

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: Events and Programs)

h2	Race	Gender
There could be more events for the minority grad students. Maybe some career development and also opportunities to know what early graduate students should expect in their future.	AfAmer/Black	Female
NC State needs to improve its look of diversity. Although NC State is a PWI or predominantly white institution it needs to increase its recruiting for other ethnicities if it hopes to gain more backgrounds to incorporate into their programs.	AfAmer/Black	Male
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
More social events for graduate students.	Asian	Female
More activities	Asian	Female
Introduce more activities or events about diversity to our campus.	Asian	Female
More activities can be created in the organization so that everyone can participate and enjoy a diversified environment.	Asian	Female
More social activities. I am not sure if any did happen because we never got to know of any.	Asian	Female
More supportive services and social events for non-native graduates.	Asian	Female
Organize more events that graduates and undergraduates both can attend. Being a graduate student on Centennial I feel there are very few events that involve graduate students. It is not always feasible to travel to main campus for small events (e.g the events that happen at the brickyard).	Asian	Female
Make sure the qualification of students from each culture is met. More muticultural 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
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
more physical activities can help students from different backgrounds to interact with each other, since this doesn't need language	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
My graduate program admits largely white graduate students. Diversity in graduate admissions (within programs as much as across programs) would be a good start to foster diversity and tolerance.	Asian	Female
We could have occasional seminars from international scholars, i.e. those not primarily based in U.S. Cultural events could be better publicised.	Asian	Female
let me know the activities	Asian	Male
Although there are plenty of specialized events for minor race/ethnics groups, the appreciation of diversity in the general events / organizations / clubs is not enough. For example, in some leadership positions of most clubs/student bodies/events, sometimes the minorities are not considered as potential qualified candidates.	Asian	Male
Include intercultural events a graduate level	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
More cultural festival, more awareness/advertise these events.	Asian	Male
Some events by university can be arranged when all the diverse people may interact.	Asian	Male

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make more activities	Asian	Male
Have more diversity events around the campus and create more awareness about those events.	Asian	Male
More cross cultural programs could be introduced to nurture diversity.	Asian	Male
There have been reports of sexual harrassment cases, safety events etc in campus. I wish we didnt have any incidents like that in future.	Asian	Male
Involving more students with different background into diversity-related events and discussion	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
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
In my program : More students from different backgrounds, most of the students i take courses with are Indians.	Asian	Male
bring more events which showcases different diverse groups and encourage other students to come and participate	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
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
More official patronage for inter-community interaction and services, say a pantheon in the midst of our campus. While in transit to NC, I saw this being implemented at Heathrow Airport, London- what they described as "Prayer Room". It could provide an excellent platform for people of various religious background even secular/agnostics/atheists to communicate with one another and promote better relations. Apart from it multicultural activities can be promoted on campus and students be informed about it or at least the pamphlets enumerating multicultural activities should be conspicuous on the campus.	Asian	Male
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
more expenditure on student events	Asian	Male
Have seminars about different culcures and countries.	Asian	Male
more events should be organized giving chance for students to interact with other students with different race/ ethnic background.	Asian	Male
More inter cultural events, diverse project partners	Asian	Male
Include grad students part of campus residence halls. Extra credit for attending events. More events like 'Breaking bread' and importance of celebrating American festivals. Balance the no of admits in terms of diverse backgrounds.	Asian	Male
It's fair enough, but it will be better if more activities can be held to help connect native speakers and international students together.	Asian	Male

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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
More organizations promoting diversity, more events at dorms/ apartments with this same intended goal.	Asian	Male
More cultural events may be	Asian	Male
Provide a little more social activities and related topics the people living and working here.	Asian	Male
More activities maybe.	Asian	Male
More funds should be appropriated for cultural activities.	Asian	Male
Reduce the number of Indians in the graduate programs. Due to the high number of Indians, I think the program is dominated by us(I am Indian) and the entry bar is low. This leads to dilution of the quality of incoming students and hence impacts diversity indices.	Asian	Male
more get-together activities, more awareness workshops.	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
Host more events for students to get involved and be open to interact with international students	Asian	Male
Create student groups making Hispanic and international students involve in some events and activities together. Making them friends not only for that event but forever.	Asian	Trans
Dating events, Events that require Americans to participate with international students. Opportunities to work with American students on different projects.	Asian	Trans
Put more events on Centennial Campus during times that are easy for graduate students to attend to	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
I personally would like more diversity programs convenient for grad students to attend. Otherwise, I think NCSU is doing a great job.	Hispanic/Latino	Female
I would like to see more large seminars with motivational speakers about unity, diversity, and getting along.	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
I think more emphasis on diversity group activities would encourage people to participate.	Hispanic/Latino	Female
It is hard for me to find people that are like me here, and I am uncomfortable with attending multicultural events for that reason. But I would like to try to do that at least once during my graduate career, and maybe that will make me change my mind and feel comfortable doing so.	Hispanic/Latino	Trans

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Personally, I do not feel well-informed about diversity issues and how to deal with them. Maybe the college could send out information about this. I probably would not have time to attend an event of some sort, but I could read something sent in an email.	White	Female
Sometimes I feel like the abundance of of international students in the graduate school makes it feel like I am a minority as an American. Monitor the enrollment statistics across to the graduate programs to ensure that domestic students are not being excluded in an effort to promote diversity.	White	Female
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 differentopinions--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.	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. Inrease 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

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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
Mandatory seminars, especially for women and that bring in the issue of sexual violence.	White	Female
increase activities that require undergraduates from small towns to interact with minorities	White	Female
/ 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.	White	Female
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 NCSU's fault, it IS a problem.	White	Female

