

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: Interaction)

h2	Race	Gender
Allowing more chances to interact with individuals different from them. In addition allow students of colors to feel their voice is heard on pressing issues that happen on campus.	AfAmer/Black	Male
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
I think there is a lot of diversity at NC State. I see people from various communities around me. What needs to improve is getting people from different communities to interact with each other. People generally tend to stay in the comfort of their own community.	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
more physical activities can help students from different backgrounds to interact with each other, since this doesn't need language	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
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
More interaction	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
Promotion of the available opportunities for International students to interact with students of other race	Asian	Male
Some events by university can be arranged when all the diverse people may interact.	Asian	Male
More mixing somehow. I never get to interact with people from other races though there are plenty of them, and I'd like to. It must be in an easy informal setting.	Asian	Male
I wish somehow all the students made friends with atleast one person of another ethnic origin. This would definitely help the little/few students, who do not get the chance to mingle with lot of people, to understand, appreciate and respect people of different origins.	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 events should be organized giving chance for students to interact with other students with different race/ ethnic background.	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
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
There should be more interaction among the students from different ethnic background.	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
Work with white students to make them more aware of how to deal with diversity in the correct way.	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
as an international student, I don't feel like OIS does enough to promote interactions between international students. At least that's my perspective from my graduate student point of view. I have talked to international undergrads, and they don't seem to think this happens at their level.	Hispanic/Latino	Male
1) Broadening the definition of "diversity" to include exploration of White, normative culture, and the privileges associated with it. Learning to "affirm" diversity includes learning to explore one's own identities and the ways in which those identities may or may not be reflected in normative culture. / / 2) More support of students who have been/may be sexually assaulted. For example, campus alert emails include tips/strategies to "protect" yourself, such as not taking drinks from strangers, etc. Why are these alerts not phrased in terms of a culture of consent? For example, why not include language directed towards potential perpetrators about asking for consent, not taking advantage of women when they have had too much to drink, or whose friend group has left the party, etc? / / 3) Requiring students (both graduate and undergraduate) to attend events where they may have to interact with people who are different from them. Requiring students to enroll in coursework that encourages them to explore their identities and culture so that they may have a deeper understanding of themselves and others may meet with much resistance initially; however, as a public, land-grant institution, NC State has an obligation to inform its curriculum (and students and faculty) based on research - there is a wealth of empirical research that details the benefits experienced by both Whites and non-Whites who live, work, and study in diverse environments (propinquity - increased workplace satisfaction/productivity, increased emotional well-being, increased self-efficacy and ability to connect with others, etc.) / / 4) Recruit more students of color, especially African American and Latino students. Increase efforts to retain students of color once enrolled. / / 5) Recruit more faculty of color, especially African American and Latino faculty. Increase efforts to retain faculty of color once hired. / / 6) Recruit more women faculty. / / 7) Provide (and require) more professional development opportunities for faculty to learn to interact with others who may be different from them. / / 8) Provide and require targeted programming to the Greek community (specifically White fraternities and sororities) about culture of consent, inclusive environments,	White	Female

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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
increase activities that require undergraduates from small towns to interact with minorities	White	Female
Relax the formalized emphasis on diversity. Allow interactions between diverse groups to develop organically. Administration should step in only when necessary.	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

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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 NC State 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>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>Everything needs to improve. I don't feel there is enough training to educate students on accepting and tolerating diversity. I think NC State is unwelcoming of LGBTQ students, of students who belong to racial minorities etc. I think the institution needs to not only embody the values of promoting diversity by including something in its mission statement but then to actually ACT on these statements and show actual institutional level support to then influence the student body. Speaking with undergraduates and by looking at social media it is VERY apparent that our students are unwelcoming of diversity. We have conversations about this in certain departments (DASA) but then do little to enact change. It has been disappointing to see during my time at State. As much as I want to proudly claim my membership within the Wolfpack Family, I have yet to feel fully accepted - particularly with the undergraduate students I work with - to be myself and would never truly open up to most students on this campus.</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
In mechanical engineering grad school, there is a lot of foreign students. From my experience, there is not much interaction with them. Each ethnicity/country of origin seems to stick together for the most part.	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
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
Engineering centers need genuine reform in their interactions with international, female 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
Diversity is the value of NC State that I hear the most about. In fact, I hear so much about the need for diversity that it has a dulling effect. The most successful cases of diverse and edifying interactions I experienced at NCSU happened naturally in the classroom. I believe guilt should always be left out of the university's means for preserving a healthy campus.	White	Male
A class based on business cultures. What to avoid even as innocent actions. How to address these issues in your career. It is all about open discussion and interaction, but things are handled somewhat differently in business due to the potential lawsuits.	White	Male
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
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
We need to enhance our definitions of certain terms, including hate speech vs. free speech and be consistent with the law and punishment. / / Also, as an affiliate of a fraternity at a different school, and then having come into this school, and highly interacted with the Greek community, I believe the way we handle Greek life here is abysmal, and a comprehensive review is a great idea. I just hope the conversation is as comprehensive as the Chancellor says it will be. There needs to be serious change in our Greek Life. As much good as they do, it is being overshadowed by their mistakes.	White	Male
The biggest diversity challenges that I run into is not based off of gender, ethnicity, or religion. The biggest diversity challenges come from interacting with other students academically that are at a different point in life (Ex: Kids vs No Kids, Full Time Job vs Full Time Student, Married vs Single) or differences in socioeconomic status.	White	Male

