

**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: Majority Group Membership)**

h2	Race	Gender
Determine the levels of diversity among the faculty and staff. I feel that there are faculty members who are not willing to embrace diversity. Among this group are overt gestures and practices that are prevalent that speaks to the favoritism for the majority population.	AfAmer/Black	Female
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
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
More opportunities for native american (white) student to understand diversity.	Asian	Male
I think some professors (especially older white males) need to be more respectful of women and people from different cultures and backgrounds. Incorporating it into more classes would be good.	Hispanic/Latino	Female
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
Work with white students to make them more aware of how to deal with diversity in the correct way.	Hispanic/Latino	Female
Educate ignorant students. Encourage them to challenge what they've been taught and what they think when they enter university. Student's mindset has to change. Start better supporting and encouraging and having high expectations of ALL students. Don't make assumptions about female, male, minority, majority, straight or queer students. Have the same bar for everyone to meet on an individual faculty level / NC State can say whatever they want on their website, but unless it's a reflection of reality it doesn't mean anything to students here.	Hispanic/Latino	Female
Here's the problem; we are in the Bible Belt. There's a lot of intolerance for things that are not Christian. Everyone just assumes you are Christian. It's not just a campus problem, it's a widespread issue. I was shocked when I moved down here because of "Spring Holiday" aka Easter break. I grew up in the north, and schools did not shut down so people could go home for Easter. However, there is no closing of school for other religious holidays that are equally important to other students. It's just this weird contradiction.	White	Female

**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: Majority Group Membership)**

h2	Race	Gender
<p>Currently, the climate nationwide is one of hostility--everyone seems to take offense at one's opinions and everyone seems to think that everyone needs to have the same opinion. I would really like to see NCSU foster the idea that it is OK for people to have different opinions--in other words, a 'diversity' of opinions is a good thing. During my time at graduate school, there are times I feel like my religion (Christianity) has been mocked by different professors and has been labeled as being an intolerant religion. It hurts me when such broad labels are placed on such a large group of people. Just because one Christian has been portrayed in a certain light in the media doesn't mean that I feel that same way. For example, it seems to be a widespread belief that Christians 'hate' individuals of non-straight sexual orientation. That is simply an incorrect blanket statement. Just because a Christian marriage is considered to be between a man and woman only doesn't mean that Christians don't support the government to grant freedom for homosexuals to be legally married. Similarly, 'all Muslims are terrorists'--again, NOT TRUE. The same holds true for other religions and ethnicities. Everyone has a right to an opinion, but nobody is entitled to claim their opinion is 'right'--everyone needs to have respect for each other, regardless of whether or not they view the other person as intolerant or not. I realize this issue will likely never be solved on a global level, but I would love to see NCSU work on this. Additionally, although I love the idea of embracing and increasing diversity, I believe that the top priority in admission of students should ALWAYS be academic merit. I want to point out that I am well aware there is an abundance of minority individuals who are all-star students; however, I have seen in my time both here and at my undergraduate institution the admission of minority students based on their ethnicity rather than their academic merit. These students have struggled in college--and sadly, this only reinforces negative stereotypes about the academic prowess of minority students. I have actually been in a situation (not at NCSU) where I was blatantly 'reverse discriminated' against due to being Caucasian simply in an effort to increase minority interest in the program I was in. This is a problem that cannot be solved at the university level--this is an issue that needs to be tackled in elementary, middle, and high school. No student--minority or not--should be admitted to a university if his/her academic skills don't cut it.</p>	White	Female
<p>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

