverse selection of US Diversity and Global Knowledge classes. Last time I checked, there was no class dedicated to men's issues or Caucasian heritage, etc, despite contributing to US Diversity. This program promotes awareness and understanding of only privileged people groups. / / 8) Protect students' freedom of conscience and diversity of ideas. The US Diversity classes are just one attempt to implement thought reform on campus. The plan was implemented after an incident at the free expression tunnel and the university's inability to restrict protected speech. / / 9) Quit conflating a desire to protect student rights, accurate and less-biased information, and efficient execution of organization missions with being sexist/racist/...ist. / / 10) Foster greater diversity in attendance at diversity events. / / 11) Transparency ! Make policies publicly available ! The restrictions on speech (window displays) in University Housing was never made publ	White	Male

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Increasing admission of minority populations into graduate and undergraduate programs. // Hiring of diverse faculty; in a job search that brought in four candidates, only one was non-white. // Providing more open atmospheres and events that foster community engagement on issues relating to diversity.	White	Male
Zero tolerance policy regarding sexual harassment and sexual violence. Zero tolerance policy regarding bullying and direct discrimination.	Mult race	Female
I think there is only so much that administration can do to promote diversity (i.e. making everyone take classes on diversity would not necessarily be the solution). Campus administration (especially higher levels) could be more inclusive of women and transgender individuals.	Mult race	Male