

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: Awareness)

h2	Race	Gender
More awareness among the students. Encourage and remind them constantly like you did to make sure I attend to this survey.	AfAmer/Black	Male
We get warnings and news via WolfAlert, get aware of what's happening on- campus and how we should remain safe. But, in very few cases we get further emails regarding the past cases- so as to what happened, was the person involved found and if not, what steps have been taken. If there are some follow up emails regarding the steps the University took, especially in cases of sexualassault, it would be a reassuring to female students that they are safe.	Asian	Female
Raising awareness of other minority groups at NCSU, such as Sikhs.	Asian	Female
Free expression tunnel sometimes showed very hateful messages when Obama got elected. I am unsure as to how to change that	Asian	Female
I feel that while diversity is encouraged and tolerated, more effort should be dedicated to increase awareness of different cultures, and integrate people from different backgrounds (ethnic, religious, cultural, economic, etc) better as a whole. Specifically, i feel that their should be greater interaction and understanding between people from different religious backgrounds.	Asian	Female
awareness campaign	Asian	Female
University could think of identifying role models/champions of diversity, and they could be from among staff/faculty/students. Their information/background could be circulated to students in forms of personal stories that may inspire people from similar backgrounds to achieve similar goals and be successful.	Asian	Female
More cultural festival, more awareness/advertise these events.	Asian	Male
However, this education is missing from classrooms or not provided by faculty. More can be done to make faculty aware of diversity by making them participate in regular professional development sessions.	Asian	Male
Have more diversity events around the campus and create more awareness about those events.	Asian	Male
Sending more emails on related topics.	Asian	Male
1. Serious efforts should be made to improve diversity in recruitment of graduate students. / 2. More programs/events should be organized to make people aware of the benefits of a diverse academic environment , particularly how it is going to help them in their professional life. / 3. More Events should be there where students from different ethnic backgrounds can intermix and interact. People will know more about other ethnicities and can showcase their own.	Asian	Male
Incessant awareness and respect of different race/culture/ethnicity/religion	Asian	Male
I think international students need to be made more aware of the diversity activities take place on campus for example international students come here more for the exposure that they wish to achieve by interacting with students from other cultures especially American. so it would be good if provided an opportunity because most of us are either shy or uncomfortable to talk to Americans, are people from other cultures because we don't know how they will respond to us. so having more activities where we interact with each other and are given an opportunity would be a great experience	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
more get-together activities, more awareness workshops.	Asian	Male
Acknowledge that diversity goes beyond race and sexuality and also encompass different nationalities and cultures. International students are not given enough attention on campus.	Hispanic/Latino	Female