**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: Majority Group Membership)**

h2	Race	Gender
<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 am in a department where the faculty is predominantly older white males. I sometimes feel that certain members of the faculty have an unintentional bias against women. There is not any overt discrimination, but there are instances of everyday sexism, such as not recognizing points brought up by women as valid, interrupting and talking over women, etc. Again, I do not think this is intentional or that they consciously believe that women are lesser, but increased education or training in signs of everyday sexism may be helpful.</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>I think it's hard to get white students involved with diversity, but that's something that could be improved upon. Diversity on campus would be better if white students are included and are shown why diversity is important.</p>	White	Female
<p>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.</p>	White	Female
<p>Truly be accepting of all cultures and religions, minority and majority.</p>	White	Female
<p>Emphasis on just not slamming anybody. It sometimes feels like the professors have to slam something and race is out, GLBT is out, but Christianity is in. I guess in their generation, maybe it was rare to not be a Christian, but they need to realize this is 2015, and I am not acquainted with any other Christian students, even though I would like to be. I am sick unto dying of hearing "Christ" as a cussword, and no other religion or group besides Christians and Jews has ever been targeted in the three years I've been here.</p>	White	Female

**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: Majority Group Membership)**

h2	Race	Gender
<p>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 faculty 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.</p>	White	Female
<p>We need to look at religion. As society grows increasingly secular, students (who may be progressive) but practice their religion are discriminated against in intellectual discussions. This applies to all minority religions and even Christians. It is expected that most white students are Christian culturally, but not necessarily practicing. As a practicing Catholic, I sometimes feel uncomfortable in class discussions. Although my political beliefs line up fairly closely with non-religious students, when the word Catholics is mentioned it has a stigma.</p>	White	Female
<p>Exist outside of North Carolina. The majority will always be white people in North Carolina.</p>	White	Female
<p>More diverse faculty, almost all of the faculty in my department are white men.</p>	White	Female
<p>It is difficult to say. I know for my field it is not as diverse it is either Whites or Asians but I know there is support for other minority groups but the applicant pool is limited. There is a good representation for the field at NCSU. I actually think NCSU is doing ok in the diversity front compared to other institutions. I would say keep supporting the support groups. Keep accepting diverse qualified applicants</p>	White	Female
<p>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.</p>	White	Female
<p>I think many of the white, heterosexual men who dominate the faculty, teaching, and graduate student positions in the hard sciences (especially the agricultural hard sciences including crop science and soil science) have issues with women and LGBT identified individuals. I also sense that they may have issues with black students and muslims. I'm not sure what can be done to dismantle their prejudices. May be they could benefit from safe zone training, but I doubt it. They seem stuck in their ways and not ready to budge.</p>	White	Female
<p>NCSU is probably overly supportive/protective of christian students, to the detriment of education, especially science</p>	White	Female

**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: Majority Group Membership)**

h2	Race	Gender
I think NC State -- and most state universities, especially in the South -- must continue to recruit and enroll a diverse body of students across all departments. It's hard to pat ourselves on the back regarding diversity when white students are still greatly over-represented in relation to the general population of North Carolina, and black, Latino/a, Native American, and other populations are greatly over-represented. As a predominantly white university, we're doing an okay job of working for diversity. We'll be doing a much better job when we allow minority or marginalized groups (including women and LGBTQ) a greater opportunity to contribute.	White	Male
In my department, almost every single professor is an extremely liberal atheist. As a Christian, while I don't necessarily feel discriminated against, it would be nice to see role models from backgrounds and beliefs similar to mine. I do understand that in the sciences, protestants and christians in general are very poorly represented. It would be nice to have professors with more diverse beliefs and backgrounds.	White	Male
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	White	Male
I have routinely witnessed systematic racial issues. I am frequently assumed to be stupid or dumb because I am white/veteran by a certain ethnic group in my classes and even by a certain professor. / / A professor has frequently pointed to the board and makes comments while only looking in my direction such as the following: / "If you have trouble with this you should just drop the course." (more than 6 times) / "If you find you have difficulty on this you won't go nowhere." (once) / / The same professor is allowed by the department to only work with students of their race - if you want to do research with them but you're not their race, they won't take you. This attitude has trickled down to their students as well. During tests, I've observed students speaking in their native language while the TA (same race as them and the professor) does nothing. / / I am frequently made to feel like I am at a disadvantage because I cannot compete with groups.	White	Male

**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: Majority Group Membership)**

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