

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 Environment)

h2	Race	Gender
Those supportive events may need more propagation. If people have any concern or do not have time to come and participate, the propagation would make sure they can get the general idea anyway.	Asian	Female
I think that undergraduate students need to have more exposure to diversity. If they are from small towns of USA, they may not have had the chance to interact with other races and cultures.	Asian	Female
Do more follow ups to the new international students in terms of their psychological issues, culture shock, etc.	Asian	Female
More activities can be created in the organization so that everyone can participate and enjoy a diversified environment.	Asian	Female
More supportive services and social events for non-native graduates.	Asian	Female
More female inclusive environments.	Asian	Female
Make sure the qualification of students from each culture is met. More multicultural events for students to participate and better understand each other	Asian	Female
Maybe we can have more activities such as African culture show in this semester to have more opportunities to improve the diversity climate.	Asian	Female
Undergraduates and graduates students need to be more informed about other countries cultures and religions other than theirs.	Asian	Female
More topics related to diversity should be included during the orientation. There should be an orientation regarding american culture in the orientation so that international students are not bogged down by what is right and what may not be.	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
More inclusiveness through additional events and newer students	Asian	Female
We need more activities to spread our different cultures and to learn others' stories.	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
Nothing, I think the diversity climate in NC State is awesome	Asian	Male
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
I see less number of black students in graduate programs. I don't know the reason but I feel their presence will add more diversity to the existing diverse culture.	Asian	Male
Continuing with the efforts to make the climate more peaceful and accepting.	Asian	Male
There are several cultural and ethnic student organization, if somehow these organizations could be brought together for some annual function or some other event, it might help the diversity climate a lot.	Asian	Male
more cultural events/ clubs/ functons/meetings. People from diverent diversity should beable to showcase their culture/ethnicities/ideas to whole student community.	Asian	Male

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1. Serious efforts should be made to improve diversity in recruitment of graduate students. / 2. More programs/events should be organized to make people aware of the benefits of a diverse academic environment , particularly how it is going to help them in their professional life. / 3. More Events should be there where students from different ethnic backgrounds can intermix and interact. People will know more about other ethnicities and can showcase their own.	Asian	Male
Incessant awareness and respect of different race/culture/ethnicity/religion	Asian	Male
These issues do not go away if they're ignored. Need more initiatives to create a climate where these issues are discussed to cultivate comfort among students	Asian	Male
I think international students need to be made more aware of the diversity activities take place on campus for example international students come here more for the exposure that they wish to achieve by interacting with students from other cultures especially American. so it would be good if provided an opportunity because most of us are either shy or uncomfortable to talk to Americans, are people from other cultures because we don't know how they will respond to us. so having more activities where we interact with each other and are given an opportunity would be a great experience	Asian	Male
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
Hold more meaningful events and activities, which can make students from different cultures work, play and chat together, as a team or group.	Asian	Male
Acknowledge that diversity goes beyond race and sexuality and also encompass different nationalities and cultures. International students are not given enough attention on campus.	Hispanic/Latino	Female
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
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
More activities that let students to interact in the same environment. Festivals were we can learn about other cultures.	Hispanic/Latino	Female

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<p>I don't know where to begin. Rather than giving the long and opinionated answer I would like to, I will try to keep it as to the point as possible. The very fact that this is a question is kind of disturbing in and of itself to me. I strongly agree with the statement that NC State holds for diversity, but I do not get the impression that this statement is what is being brandished when it comes to all these efforts to "support" diversity on campus. Simply hearing the word is off-putting to me just because of the overwhelming amount of unnecessary attention that is put on it. The ridiculous nature of the questions included in this survey further exemplify my point. The fact that there is a need to "build a diverse community" is not only counterproductive but also counterintuitive. The wording of that question implies that people are selected based on what some may consider "under-represented" traits and that is repulsive (not to mention discriminatory against those who may just happen to be more similar to others already in the community). We do not have a diverse community. Instead what we have are groups of people split apart in order to support "women" or "African American's" which goes against the entire concept of supporting diversity by dividing people based on their individual traits. I understand the concept of support groups, but these groups seem less supportive and more divisive. Perhaps rather than continually drawing attention to people's differences by pointing out how "diverse" everyone is, maybe we should just start viewing people as people and get on with our lives.</p>	Hispanic/Latino	Female
<p>Move away from talking about diversity and move into talking about cultural education. This could be from updating the foreign language requirement of all students. I learned Japanese in college and spent many years in Japan post graduation. That helped me learn about that culture and cultures around them that I feel like I'm in better understanding. / This could be broadened with other aspects of "diversity" too. But saying "diversity" sounds like a pipe dream where there is no real goal. It's fictitious.</p>	Hispanic/Latino	Male
<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