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<p>1) Understand the law. As an example, even within this survey, you incorrectly define stalking to be based on the viewpoint of the student rather than of a "reasonable person". In this survey, you also seem to have a false dichotomy between free (protected) speech and hate speech. See Snyder v Phelps as a start. / / 2) Stop chilling protected speech. If speech is protected, regardless of how undesired it is, the university should not respond. / / 3) Consult legal counsel before making statements about or adopting policies that restrain student speech. / / 4) Privacy is necessary for protect the university as a place for free inquiry and speech. Adopt binding policies that curtail the university's ability to retain *all* network traffic *permanently* and do any inspection of it (assuming it is to ensure student compliance of university policy). This power, particularly when combined with the university's desire to stop some protect speech, is really concerning. / / 5) Expand free speech zones on campus to Centennial to allow for the university to better fulfill its role as a marketplace of ideas. / / 6) Respect due process in student conduct, particularly with accusations of sexual assault. You can maintain a presumption of innocence for the accused while assuming that the accuser is truthful. Also, use both a definition of consent and standard of proof consistent with criminal law or both consistent with civil law. Failure to do so tells some demographic groups that they are not as valued by the university as other demographic groups, either favoring groups that are typically victimized or groups that typically are the perpetrators. / / 7) Have a diverse selection of US Diversity and Global Knowledge classes. Last time I checked, there was no class dedicated to men's issues or Caucasian heritage, etc, despite contributing to US Diversity. This program promotes awareness and understanding of only privileged people groups. / / 8) Protect students' freedom of conscience and diversity of ideas. The US Diversity classes are just one attempt to implement thought reform on campus. The plan was implemented after an incident at the free expression tunnel and the university's inability to restrict protected speech. / / 9) Quit conflating a desire to protect student rights, accurate and less-biased information, and efficient execution of organization missions with being sexist/racist/...ist. / / 10) Foster greater diversity in attendance at diversity events. / / 11) Transparency ! Make policies publicly available ! The restrictions on speech (window displays) in University Housing was never made publ</p>	White	Male
<p>I have routinely witnessed systematic racial issues. I am frequently assumed to be stupid or dumb because I am white/veteran by a certain ethnic group in my classes and even by a certain professor. / / A professor has frequently pointed to the board and makes comments while only looking in my direction such as the following: / "If you have trouble with this you should just drop the course." (more than 6 times) / "If you find you have difficulty on this you won't go nowhere." (once) / / The same professor is allowed by the department to only work with students of their race - if you want to do research with them but you're not their race, they won't take you. This attitude has trickled down to their students as well. During tests, I've observed students speaking in their native language while the TA (same race as them and the professor) does nothing. / / I am frequently made to feel like I am at a disadvantage because I cannot compete with groups.</p>	White	Male
<p>I think NCSU needs to be a more hospitable place for women and families. I have heard faculty in my department talk down about women having children during graduate school, and I have had a faculty member tell me that I did not need a stipend because I have a husband who has a job. These occurrences make me feel jaded with higher education. For me, the graduate women's support group (through the counseling center) has been a life saver. More groups like this should exist, where people from similar and different backgrounds can interact and help each other out.</p>	Mult race	Female
<p>I have almost zero interactions with undergraduates but the time six of them were sitting in the TOC Atrium making fun of a professor with a Chinese accent does stick in my mind. I think they might have actually been speaking of a teacher they had in highschool - I pointedly stopped listening and glared heavily at that point. / / That wasn't really helpful, I just wanted to complain about them again. Ugh.</p>	Mult race	Female
<p>If different groups of students had more opportunities/were pushed to make friends with students in other groups, the diversity things would work themselves out.</p>	Mult race	Male