

**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: Curriculum)**

h2	Race	Gender
Encourage more mixers on department level	Asian	Female
In my department, only citizens or someone took undergraduate in united states get offers for the funding. Even if some of them are not doing well in the courses. I feel like it has somewhat changed this year, but I and other international students think this is quiet unfair because not only they got the funding from the first year but also they get that continuously even if they fail for the prelim for the first time. In our department, the others(who doesn't get funding) must pass the prelim in his/her first trial to get 2nd year's funding.	Asian	Female
Recruit more international instructors. There is not much of diversity at the instructor level, at least not in my department.	Asian	Female
professors need to take classes in diversity	Asian	Female
I think graduate student is much friendlier that undergraduates. Maybe adding internation relation related courses to unders could help them know better about international students.	Asian	Female
I think Faculty could include a line in their orientation class on how important it is to work with each other and support diversified culture and background. That will make a huge difference for students especially working on projects that need more collaboration that individual class structure.	Asian	Female
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
I suggest having a capstone class or compulsory orientation session on diversity for all students.	Asian	Female
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
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
In my program : More students from different backgrounds, most of the students i take courses with are Indians.	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
I think the current diversity climate is good. We should not overdo stuff as well. I primarily came to the US to interact with Americans in class and learn from them and their way of life. However by accepting a tonne of international students esp from asia, the number of american students in our classrooms are decreasing. I think having diversity is good. But overdoing it will affect America in the long run. This coming from an international student.	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
I think some professors (especially older white males) need to be more respectful of women and people from different cultures and backgrounds. Incorporating it into more classes would be good.	Hispanic/Latino	Female
I am a PhD student and an undergraduate instructor. I teach undergraduate political sciences courses that include a great deal of discussion. In general, NCSU just needs more diversity in our student body. There is a HUGE difference when my classes contain students of different racial backgrounds. It's even more helpful when we have students from different countries. I had once class where every single student was from North Carolina and while it's fantastic so many local students are coming to NCSU, it severely limited our conversations as I had to represent as many different perspectives as possible that were not present in class.	Hispanic/Latino	Female

**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: Curriculum)**

h2	Race	Gender
Go beyond the obvious. Look at women in engineering. It's 2015. I should not be the only female in my masters engineering class.	White	Female
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,	White	Female
There are some professors and students who hold negative opinions of others who are not native english language speakers, and this is a problem. One professor repeatedly made fun of a student who was clearly struggling due to language issues. Undergraduate students also appear to not respect TA's who are not native english speakers. In some departments with a low population of middle eastern and Muslim students, there seems to be negative feelings towards these populations. This doesn't seem to be the case in departments with higher populations of students who are middle eastern or muslim.	White	Female
It would be nice to see more events coordinated by different groups who partner together to have social events as well as those for a cause. When the leaders of the different groups work together, the rest of us have a 'natural' opportunity to mix with others with whom we may never have otherwise made the time. I don't think there is too much opposition for diversity; it is more of a situation where students are focused on their own studies, their own friends, and their own comfort zones and many don't take the time to do otherwise. / / It would also be great if there were more events for those of us who work full-time. Most events I would like to attend are during the day or on class nights. What about the weekends and events that are family friendly?	White	Female
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.	White	Female
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.	White	Female
I can't really see anything that can be done. I think maintaining the level of discourse we already have is going to be enough, and that's not a small amount of work.	White	Female