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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>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
<p>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.</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>I don't even know how to begin to fix this, but the culture toward women among undergraduates is horrifying. I am frequently afraid to walk down hillsborough st because of the amount of times I have been sexually harassed by male students in cars. The few times I have reacted, I have been threatened with rape. I have heard male students joking about rape in the library, as have most of the female students I've spoken with. I would never attend a function involving undergrads and alcohol. While it may not be NCSUs fault, it IS a problem.</p>	White	Female
<p>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.</p>	White	Female
<p>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.</p>	White	Female
<p>there is still some prejudice among individuals, and a lot of ignorance and stereotyping. for some folks, State is the most diverse environment they've been in, so they just have stereotypes about different groups.</p>	White	Female
<p>I'm not sure. I feel like the diversity climate is positive at NC State.</p>	White	Female

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AS opposed to reactionary steps, the University needs to be proactive in its steps to change a culture.	White	Female
Don't push it too much. Telling people they must like other people doesn't make them like them. The term "diversity" is often used to promote a political or religious view, which creates more division between different groups. Even taking this survey, I've felt some agenda may be in the works. In general, working to cultivate attitudes of kindness, humility, and compassion towards others will improve the diversity climate, in my opinion.	White	Female
Truly be accepting of all cultures and religions, minority and majority.	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 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
I have noticed the campus seems to react to problems (such as the recently found fraternity notebook, or writings in the free expression tunnel) after they occur. I'm not sure how, but it seems there should be more proactive way of discouraging such things before they happen. / / More activities where different groups (for lack of a better word) of people get together and discuss things - life, culture, sports, whatever they feel like - over a meal or snack or some activity that makes everyone work together and not just sit and hang out with their typical "group" of friends.	White	Female
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
More acceptance of non-heterosexual students and students who are not religious needs to be achieved.	White	Female
I think the university is doing well to improve the climate	White	Female
The administration doesn't take seriously enough racism and sexism. They say that any acts of discrimination do not represent the university, when those acts are actually widespread and little is done to punish or fire those who commit them. They refuse to see the institutionalized racism and sexism on campus and only care about PR. I guess they fear they would lose public support and potential students if they took serious actions that had a chance of working. The latest situation with the fraternity with the "little green notebook" is a great example. The statement from the chancellor said the content of the notebook did not represent the sentiment of the rest of the university when the content in fact DID represent tons of stuff said/thought/felt on campus. Greek life as a whole should be shut down--there are still plenty of clubs left to socialize in, but those organizations (Greek life) are white, patriarchal institutions who will act in white, patriarchal ways. Their housing and associations with national organizations and their rules literally create an environment in which they are allowed to act like pigs, so if you want to be effective when dealing with them, you've gotta get rid of them. Continuing to release statements about how the administration doesn't support those actions isn't going to do anything. If you want to "investigate" why this stuff happens, HIRE SOCIOLOGISTS.	White	Female
I'm not sure; however, I think surveying people about the diversity climate is a good step to take.	White	Female

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n/a, if anything, more emphasis should be put on recruiting students of high academic caliber, regardless of race/ethnicity/sexual orientation, and just make it more about whether they have the grades/skills/etc necessary to prosper in a university environment.	White	Female
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
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
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
Leave diversity alone. There should be no action to promote NOR prevent diversity. Universities should grant acceptance, merit and degrees based on ability, intelligence, and hard-work.	White	Male
Get international students to not clump up with each other and make small pockets of their own culture that feel very non-inviting to others.	White	Male
Nothing. As I said previously, the only thing you could do differently is force people of different ethnicities to interact; and you can't do that. You provide every opportunity possible for a diverse climate, it's just up to the students to pursue them.	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
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
Diversity programs do little to advance campus climate because studnets who value diversity attend diversity programs; students opposed to forcing diversity upon the population avoid such programs.	White	Male
students should be encouraged more to attend multicultural events and learn about other cultures	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

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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
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
I feel that the diversity climate at NC State is currently satisfactory.	White	Male
As a graduate student, I have little time available to participate in changing the diversity climate. I wish this were not true since I believe this is important. / / I just want to add that when ask a graduate student to take a half hour survey, you should provide a little more incentive than the chance to win \$25. They are smart enough to do the math and realize that it isn't worth their time. I only took this survey out of wanting to help, not for the chance at a gift card.	White	Male
Valuing diversity is the first step. But acceptance and tolerance and different issues that need to be addressed further	White	Male
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.	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
Encourage the events to be more inclusive of people outside the particular interest group.	White	Male
Keeping a pulse on the community and making sure that individuals feel safe and comfortable and a part of the community will help to continually improve the diversity climate.	White	Male
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
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