

**2015 Campus Climate Survey: Undergraduate Students:**  
**h1: What do you think is working well at NC State to support diversity on campus?**  
**Open-End Comments (Topic: NC State Employees)**

<b>h1</b>	<b>Race</b>	<b>Gender</b>
NCSU has created a very healthy environment for students who feel uncomfortable, unsafe, or attacked because of their identity. They offer almost all the necessary support to help resolve issues once they are reported. / / Also, the professors and staff are generally accepting and able to make students feel save and welcomed.	AfAmer/Black	Female
The students pushing for diversity on campus and the faculty/staff supporting them.	AfAmer/Black	Female
Since arriving at NC State I have been led to believe that the definition of "diversity" is exclusive to the LGBT members of the community and no one else. With certain instructors in ethnic courses the tone of the class was that all the ills of the world have been caused and are promoted by whites and Jews. Students who are black, muslim, or lgbt have more "rights" on campus. Other minorities and groups come second to them.	Other/Unknown	Male
Certain individual organizations and groups have done well to promote programs that encourage diversity--for instance, the College of Sciences has put a great emphasis on women in science, and their programs (including the Faculty in Action seminar series and the Women in Sciences dinner) have been great.	Asian	Female
There are lot of events and programs catered to various kinds of people. Also, there are a lot of organizations for people to involve in. I have heard and seen a lot of pictures of students from various cultural backgrounds enjoying participating in cultural events and appreciating other cultures. NC State (faculty and students), in general, are very receptive to people from other backgrounds.	Asian	Female
There are student les efforts to create events that spread awareness about diversity. There are also very good professors in chasS that have helped me understand diversity in a hsitorial perspective. We need to continue tto start discussion about topifs like these	Asian	Female
I love all of the activities and how well the staff (that I interacted with) supports diversity. I think the GLBT center is doing a great job at getting themselves out there. I know that the Women's Center is getting up there too. But not as much. I also like how the black fraternities are making more of a change/stand on campustoo.	Asian	Female
Yes, but I still think more can be done. Especially amongst some faculty	Asian	Male
NC State makes a very conscious and visible effort to promote diversity on campus. I believe having instructors and introductory sessions for new students go over many of the common diversity topics is very beneficial to new students, especially those that might not have had the opportunity to face many diversity issues prior to attending NC State. The many diversity-related resources that NC State offers to students are also all-encompassing and students are often reminded of their existence and willingness to help. I think having representatives or staff members of the respective resource centres give informational sessions regarding the services they provide may encourage those that may be afraid to come forward or inform those that do not know the existence of these resources to further look into them.	Asian	Male
There is a strong support from administrative staff, faculty, and instructors at NC State to promote diversity on campus.	Asian	Male
The Faculty, Staff, and most students are very supportive of diversity at NC State. Never any problems on campus or in classrooms.	Asian	Male
Student Organizations ,Faculty and Administrative Staff are all very much sincere in this issue.	Asian	Male
USC 110, having staff like Dr. Simpson in COS, LGBT Center, Women's Center	Hispanic/Latino	Female
Faculty/staff do a good job of not saying anything that could be racist or perceived to be attacking any race. The emails we get from the student body president and the chancellor help show that the university as a whole does not want racism, sexual assault/harassment, or any type of harm to their students to occur. The campus police also does a good job of hosting events like "Do You See What I See" in order to give students a chance to voice their concerns or opinions.	Hispanic/Latino	Female

