

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: Campus Units)

h2	Race	Gender
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
Include grad students part of campus residence halls. Extra credit for attending events. More events like 'Breaking bread' and importance of celebrating American festivals. Balance the no of admits in terms of diverse backgrounds.	Asian	Male
At the veterinary school, I think more diversity activities can be interwoven into our daily lives. This could be by having different ethnic foods at lunch while a speaker from that culture comes to talk about their country/culture's relationship with animals and veterinarians. I think something to be careful of is that since vet school students are still primarily all white/Caucasian, activities about diversity should focus on education about the other cultures without being incredibly blatant about the activity. It's hard to describe, but I think more subtle insertions of diversity education would be more useful (often I think students think when they hear Latin history month, black history month celebration--well that's not me so I'm not interested in going). Instead, by centering the event around food, a religious holiday, a country, etc., it becomes less "me" and "them" and more "us." Making sure activities are about animals, animal welfare, and veterinarians will make the diversity talks more applicable to students.	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
Educate ignorant students. Encourage them to challenge what they've been taught and what they think when they enter university. Student's mindset has to change. Start better supporting and encouraging and having high expectations of ALL students. Don't make assumptions about female, male, minority, majority, straight or queer students. Have the same bar for everyone to meet on an individual faculty level / NC State can say whatever they want on their website, but unless it's a reflection of reality it doesn't mean anything to students here.	Hispanic/Latino	Female
Many of the immigrant students seem to have a harder time assimilating with in the university. I have observed them to have more trouble getting decent offices, internships and other social and academic opportunities. I have also found the university to be rather homogeneous in its social and cultural opportunities.	Hispanic/Latino	Female
More support and integration of the Multi-cultural Student Affairs department. I think they could hire additional staff to focus on Asian and Middle Eastern students. / / More efforts to recruit and retain Black males, as they are one of the most underrepresented groups in higher education nation-wide. / / I think it would help to put more funds in the pack promise program to increase enrollment and retention of low-income students.	White	Female
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.	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

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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
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.	White	Female
Poe hall has no transgender bathrooms, or bathrooms that do not specify a gender to enter. This is a large building on campus and individuals should have an option to use a bathroom not labeled at "men" or "women." / / All of the faculty in my area are from European American backgrounds and in heterosexual marriages. Some diversity would be nice. /	White	Female
Engineering centers need genuine reform in their interactions with international, female students.	White	Female
Old school/ sexist faculty: I have never felt marginalized as a female until at NCSU until I started the Phd program in sociology. / Language diversity: Linguistic subordination (marginalization of certain dialects) is rampant in CHASS faculty, and should be challenged.	White	Female
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.	White	Male
It seems that the logic of providing on-campus housing for greek life was to have a bit more oversight, but I still don't think it was a good idea. It's currently in the news and a hot topic right now, but overall I just don't see much benefit to upholding and supporting institutions that are exceedingly centered around promoting mono-ethnic party/beer culture. / / Sororities and Fraternities have historically provided a sort of second family to students as they step into adulthood, and they have done much to contribute to fundraising, alumni networks, university support, and volunteerism over the years. But it seems like these good effects have been used as a shield to hold up groups that genuinely do seem more focused on throwing parties and guarded exclusivity than anything else. The campus and the university would survive without them, and it's time to seriously consider winding Greek life down.	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
Diversity does not mean we all think the same. Non-acceptance of others is a personal right. Diversity means I can not accept gays while you do accept them WHILE we both tolerate them. I feel anybody who doesn't think just like those in the office of equal opportunity are being told they are not welcome. That is not diversity of thought. I wish you would teach tolerance and allow me to have my own thoughts. The more you push acceptance, the less tolerance I have become.	White	Male
The biggest diversity challenges that I run into is not based off of gender, ethnicity, or religion. The biggest diversity challenges come from interacting with other students academically that are at a different point in life (Ex: Kids vs No Kids, Full Time Job vs Full Time Student, Married vs Single) or differences in socioeconomic status.	White	Male

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All of the organizations and centers that focus in on either 'under-represented' students or 'minorities' are, in my opinion, counterproductive to promoting diversity. Creating a center that focuses on one group of people based on their gender or race does only two things: / / 1) It makes that group of people the center/organization is catering to feel separate from the rest of society by focusing in on what makes them different from everybody else. This just perpetuates the idea of separateness that I think runs contrary to NC State's beliefs regarding equality. / 2) People who are not part of that group of people are effectively left out of that center/organization and may look at it with resentment (or something to that effect). / / I think University-run organizations that cater towards minorities exacerbate the problem of a feeling of separateness between them and the majorities in society, and that such organizations should be done away with.	White	Male
Make a diversity office that supports our average student as much as the most diverse. Don't encourage minorities to be in people's face about our differences. Seems someone is standing in the brickyard every day telling strangers they know nothing about that they are going to hell. If we made less commotion people would be more accepting	White	Male
I think NCSU needs to be a more hospitable place for women and families. I have heard faculty in my department talk down about women having children during graduate school, and I have had a faculty member tell me that I did not need a stipend because I have a husband who has a job. These occurrences make me feel jaded with higher education. For me, the graduate women's support group (through the counseling center) has been a life saver. More groups like this should exist, where people from similar and different backgrounds can interact and help each other out.	Mult race	Female