

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 Encouragement/Support of Diversity)

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
Encourage more mixers on department level	Asian	Female
The multicultural events should be compulsory for everybody. Some cultural fair can be organized which should focus the speciality of different country such as food, clothing etc.	Asian	Female
Educate more local students on how diversity is a means to personal growth and developing a global perspective. Highlight how true cultural progress comes from diverse experiences and interactions and focus on mutual respect for all differences while establishing common grounds.	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
Normally even if there is diversity on campus, people from the same culture/race prefer to hang out with each other which is controversial to diversity. I think start programs to create groups of friends from several and various cultures help to support diversity on campus.	Asian	Male
bring more events which showcases different diverse groups and encourage other students to come and participate	Asian	Male
Admission should be more concern on ability but not only focus on diversity. Diversity is not the only factor on academic abilities.	Asian	Male
Respect towards female students must be encouraged.	Hispanic/Latino	Female
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
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
I think more emphasis on diversity group activities would encourage people to participate.	Hispanic/Latino	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 (proinquity - 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>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?</p>	White	Female
<p>It clearly needs to be addressed, but it seems that it's being forced and it's making it worse. I have no constructive criticism as to how to do it better, but I think there needs to be more focus on the positive integration and less on what everyone is doing wrong. It's like pushing a horse -- they're just going to push back harder.</p>	White	Female
<p>encourage students to be more receptive to differences of others</p>	White	Female

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

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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
Having good diversity programs is a must, but focusing on positively changing the thinking and attitudes of students is crucial. People cannot keep thinking it is normal and okay to say certain things and behave certain ways towards other people. An issue is that people have been raised in a culture where intolerant beliefs are often viewed as normal, so much intolerant behavior can be unconscious and unrecognized. Continuing to raise consciousness and working to change our culture even outside of NCSU is very important.	White	Female
I think it's time for us to recognize that we have differences and move forward. Constantly focusing on "diversity" and assigning people to groups is divisive. No one needs recognition because of their skin color, sex, or sexual orientation. Any special treatment for one group discriminates against another (the only exceptions being accommodation for disabilities or federal law on hiring preferences for veterans). As an educational institution everyone should be recognized for merit, alone. I think the constant push for "diversity," with diversity being a feel-good word and people not really thinking about what it means, has bred resentment and, in some cases, an undeserved feeling of entitlement. / / NCSU needs to be more focused on diversity of thought and opinion-regardless of whether those thoughts and opinions are popular, liked, or offensive. As long as no one is being threatened or discriminated against, offensive speech and writing (whatever that is to someone) should be allowed. Otherwise, as a State supported university, we get into violation of the first amendment. The first amendment doesn't give someone is the right to be offended or NCSU the right to censor as a result.	White	Female
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
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
Encouraging, but NOT requiring, undergraduate students to interact with other students from different backgrounds. I feel that requiring diversity programs would cause push back from some students, leading to undesired results.	White	Male
In a few words: Stop trying so hard. / / We're already a loving, accepting community. The administration is scared of public image of a few folks that are behind the times. But the truth is that the rest of us are all one NC State family. There'll always be a few that don't get it--So, that doesn't mean we should focus all of our energy on some diversity PR gig while we could instead focus on other University missions, such as academics, research, and giving back to our community, state, country, world.	White	Male

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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
I think it would be helpful for students to understand why diversity matters and how it is important to the institution and themselves. I feel that perhaps too often diversity appears to be pursued as an end unto itself, which is not productive in attempting to encourage a diverse environment.	White	Male
students should be encouraged more to attend multicultural events and learn about other cultures	White	Male
Diversity is an ever-changing issue on college campuses. Continued focus and work is the best course of action.	White	Male
After my undergraduate experience at NC State, the biggest shock I found in my new workplace was the innate dislike for people with higher education. I was totally unprepared to deal with this type of discrimination. The feeling that I get from NC State is that the only reason NC State cares about diversity is because NC State is first and foremost concerned with how the university looks to the rest of the world. Diversity is a world issue, and NC State will forever only represent a small fraction of the world - those who engage in higher education. Until NC State can participate with the rest of society that does pursue higher education, it will never be a diverse campus. This focus on race, culture, and sexual orientation is myopic. NC State represents too small a cross-section of society even with its multitude of races and cultures.	White	Male
The biggest thing I have noticed about diversity on this campus is that the university does a wonderful job at getting students who would support diversity naturally or with a bit of education, but in my opinion, it doesn't do enough to convince some of the more intolerant students that diversity is a benefit to all members of the community. Too many organizations on campus have members who just reinforce these bad perceptions.	White	Male
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
Focus less on the differences and more on the person. Unity as a wolf pack.	White	Male
Fund organizations/curricula which encourage diversity.	White	Male
Encourage the events to be more inclusive of people outside the particular interest group.	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
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	White	Trans