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<p>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</p>	White	Female
<p>Less titles of "diversity" this or that for programs to hopefully get more involvement, especially for the less mature population (undergrads),</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>Although NCSU makes a point to attract an international populations, these students do not interact as much with native students, and instead form groups of international students. Often time I think this is a language experience difference, and therefore US vs International students are on different learning levels making it frustrating for international students due to difficulty in understanding, vs native speakers who get bored when things have to be brought down a level. Therefore, it appears that NCSU is just trying to check off a diversity box, instead of providing a wholeistic experience for international students. Instead this responsibility gets placed on native speaking students (some would call this a burden or people who think this is a burden are not being educated on diversity or that these experiences are supposed to be teaching them diversity?-this is not clear)</p>	White	Female
<p>Better communication and more frequent communication to the community about expectations of behavior regarding issues of diversity especially when controversial events relating to race/ethnicity is in the news or occurs near campus.</p>	White	Female

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There are far more advertisements for Christian churches and events in common areas than other types of events; compared to my previous schools, it seems like NC State more strongly promotes Christian religious events, including large, prominent anti-science and anti-woman displays in the center of the brick yard. These displays make me feel like NC State is less welcoming of non-Christian views compared to the other institutions I have attended.	White	Female
proactivity on diversity and multicultural-related issues; educational opportunities within the classroom setting; incorporation of DASA, academics, and MSA in collaborative initiatives	White	Female
Requirements for students to engage in on-campus diversity events. Specific events should not be mandatory, but students should be expected to attend a certain number of events before graduation. Students could pick and choose the topics/events that they are most interested in and are ready to have conversations about.	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
More events, and more information	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 NC State is doing its part to improve diversity. I cannot think of anything else that could be done except to maybe hold more diversity education events and publicize them well to get maximum student involvement.	White	Female
Hey, why don't you try to attract some women to the engineering program? Maybe you could set up some kind of mentoring program with older female students, or do something to make sure the women in the program aren't harassed by their peers. Since my field is 90% male, it would be nice if that was actually addressed at some point.	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" offriends.	White	Female
I think more information to students is needed for multicultural events. Additionally, more information about getting students who are not minorities to participate in these events would be helpful.	White	Female
International students are receiving visa support, but they are not receiving enough academic support. There are differences in writing culture (not just plagiarism but how/when to present a thesis in a paper, how to use citations, articulating your own thoughts into writing in English) that are not addressed and make it difficult for some international students to succeed in their classes. There is no specific support for LGBT international students that may not feel they fit in with the US LGBT culture/group and face different challenges of which there is little awareness. Also, diversity needs to be integrated into the whole of students' curricula not just as part of some classes by faulty preference. A required "cultural life program" like Furman University's would be useful for reaching students who most need to learn about diversity acceptance AND appreciation--otherwise the majority of students that participate in cultural programs on campus are already aware of these issues. We need to reach all populations on campus.	White	Female

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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
It would be helpful to let the offices and organizations involved in the diversity support and building to be the ones sending emails and invites and making events and starting dialogue, because it would be more genuine than when it comes from leadership, like the chancellors or deans, as that doesn't come off as sincere.	White	Female
I do not think my program (in CHASS) has enough racial or ethnic diversity in its graduate students. But I've heard that in some programs where there are many international students, graduate students form cliques in their labs and social lives and avoid interacting with people from different racial and ethnic groups. I also wonder whether undergraduate and graduate students who do not come from families with prior experience in higher education get enough support.	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
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
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
More annoucement of events	White	Female
Having more small activities planned	White	Female
More programs, especially at the graduate school level, should move to the cohort structure with more teamwork assignments.	White	Male
Note sure. I had the privilege of being in a reasonably diverse program that put a premium on teamwork, improving every student's comfort with working in others. But this is because this was strongly aligned with essential learning outcomes of the program, other programs may legitimately have other priorities.	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

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Continuing the current programs will help to promote diversity.	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
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
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 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
1.Transparency. / 2. Communication. / 3. Some funded programs or forums to gather representatives from each group for discussion. / 4. Some slogans advertised, that convey the message that it's not color but it's deeds that makes you different. /	White	Male
More cohesion and consistency among graduate departments. It seems to vary a lot by each program.	White	Male
Continuous programming for students, faculty and staff. Every semester require all to attend some diversity training programs.	White	Male
Increase the intensity of diversity programs.	White	Male
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 vicitimized 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	White	Male
Include diverse cultural perspectives on scientific events (e.g. Manhattan Project as seen by a native Japanese student).	White	Male
Shared cultural events that find common ground maybe a little better than what I've experienced (although this again is generally limited on campus versus general Raleigh community).	White	Male
More social events ! ...Both the casual kind and the formal kind.	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: Events and Programs)

h2	Race	Gender
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
Admit more black people to graduate programs.	White	Male
Encourage the events to be more inclusive of people outside the particular interest group.	White	Male
I think that racial issues need to be taken more seriously. I have gone to NC State for both my undergraduate and graduate degree and there have been several racially charged events that weren't given the attention they needed. I feel as though the Free Expression Tunnel needs to have some stipulations: there is a fine line between freedom of speech and hate crimes. I feel like all too often we, as a university, tend to package things as freedom of speech and let students off the hook in order to save face and keep our good reputation. However, I feel unsupported on campus. I feel as though if a hate crime was committed against me personally- the university would not have my back and rally for me- a minority.	Multi race	Female
Hold more diversity events on Centennial Campus and advertise them more to graduate students	Multi race	Male