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Graduate students are so busy already... it os hard to get them to "go" to more things. S way of reaching us is through physical cues... like inviting us to write messages in the freedom of expression tunnel... that is a channel we dont exploit amd is mostly used by american students. / somehow... we dont "own" a piece of wall becuase it is not our country and we dont feel protected by the individual freedoms assurances. We need a nudge	Hispanic/Latino	Female
I think NC State is expressing a commitment to diversity. However, as like many campuses, I think sometimes the message can get lost when certain large scale university decisions are being made. I want to be sure that the university isn't just talking about diversity when it's convenient or when an issue comes up, but also when it's "inconvenient." I want undergraduates and others to leave the institution with a respect for NC State and it's commitment to diversity and inclusion. I think more could be done to recruit faculty AND staff that are representative of different identities and backgrounds. And it shouldn't just be a person of a particular identity working in an office that serves that identity. Multiple people can be advocates and allies.	Hispanic/Latino	Female
Work with white students to make them more aware of how to deal with diversity in the correct way.	Hispanic/Latino	Female
I don't know where to begin. Rather than giving the long and opinionated answer I would like to, I will try to keep it as to the point as possible. The very fact that this is a question is kind of disturbing in and of itself to me. I strongly agree with the statement that NC State holds for diversity, but I do not get the impression that this statement is what is being brandished when it comes to all these efforts to "support" diversity on campus. Simply hearing the word is off-putting to me just because of the overwhelming amount of unnecessary attention that is put on it. The ridiculous nature of the questions included in this survey further exemplify my point. The fact that there is a need to "build a diverse community" is not only counterproductive but also counterintuitive. The wording of that question implies that people are selected based on what some may consider "under-represented" traits and that is repulsive (not to mention discriminatory against those who may just happen to be more similar to others already in the community). We do not have a diverse community. Instead what we have are groups of people split apart in order to support "women" or "African American's" which goes against the entire concept of supporting diversity by dividing people based on their individual traits. I understand the concept of support groups, but these groups seem less supportive and more divisive. Perhaps rather than continually drawing attention to people's differences by pointing out how "diverse" everyone is, maybe we should just start viewing people as people and get on with our lives.	Hispanic/Latino	Female
Personally, I do not feel well-informed about diversity issues and how to deal with them. Maybe the college could send out information about this. I probably would not have time to attend an event of some sort, but I could read something sent in an email.	White	Female
More awareness and suuport of gender and sexual orientation minorities like trans* and asexual.	White	Female
More awareness, but please don't shove it down people's throats. If there isn't a problem, no need to "fix" it.	White	Female
Awareness and appropriate behavior particularly through words and actions of faculty and students towards women and minorities needs to be reassessed. Tackling diversity from a caucasian male perspective will never suffice in a world that is becoming more multicultural and gender inclusive. Therefore, approaching these issues by first listening to underrepresented groups would be a significant starting point. Offensive behavior is often not understood as offensive by those who have never walked in an underrepresented groups role.	White	Female

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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
more awareness	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>Hire more ethnically diverse professors. / / Recruit more vigorously in diverse communities. / / Find a way to support students who are not from middle- or upper-class backgrounds, and make this information available to the relevant populations.</p>	White	Female

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<p>1. It is important not only to discuss in class diversity issues, but also outside the class. / / 2. I would suggest to do a core class discussing diversity with all incoming undergrad students. / / 3. As a graduate student in the department of communication, I would suggest a competition among students. Both undergrad and grad students can work in teams in order to design a campus wide communication campaign to promote diversity. Then, 10 best teams can present their campaign in front of juries and general public. It is important so that students take part in it and think about diversity independently and together with peers. It would be great if students from different departments can participate. In order to motivate students and make it newsworthy, it is necessary to suggest a good reward. I had experience with such initiative. So, please, do not hesitate to contact me to know more details about this idea.</p>	White	Female
<p>I don't think anything else needs to be done to improve the diversity climate. There will always be people who have negative beliefs about others. Hate speech should not be tolerated on campus, nor should prejudice of a group by faculty. But I think there are a lot of projects emphasizing diversity, rather than trying to get the message out that we should all be treated the same. I couldn't care less if someone is a different race, religion, or sexual-orientation, as long as they have a good character and treat others with respect. I do find it aggravating that if you are not out there promoting diversity, you are seen as close-minded. I couldn't care less what others believe, it has no bearing on my life, but I don't think I should be obligated to make minority groups feel special because they are minorities. I also think there are active attempts to make the majority feel guilty for being the majority- - I've heard more "friendly" insults about men, whites, and Christians than minorities during my high-school and college years. Maybe it is because I have grown up in a fairly progressive, left-leaning community. I've think we need to do more of actually treating everyone the same, if you actually want others to do that, rather than emphasizing differences. I've seen more bashing of beliefs from those responsible for promoting tolerance than I have from those from more traditional values systems. And while I'm for things like gay marriage, I find it offensive that people who agree with me find the need to demonize those on the opposite side of the debate. It's still intolerance, even if you are putting down the views of the majority.</p>	White	Female
<p>more information sessions about the different minorities</p>	White	Female
<p>CHILL OUT! Excessive focus on diversity makes local students feel completely unwelcome and undervalued. Of course there should be respect for other cultures, and yes we can learn from each other, but that doesn't mean you should be elevating one culture above another and american students are definitely marginalized with that sort of rhetoric. We should be excited to embrace visitors, but also proud of our culture, our heritage as americans, and to share that with our visitors. Also, we are here to learn about our respective disciplines. We are at our strongest when we are working together towards a common goal, as opposed to being hyper aware that we are different !</p>	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>As a graduate student, if the goal is to raise awareness it may be helpful to mandate that faculty add a diversity statement to syllabi. That is the only way I am sure I will read it.</p>	White	Female
<p>There are far more advertisements for Christian churches and events in common areas than other types of events; compared to my previous schools, it seems like NC State more strongly promotes Christian religious events, including large, prominent anti-science and anti-woman displays in the center of the brick yard. These displays make me feel like NC State is less welcoming of non-Christian views compared to the other institutions I have attended.</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
<p>More events, and more information</p>	White	Female
<p>Don't push it too much. Telling people they must like other people doesn't make them like them. The term "diversity" is often used to promote a political or religious view, which creates more division between different groups. Even taking this survey, I've felt some agenda may be in the works. In general, working to cultivate attitudes of kindness, humility, and compassion towards others will improve the diversity climate, in my opinion.</p>	White	Female