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I don't really see a problem with the support of diversity on campus. Students are allowed to express their own beliefs in religion, sexual orientation, and ethnicity. There are ample amounts of departmental and faculty support for students, as well as clubs to connect with other students who have similar interests/beliefs. The college can only do so much to support diversity. The biggest problem with diversity support is in students' upbringing. If students were raised in a home that lacked support for diversity, or are pressured by their peers (friends) to act negatively towards diversity, then it is much more difficult to promote awareness and acceptance with those students. I believe the education on understanding, accepting, and embracing diversity needs to begin at the home and at an early age to make the biggest impact in society.	White	Female
Great groups/clubs and festivals/events for diversity. They could do better marketing of these activities, maybe through the use of the Poole College of Management students/faculty. I believe that they could do better with providing more support for single/married parents on campus. It would be nice to have more people to talk to on a similar level.	White	Female
Being so open that you can talk to NCSU related staff about issues you are experiencing.	White	Female
Student groups do a good job of being welcoming to diverse groups of people, faculty/staff are excellent at treating all students with respect and hearing their opinions in class. Administrators and community leaders like the chancellor and student body president do an excellent job of making it clear that intolerance doesn't have a place at State. Events like the vigil held for the Muslim students from Chapel Hill make me proud to be a part of State's community.	White	Female
I was fortunate to interact with my direct supervisor while working on campus whom is a great advocate for diversity and inclusion. My positive experiences have helped me recognize that hiring employees that act as student mentors makes a huge difference in a student's perception on diversity. Affirmative action items such as the DIVE program offered through Outdoor Adventures promotes a culture of inclusion and open communication to educate others.	White	Female
Support centers for minority groups, and programs emphasizing the importance of diversity ! Having staff and faculty with good multicultural competence is excellent as well !	White	Female
I think there are a huge variety of clubs and organizations that promote and support diversity throughout NCSU's campus. In my experience in CHASS and in the Design College I think that the students and faculty and staff promote diversity in a healthy way.	White	Female
I think NCSU does an excellent job of consistently emphasizing diversity and makes it clear that the university will show absolutely no tolerance for hateful words or actions. I feel the university has a sense of pride in fostering diversity and that is something I really value as a student. Diversity, much like education, allows us to expand our horizons and gain a broader outlook on the world and NC State is definitely benefiting the success of the students, faculty, and school itself by advocating diversity. I think State does a great job of trying to ensure all students that they should feel safe and welcome on this campus and if they feel otherwise, Statemakes a wide array of resources available and known to students.	White	Female
In my experience diversity at NC State is working very well. I have not had any negative experiences and I have seen that most all students and staff respect each other as equals without regard to race, ethnicity, sexual orientation, or socioeconomic standings. I think the NC State has done a fine job of promoting equality and diversity.	White	Female
Each course that I have taken provides a diverse perspective on the topic. Staff and professors do a great job of supporting diversity through assigned readings and discussions. I entered NCSU in 2010 and many of the questions on my college application centered around diversity. I had no clue how this would follow me throughout my time at NCSU. I have recently earned the Global Perspectives Certificate from NCSU. This is a great way to support diversity on campus as it requires you to attend multicultural events. I think if we could get the word out about the GPC, it would provide even more support for diversity!	White	Female
They provide a large number of events that offer a unique look into multiculturalism and are very accessible and open to everyone. Also, the statement that all professors must be fair and accommodating to students with disabilities helps support diversity.	White	Female
I think the positive attitudes of the leaders on campus (both student and staff) towards diversity has helped to make a difference in supporting diversity. I further feel that most members of the student body do well in their support of diversity in their interactions.	White	Female

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NC State is constantly reminding students and faculty of the importance of supporting diversity on campus. NC State also offers great resources for those that feel like they are at a disadvantage or are feeling harassed.	White	Female
I think that the university spend a lot of their resources on diversity on covering their bases so they don't get in trouble. There is still a lot of discrimination among student mostly but among staff as well that hinders the student body. I feel as though most of the discrimination is because of religious differences. I feel as though some aspects of diversity are being shoved down students throats and tolerance is being spoken about by very intolerant people.	White	Female
There's a lot of minority and sexual orientation outreach groups and events. There's diversity among my professors and other students.	White	Female
One of the best things I've seen recently at NC State to support diversity and the student population is based on recent tragedies. As terrible as the situations were, I think it definitely brought both the students and faculty together in the emotional/mental support sense and also in the increase of diversity awareness and acceptance.	White	Female
The professors and student organizations	White	Female
There are many organizations for all kinds of people. The staff is very accepting and encouraging. The people here are mostly kind and open minded.	White	Female
Various centers that sponsor events and ongoing awareness. Variety of speakers that address current events and ongoing issues. Good communication/reinforcement of diversity and atmosphere of respect from faculty and staff.	White	Female
NC State is extremely accommodating and welcoming to diverse students, faculty members, et cetera. The current programs, clubs, events, and organizations on campus perform superbly.	White	Female
Staff and most students are supportive of diversity around campus. There are a lot of multicultural events on campus that are inviting to all ethnic groups. When the shooting at chapel hill occurred, NC State did a great job coming together and preparing a memorial service for the Islamic students that passed away.	White	Female
I think that NC State has done a great job of making it known that the campus is all about diversity. However, because I am white Christian female, I often feel that NC State isolates people who align with my religion and race. It is so intent on making minorities feel at home that it sometimes makes white Christians feel like we are intolerant and that people do not have to respect our race or religions like they do for others on campus. For example in one of my classes a student even said during an open classroom discussion how much she hated Christianity and how she thought that it was so stupid and thinks that it is foolish for people to practice Christianity. The instructor did nothing and she had no repercussions for this statement that anyone in the class was aware of. I do not blame the teacher though because I understand that it is a hard situation to be in and he probably did not know what to do. However, I feel as if I said these things about another religion, I would have been sent to student conduct and or expelled. / I understand that we do have freedom of speech, but I do not feel that NC State always makes it clear what is inappropriate and appropriate and does always take the appropriate measures to let students know this. I also feel that the students of Pi Kappa Phi fraternity were treated unfairly after that incident. I do not think the contents of the book were appropriate in any way and I do not stand behind them. However, as horrible as some of the comments were, these students technically never broke a law and NC State pretty much through them to the wolves. NC State should have worked with the National Pi Kappa Phi fraternity to ensure that separate diversity measures were taken for this organization. Instead, NC State did not stand behind their students, nor looked out for the safety of those in Greek organizations. Several women in my sorority were harassed by reporters because NC State did not know how to control the situation and keep student safety and well being a top priority. they also made sure these men were removed from their housing within such a short period of time. That was way to harsh. As a member of the greek community, I feel as though I have been discriminated against countless time for my organizational affiliation. NC State does not help this image by lumping every organization in with the bad behavior that a few individuals have done. I have also felt discrimination for my greek affiliation by faculty and other non-Greek students as well.	White	Female

