

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: Negative Experiences with Diversity)

h2	Race	Gender
Do not attempt to silence other people's viewpoints in the name of diversity particularly when it comes to LGBT issues. Just because someone does not agree with LGBT issues and agendas does not mean they are intolerant. Allow open discussions that do not discriminate on other people's points of view.	AfAmer/Black	Female
There have been reports of sexual harassment cases, safety events etc in campus. I wish we didn't have any incidents like that in future.	Asian	Male
I don't know where to begin. Rather than giving the long and opinionated answer I would like to, I will try to keep it as to the point as possible. The very fact that this is a question is kind of disturbing in and of itself to me. I strongly agree with the statement that NC State holds for diversity, but I do not get the impression that this statement is what is being brandished when it comes to all these efforts to "support" diversity on campus. Simply hearing the word is off-putting to me just because of the overwhelming amount of unnecessary attention that is put on it. The ridiculous nature of the questions included in this survey further exemplify my point. The fact that there is a need to "build a diverse community" is not only counterproductive but also counterintuitive. The wording of that question implies that people are selected based on what some may consider "under-represented" traits and that is repulsive (not to mention discriminatory against those who may just happen to be more similar to others already in the community). We do not have a diverse community. Instead what we have are groups of people split apart in order to support "women" or "African American's" which goes against the entire concept of supporting diversity by dividing people based on their individual traits. I understand the concept of support groups, but these groups seem less supportive and more divisive. Perhaps rather than continually drawing attention to people's differences by pointing out how "diverse" everyone is, maybe we should just start viewing people as people and get on with our lives.	Hispanic/Latino	Female
The university should get out in front of the growing national distaste for fraternities and proactively evaluate those groups' practices regarding hazing new pledges, sexual harassment, and racial discrimination.	White	Female
Sometimes I feel like the abundance 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

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: Negative Experiences with Diversity)

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>We could do so much more than send out a strongly-worded letter when there are incidents of racism or sexual violence. I wish NC State would aggressively make it clear that this is a diverse and welcoming place.</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>there is still some prejudice among individuals, and a lot of ignorance and stereotyping. for some folks, State is the most diverse environment they've been in, so they just have stereotypes about different groups.</p>	White	Female
<p>Students need more sensitivity training. There should be more diversity at the university of both students and faculty. Most of my fellow students retain shockingly racist ideas from their rural or suburban upbringing. Also, the political science faculty lacks sensitivity for diversity and even encourages students to become less sensitive towards diversity.</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: Negative Experiences with Diversity)

h2	Race	Gender
I think that academia in general has a long way to go to shed the pervasive sexism, misogyny, ageism, etc, that exists there. First, we need to make sure that faculty don't objectify young women, which is impossible. I have become increasingly disturbed at how women are viewed here. It's not ok for a faculty member to tell me that an undergrad is cute, then ask me if she's smart, when he would never say that about a male undergrad or ask me about his intelligence. It's also not ok for a faculty member to tell me that a revealing (and totally inappropriate for a lab) article of clothing that a student wears is "ok," but in the same sentence then say that her makeup is offensive. The "bro" mentality that exists here among faculty, and students is disappointing to say the least. Until society as a whole changes, this attitude will exist everywhere.	White	Female
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 woman 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
I think it's time for us to recognize that we have differences and move forward. Constantly focusing on "diversity" and assigning people to groups is divisive. No one needs recognition because of their skin color, sex, or sexual orientation. Any special treatment for one group discriminates against another (the only exceptions being accommodation for disabilities or federal law on hiring preferences for veterans). As an educational institution everyone should be recognized for merit, alone. I think the constant push for "diversity," with diversity being a feel-good word and people not really thinking about what it means, has bred resentment and, in some cases, an undeserved feeling of entitlement. / / NCSU needs to be more focused on diversity of thought and opinion-regardless of whether those thoughts and opinions are popular, liked, or offensive. As long as no one is being threatened or discriminated against, offensive speech and writing (whatever that is to someone) should be allowed. Otherwise, as a State supported university, we get into violation of the first amendment. The first amendment doesn't give someone is the right to be offended or NCSU the right to censor as a result.	White	Female
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.	White	Female
Most of the ignorance and racism I experience on campus is coming from undergraduate males. I believe undergraduate males and fraternities need more diversity education.	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

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: Negative Experiences with Diversity)

h2	Race	Gender
<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>Don't support the Greek community. They are primarily racists and bigots.</p>	White	Male
<p>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.</p>	White	Male
<p>I think your intent to improve the degree to which all students feel comfortable and supported on campus is commendable. I am concerned, however, by your division of "hate speech" and "free speech" in an earlier question, as though these were separate categories. While I find an awful lot of speech noxious - racist, sexist, etc. - it's my understanding that, legally, as a government-run university, NCSU does not have the right to specifically rule against noxious speech, except when it seeks to incite immediate violence. I would urge you to be careful not to confuse students as to what actually can be done, legally, as you pursue greater accommodation for everyone, especially given that not all students are familiar with American laws regarding freedom of speech.</p>	White	Male
<p>After my undergraduate experience at NC State, the biggest shock I found in my new workplace was the innate dislike for people with higher education. I was totally unprepared to deal with this type of discrimination. The feeling that I get from NC State is that the only reason NC State cares about diversity is because NC State is first and foremost concerned with how the university looks to the rest of the world. Diversity is a world issue, and NC State will forever only represent a small fraction of the world - those who engage in higher education. Until NC State can participate with the rest of society that does pursue higher education, it will never be a diverse campus. This focus on race, culture, and sexual orientation is myopic. NC State represents too small a cross-section of society even with its multitude of races and cultures.</p>	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: Negative Experiences with Diversity)

h2	Race	Gender
<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
Zero tolerance policy regarding sexual harassment and sexual violence. Zero tolerance policy regarding bullying and direct discrimination.	Mult race	Female