

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: NC State Employees)

h2	Race	Gender
Determine the levels of diversity among the faculty and staff. I feel that there are faculty members who are not willing to embrace diversity. Among this group are overt gestures and practices that are prevalent that speaks to the favoritism for the majority population.	AfAmer/Black	Female
Educator faculty on diversity.	AfAmer/Black	Female
Admit more diverse students and hire more diverse faculty members.	AfAmer/Black	Female
Putting words into action. How are faculty being trained and held accountable? What of the non-faculty staff?	Asian	Female
Recruit more international instructors. There is not much of diversity at the instructor level, at least not in my department.	Asian	Female
If international students are admitted as well as international professors are hired, diversity will be automatically increased. I see that there are enough Chinese and Indian. You should recruit international students or faculties from a more diverse countries.	Asian	Female
professors need to take classes in diversity	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
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
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
I think school should pay more attention to improve the quality of faculty and teaching/research facilities instead of just caring about the diversity. Since, now, the whole America is bracing and adjusting the diversities, the diversity is becoming more and more common.	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 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
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

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<p>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.</p>	Hispanic/Latino	Female
<p>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.</p>	White	Female
<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>Greater diversity among faculty members would provide more role models for students</p>	White	Female

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<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>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.</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
<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>I would like to see greater diversity in the enrollment of qualified students and professors. Creating an environment where groups aren't segregated would likely draw more students in and create an environment where everyone feels welcome. It would also be nice to hear from caucasian students on the topic of diversity, particularly race.</p>	White	Female

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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
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
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
Perceptually, NC State still has a reputation (both within our campus community as well as externally) as a "good ol' Southern school"--White, Christian, conservative. In my experience over the past seven years here this perception doesn't in fact match reality, but we'll continue to struggle to be seen as a leader on diversity as well as a welcome place for students, staff, and faculty who don't fit the stereotype unless we actively work to change that perception.	White	Female
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.	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
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
Students need more sensitivity training. There should be more diversity at the university of both students and faculty. Most of my fellow students retain shockingly racist ideas from their rural or suburban upbringing. Also, the political science faculty lacks sensitivity for diversity and even encourages students to become less sensitive towards diversity.	White	Female

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I think that academia in general has a long way to go to shed the pervasive sexism, misogyny, ageism, etc, that exists there. First, we need to make sure that faculty don't objectify young women, which is impossible. I have become increasingly disturbed at how women are viewed here. It's not ok for a faculty member to tell me that an undergrad is cute, then ask me if she's smart, when he would never say that about a male undergrad or ask me about his intelligence. It's also not ok for a faculty member to tell me that a revealing (and totally inappropriate for a lab) article of clothing that a student wears is "ok," but in the same sentence then say that her makeup is offensive. The "bro" mentality that exists here among faculty, and students is disappointing to say the least. Until society as a whole changes, this attitude will exist everywhere.	White	Female
The faculty could be more diverse.	White	Female
Emphasis on just not slamming anybody. It sometimes feels like the professors have to slam something and race is out, GLBT is out, but Christianity is in. I guess in their generation, maybe it was rare to not be a Christian, but they need to realize this is 2015, and I am not acquainted with any other Christian students, even though I would like to be. I am sick unto dying of hearing "Christ" as a cussword, and no other religion or group besides Christians and Jews has ever been targeted in the three years I've been here.	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
I really don't know the "hows", but we need more a more diverse grad student population (at least in some subjects), and we need a more diverse faculty.	White	Female
More diverse faculty, almost all of the faculty in my department are white men.	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
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
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
I think many of the white, heterosexual men who dominate the faculty, teaching, and graduate student positions in the hard sciences (especially the agricultural hard sciences including crop science and soil science) have issues with women and LGBT identified individuals. I also sense that they may have issues with black students and muslims. I'm not sure what can be done to dismantle their prejudices. May be they could benefit from safe zone training, but I doubt it. They seem stuck in their ways and not ready to budge.	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

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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
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
Diverse hiring of new faculty members.	White	Male
I think the university has done a more than adequate job of creating a nurturing and inclusive atmosphere for students and faculty of all groups and backgrounds.	White	Male
Continuous programming for students, faculty and staff. Every semester require all to attend some diversity training programs.	White	Male
More diversity among faculty	White	Male
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.	White	Male
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
Gender neutral bathrooms throughout the campus, greater presence of diverse faculty/staff, greater accountability regarding offensive actions/language, further training opportunities for faculty and staff to increase cultural sensitivity	White	Trans
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.	White	Trans

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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
Nc state needs systematic reform, expansion to include diverse faculty outside of just white and black.	Mult race	Female
more diverse faculty hires	Mult race	Female