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I have noticed the campus seems to react to problems (such as the recently found fraternity notebook, or writings in the free expression tunnel) after they occur. I'm not sure how, but it seems there should be more proactive way of discouraging such things before they happen. / / More activities where different groups (for lack of a better word) of people get together and discuss things - life, culture, sports, whatever they feel like - over a meal or snack or some activity that makes everyone work together and not just sit and hang out with their typical "group" of friends.	White	Female
I think more information to students is needed for multicultural events. Additionally, more information about getting students who are not minorities to participate in these events would be helpful.	White	Female
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 faulty 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.	White	Female
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.	White	Female
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.	White	Female
I'm not sure; however, I think surveying people about the diversity climate is a good step to take.	White	Female
More active student groups. I can only compare to my undergraduate institution, and I think this is more a reflection of there being larger numbers of these minority groups, but I haven't seen many Muslim or Jewish groups. I'm not as involved, however, either, and I assume there are active groups of both. I just think they were more visible at my undergraduate institution. I think the support is there, I imagine it might just take time to build more active student groups and spread that awareness.	White	Male
I am tired of hearing about all of this diversity crap everywhere. Nobody can always feel included and live in a cushy world and everybody has to deal with it at some point in their life. Maybe if we stop taking these surveys and checking boxes to identify ourselves then there won't be labels and then we can allow our character to be the deciding factor. Stop holding peoples hand everywhere they go. Grow up.	White	Male

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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.	White	Male
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.	White	Male
Improved outreach to minorities/women in STEMfields.	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
Perhaps not mention it so much? Constant mentioning brings awareness about how different we are, but I think we should focus on the whole and not the parts.	White	Male
1. Transparency. / 2. Communication. / 3. Some funded programs or forums to gather representatives from each group for discussion. / 4. Some slogans advertised, that convey the message that it's not color but it's deeds that makes you different. /	White	Male
More access to information on diversity.	White	Male

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<p>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</p>	White	Male
<p>The campus does a terrible job of recognizing and supporting Veterans. Take this survey for example, there's no place to identify PTSD as a problem that affects my academic career</p>	White	Male
<p>As a graduate student, I have little time available to participate in changing the diversity climate. I wish this were not true since I believe this is important. / / I just want to add that when ask a graduate student to take a half hour survey, you should provide a little more incentive than the chance to win \$25. They are smart enough to do the math and realize that it isn't worth their time. I only took this survey out of wanting to help, not for the chance at a gift card.</p>	White	Male
<p>work on encouraging gender expression diversity. Also NC State and this survey need to be aware of power dynamics - diversity rhetoric treats all groups as equal/equivalent and often doesn't acknowledge historical inequalities</p>	White	Trans
<p>More awareness</p>	Mult race	Female
<p>Hold more diversity events on Centennial Campus and advertise them more to graduate students</p>	Mult race	Male