**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: Curriculum)**

h2	Race	Gender
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 !	White	Female
I am in a department where the faculty is predominantly older white males. I sometimes feel that certain members of the faculty have an unintentional bias against women. There is not any overt discrimination, but there are instances of everyday sexism, such as not recognizing points brought up by women as valid, interrupting and talking over women, etc. Again, I do not think this is intentional or that they consciously believe that women are lesser, but increased education or training in signs of everyday sexism may be helpful.	White	Female
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 NCState 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	White	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
Much more needs to be done to change this stereotypically southern PWI to a more inclusive and diverse climate beyond changing the demographics of the student body such as: mandating coursework and teaching methods that encompass diverse perspectives such as race and class.	White	Female
I would like to see more focus on supporting all differences. It seems like if you don't fit into a traditional mold, you feel less valued. For me, that is feeling like I don't get as much support or inclusion because I am a full-time employee and part-time grad student. My field of interest is also pretty unique in my grad program so I don't seem to have been given as many opportunities with faculty as I would like. I've also noticed that our program seems to be hiring lots of adjuncts and those are less diverse than our tenure track faculty. My coursework so far has had a lot of adjuncts teaching our doctoral program work which is disappointing.	White	Female
More social media from the diversity supporting departments. Better nontraditional student supports.	White	Female

**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: Curriculum)**

h2	Race	Gender
I think my department is fairly diverse, but in my experience, the engineering students tend be from the same socio-economic background.	White	Female
proactivity on diversity and multicultural-related issues; educational opportunities within the classroom setting; incorporation of DASA, academics, and MSA in collaborative initiatives	White	Female
To be honest, I am not on campus much besides attending class. I live off campus and work in Durham. I don't believe I know enough after a year to state what NC State needs to improve to support diversity on campus.	White	Female
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.	White	Female
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.	White	Female
I think that the graduate school does a good job of this (at least in the department of MEAS). I am not sure of the undergraduate and other graduate department climates.	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
The work for women I often find condescending and often does more harm than good. The fliers that I have seen for the women's engineering group condemns women in engineering who conform to gender stereotypes. Further, the work that has been done to change the diversity on campus has harmed the opinion of us in the eyes of other students. I often hear that when a women has been accepted to the program or hired as a professor that they are only being selected due to their sex. Further, I have been told by students in my program that I will never get below an A- in my classes simply because my professors cannot give good grades to women because that would be discrimination.	White	Female
More communication about being an open community, extra credit to attend events, more diversity education in the classroom.	White	Female

**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: Curriculum)**

h2	Race	Gender
We need to look at religion. As society grows increasingly secular, students (who may be progressive) but practice their religion are discriminated against in intellectual discussions. This applies to all minority religions and even Christians. It is expected that most white students are Christian culturally, but not necessarily practicing. As a practicing Catholic, I sometimes feel uncomfortable in class discussions. Although my political beliefs line up fairly closely with non-religious students, when the word Catholics is mentioned it has a stigma.	White	Female
More diverse faculty, almost all of the faculty in my department are white men.	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
Diversity training and appreciation varies widely by program. Students in STEM do not receive adequate training compared to their social science and humanities counterparts, and it shows in the classroom and in conversations. Underlining the importance of diversity in STEM to both the faculty and students in those departments may help.	White	Female
In general, I would like to see more African American and Latino students. These are the people who need it most, and we should provide special support programs for them including scholarships, support services, counseling, etc. once they get here. // Also, there are a lot of sexual assaults and robberies on campus and near campus. I didn't realize how dark some places on campus really are until I went to a group fitness class at night. Please, put more lights up on campus. In particular, my experience was at the first tunnel outside of Talley. / /	White	Female
The biggest thing that can and should be done is increased recruitment and retention of racial minority students. I think summer start is an excellent program that helps with this, but it seems like this is targeting athletes - especially athletes for the highest-grossing sports. Summer start should be offered to all minority students, and perhaps poor and working-class students as well. I would also like to see NCSU invest in the posse program, or another purposeful way of recruiting minority students.	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
Actually implementing classes, programs, and people having more diverse friendships inside and outside of school. / More women empowerment needs to be done in agricultural sciences as well as openness to sexual orientation.	White	Female
Diversity is the value of NC State that I hear the most about. In fact, I hear so much about the need for diversity that it has a dulling effect. The most successful cases of diverse and edifying interactions I experienced at NCSU happened naturally in the classroom. I believe guilt should always be left out of the university's means for preserving a healthy campus.	White	Male
A class based on business cultures. What to avoid even as innocent actions. How to address these issues in your career. It is all about open discussion and interaction, but things are handled somewhat differently in business due to the potential lawsuits.	White	Male

