

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: Diversity is Overemphasized)

h2	Race	Gender
Too much emphasis on diversity sometimes leads to people who are qualified to not get into school which isn't really improving diversity.	Asian	Female
Students of NC State are great to get along with different people. I am really proud of them. If someone have had a hate speech based on a distorted idea, I believe that would have been a careless joke which would not have any serious meaning.	Asian	Male
The number of graduate admissions should be reduced drastically. 255 graduate students is way too much.	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
This is not specific to diversity issues, but sometimes it takes too much effort to go through administrative procedures to get things done. This results in people keeping problems to themselves.	Asian	Male
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
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
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
More awareness, but please don't shove it down people's throats. If there isn't a problem, no need to "fix" it.	White	Female
Making it less of a buzzword and more basic implementation. The more we point out diversity the more upset people become. If we stop pointing out people are different, then maybe everyone will stop treating them like they are.	White	Female

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<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

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<p>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?</p>	White	Female
<p>It clearly needs to be addressed, but it seems that it's being forced and it's making it worse. I have no constructive criticism as to how to do it better, but I think there needs to be more focus on the positive integration and less on what everyone is doing wrong. It's like pushing a horse -- they're just going to push back harder.</p>	White	Female
<p>I don't think anything else needs to be done to improve the diversity climate. There will always be people who have negative beliefs about others. Hate speech should not be tolerated on campus, nor should prejudice of a group by faculty. But I think there are a lot of projects emphasizing diversity, rather than trying to get the message out that we should all be treated the same. I couldn't care less if someone is a different race, religion, or sexual-orientation, as long as they have a good character and treat others with respect. I do find it aggravating that if you are not out there promoting diversity, you are seen as close-minded. I couldn't care less what others believe, it has no bearing on my life, but I don't think I should be obligated to make minority groups feel special because they are minorities. I also think there are active attempts to make the majority feel guilty for being the majority - I've heard more "friendly" insults about men, whites, and Christians than minorities during my high-school and college years. Maybe it is because I have grown up in a fairly progressive, left-leaning community. I've think we need to do more of actually treating everyone the same, if you actually want others to do that, rather than emphasizing differences. I've seen more bashing of beliefs from those responsible for promoting tolerance than I have from those from more traditional values systems. And while I'm for things like gay marriage, I find it offensive that people who agree with me find the need to demonize those on the opposite side of the debate. It's still intolerance, even if you are putting down the views of the majority.</p>	White	Female
<p>/ The biggest problem in engineering graduate school is cliques that prevent intermixing of students. Its easy for me to talk to one student who is different, but approaching a whole group or sitting at their lunch table when they are speaking another language is difficult. One big reason why students group together is because they all have the same advisor. The chinese students have the chinese advisor, etc. I don't know why it happens. I guess it is a combination of students picking an advisor like them and the advisor picking students from their home country. Hard to fix, but I think this is one of the biggest barriers. / / As a woman, oftentimes, I feel self conscious about how I look and how I'm dressed and feel just a little unsafe and uncomfortable surrounded by mostly men all the time. There's not really something wrong that makes me feel this way, but more women would help I think. It can be hard to develop lasting friendships, because close friendships with men often lead to them becoming romantically interested. / / I really hate people using masculine pronouns all the time, even when describing my own work. They realize halfway through that I'm female and switch over to "her work", etc. This also happens in lectures. One prof was really good about this though. You could tell he made an effort on purpose. / / In general, the sciences put up this tough guy act like "are you good enough?" which I think intimidate people who are unsure/switching fields for graduate school, don't have a masters, are an underrepresented group, etc. It really depends on the person talking. / / When I first came to NCSU I got involved in a lot of student lead volunteering events, reaching out to younger students, and a few diversity related discussions. However, in addition to being burnt out, I can't focus on my status as being a woman anymore. It stresses me out and distracts me and makes me feel less confident. I can't handle any kind of discussion it seems "like maybe women are less logical" "women aren't interested in tech unless there is a more human element" is enough to set me off. So generally, I just focus on keeping my head down and being a researcher and that has made me very happy recently. / / I think a mandatory diversity seminar (to learn about different cultures, hear from different students with different backgrounds) and a mandatory sexual assault, how to determine consent seminar should be required for all incoming students.</p>	White	Female

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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.	White	Female
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	White	Female
Less titles of "diversity" this or that for programs to hopefully get more involvement, especially for the less mature population (undergrads),	White	Female
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.	White	Female
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.	White	Female
STOP WORRYING ABOUT IT. // Also, if you want more "diversity", it might help to drop graduate student tuition so that there is no longer a financial barrier to accepting international students, who can never become NC residents for tuition purposes.	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
Don't push it too much. Telling people they must like other people doesn't make them like them. The term "diversity" is often used to promote a political or religious view, which creates more division between different groups. Even taking this survey, I've felt some agenda may be in the works. In general, working to cultivate attitudes of kindness, humility, and compassion towards others will improve the diversity climate, in my opinion.	White	Female
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.	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
n/a, if anything, more emphasis should be put on recruiting students of high academic caliber, regardless of race/ethnicity/sexual orientation, and just make it more about whether they have the grades/skills/etc necessary to prosper in a university environment.	White	Female
I am tired of hearing about all of this diversity crap everywhere. Nobody can always feel included and live in a cushy world and everybody has to deal with it at some point in their life. Maybe if we stop taking these surveys and checking boxes to identify ourselves then there won't be labels and then we can allow our character to be the deciding factor. Stop holding peoples hand everywhere they go. Grow up.	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
Force more liberal arts people to take STEM classes. / / Don't admit people who are going to fail. Stop worrying about quotas and percentages. Stop coddling people to make it through so that it makes your numbers look better. Adversity is part of life.	White	Male
In a few words: Stop trying so hard. / / We're already a loving, accepting community. The administration is scared of public image of a few folks that are behind the times. But the truth is that the rest of us are all one NC State family. There'll always be a few that don't get it--So, that doesn't mean we should focus all of our energy on some diversity PR gig while we could instead focus on other University missions, such as academics, research, and giving back to our community, state, country, world.	White	Male
Most of the diversity seems to come from international students and less from American students. I would like to see more diversity among the American students, but not at the expense of fewer international students.	White	Male

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Diversity does not mean we all think the same. Non-acceptance of others is a personal right. Diversity means I can not accept gays while you do accept them WHILE we both tolerate them. I feel anybody who doesn't think just like those in the office of equal opportunity are being told they are not welcome. That is not diversity of thought. I wish you would teach tolerance and allow me to have my own thoughts. The more you push acceptance, the less tolerance I have become.	White	Male
There need to be more institutionalized forms of maintaining and reinforcing diversity training and education throughout the course of study. Diversity is often touched on at new student orientations or in the first year, but after that is rarely mentioned in scientific fields of study.	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
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
Stop forcing it.	White	Male
Focus less on the differences and more on the person. Unity as a wolf pack.	White	Male
Less diversity bureaucrats. That money belongs in theclassroom.	White	Male
Helping to increase the teacher quality for nc high schools who have an awful reputation. Also stop blaming the current generation for the problems created by the previous generations in terms of race and gender	White	Male

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Make a diversity office that supports our average student as much as the most diverse. Don't encourage minorities to be in people's face about our differences. Seems someone is standing in the brickyard every day telling strangers they know nothing about that they are going to hell. If we made less commotion people would be more accepting	White	Male
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.	Mult race	Female