**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: Curriculum)**

h2	Race	Gender
I think NC State -- and most state universities, especially in the South -- must continue to recruit and enroll a diverse body of students across all departments. It's hard to pat ourselves on the back regarding diversity when white students are still greatly over-represented in relation to the general population of North Carolina, and black, Latino/a, Native American, and other populations are greatly over-represented. As a predominantly white university, we're doing an okay job of working for diversity. We'll be doing a much better job when we allow minority or marginalized groups (including women and LGBTQ) a greater opportunity to contribute.	White	Male
In my department, almost every single professor is an extremely liberal atheist. As a Christian, while I don't necessarily feel discriminated against, it would be nice to see role models from backgrounds and beliefs similar to mine. I do understand that in the sciences, protestants and christians in general are very poorly represented. It would be nice to have professors with more diverse beliefs and backgrounds.	White	Male
Force more liberal arts people to take STEM classes. / / Don't admit people who are going to fail. Stop worrying about quotas and percentages. Stop coddling people to make it through so that it makes your numbers look better. Adversity is part of life.	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
Through it is hard to change peoples habits, try to encourage people to branch out from their crowds and meet new people. Maybe help students to not stay in certain groups to just try new things. Help to remove the divide lines of race, economic class, and etc.	White	Male
The Computer Science master's level graduate department seems to be 99% foreign students from India. This is in no way a diverse population, and it was sad when my first years of course work involved working with no diversity. The phd population seems more balanced.	White	Male
Better spread of graduate students within ECE Department	White	Male
There need to be more institutionalized forms of maintaining and reinforcing diversity training and education throughout the course of study. Diversity is often touched on at new student orientations or in the first year, but after that is rarely mentioned in scientific fields of study.	White	Male
I think things are operating very well already. Open forums and discussions are a great way to get exposure to those who seek it, I commend the groups and departments that have participated in such events.	White	Male
Diversity is an ever-changing issue on college campuses. Continued focus and work is the best course of action.	White	Male
We should reinforce the notion of the "marketplace of ideas." The way to combat a negative idea or "hate speech" is a BETTER IDEA. We can flood the marketplace with notions of support and drown out the very few negative influences without resorting to unconstitutional crackdowns. The content of speech, no matter how horrific, should NEVER BE CENSORED. Only conduct can be disciplined, not speech.	White	Male
More cohesion and consistency among graduate departments. It seems to vary a lot by each program.	White	Male

**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: Curriculum)**

h2	Race	Gender
<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
Less diversity bureaucrats. That money belongs in the classroom.	White	Male
<p>I have routinely witnessed systematic racial issues. I am frequently assumed to be stupid or dumb because I am white/veteran by a certain ethnic group in my classes and even by a certain professor. / / A professor has frequently pointed to the board and makes comments while only looking in my direction such as the following: / "If you have trouble with this you should just drop the course." (more than 6 times) / "If you find you have difficulty on this you won't go nowhere." (once) / / The same professor is allowed by the department to only work with students of their race - if you want to do research with them but you're not their race, they won't take you. This attitude has trickled down to their students as well. During tests, I've observed students speaking in their native language while the TA (same race as them and the professor) does nothing. / / I am frequently made to feel like I am at a disadvantage because I cannot compete with groups.</p>	White	Male
<p>Graduate school should admit more students from different countries, Right now most of the international students comes from China and India and it make kind of polar environment. For example in my classes I was the only international non-chinese student.</p>	White	Male
<p>Again, I am a graduate student living off campus so pretty much the only thing I can speak to are my classes. My professors do their best to make classes an all inclusive environment with respect for everyone and their varied experiences. Sometimes they fall short. Sometimes I fall short. We all just have to do our utmost to recognize our biases and live beyond them.</p>	White	Trans
<p>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.</p>	Mult race	Female

**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: Curriculum)**

h2	Race	Gender
Stay the course.	Mult race	Male
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 the solution). Campus administration (especially higher levels) could be more inclusive of women and transgender individuals.	Mult race	Male