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Plenty of events held; faculty/staff is well-involved	White	Female
I honestly don't really see that much of a problem with diversity at NC State except for a couple of instances on social media when hateful comments were made towards certain groups. I think the majority of students are accepting of others, which is what matters. It's hard to get everyone literally on the same page, because you are always going to have those few individuals who make everyone else look bad. That being said, I think NC State is focusing a little too much on diversity. But if the university would like to improve, I think it's the students who need to come up with ideas for promoting diversity - not the faculty. They know more about what it's like when they interact with others in and out of the classroom and what gets people to listen.	White	Female
The professors. Canned messages from higher-ups in the university and unsigned messages to all of campus mean little to me. They simply feel like a political statement rather than support. Support is shown through action, and many of my teachers have shown a great deal of true care and support for my classmates and me during my time here. This means so much more to me than broad messages.	White	Female
I think the openness and discussion is working well. The student leaders as well as faculty are openly involved.	White	Female
Diversity is a major topic in many of the courses I am taking, so learning about it from many different instructors is nice.	White	Female
I think that the diversity activities that are provided for students to attend help to promote diversity and encourage diverse groups of people to come together. However, the most effective support of diversity I have experienced at NC State has been through taking classes about people groups who are different from me and learning from not only the professor but from students in those classes. / I feel that my religious studies major, through professors and classes, has offered the most meaningful experiences for me in terms of learning about and supporting diversity.	White	Female
The Free Expression Tunnel is very supportive of the diversity because people can write and express whatever they want anonymously. There are also very many forums centered around diversity that take place on campus that students and faculty can attend and learn about other cultures.	White	Female
All of the activities and events that support diversity. Our professors and classes that also support diversity.	White	Female
I think it is important for all NCSU employees to set the example. I have not encountered any instance with support diversity, but, again, the school and it's employees should be the ones to start with what they expect from their students.	White	Male
The efforts by the administration and staff. The students, especially the ones I interact with in the dorms, are the problem.	White	Male
I think the active messaging to the student body by important official staff (student body president, chancellor, etc.) that includes specific information about diversity is very effective at informing students what issues are relevant. Specifically calling out frats for sexual assault at parties, specifically bringing up the racist comments made at the election of Cyrus as the new SBP, the clear support of LBG7T community, THIS is what students notice. A mere email mentioning diversity is quickly ignored. / / By calling out people that make these comments or are the cause of these issues, we are insuring that they know that we do not accept this. We let them know that their ideas are wrong. Without narrowing down the source, it will continue.	White	Male
I'm enrolled in the physics program. I particularly appreciate how many of my professors are women. I also like that many of the professors I've had are foreign, but this doesn't work as well in giant lecture halls. The smaller PY 252 class I took with Dr. Mehta was great because she's great. Also, if I had trouble understanding anything she said (sometimes accents get in the way), I felt comfortable asking her after class because the class was small enough that she knew who I was. The COURSE that I took with NAME, on the other hand, was terrible. He'd spend three or four hours a week lecturing to an auditorium with literally hundreds of people in it, through a terrible microphone, and I had no idea what he was saying. It was really bad; his handwriting was illegible, and the class was too large for me to ask for clarification. I'd have to shout 'WHAT'S THAT EXPONENT SUPPOSED TO BE???' across a giant auditorium, and that's not something I want to stop class for. Anyway, I guess what I'm getting at is: Diverse professors: a really important, good thing ! Giving professors with thicker accents giant classes that they have to teach with microphones: a stupid plan	White	Male

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I think the faculty, staff, and administration as a whole is very understanding and sympathetic to diversity issues. I have had very good experience with the counseling center and the DASA office. Both have been a places that I feel welcome as I am, no strings attached. I have never felt judged or singled out by any individuals from these entities because of my differences and I think that the individuals within these entities have a diversity inclusive mindset.	White	Male
I don't necessarily think that NC State needs to go out of its way to support diversity outside of simply providing opportunities for students and/or faculty to create organizations and host events for whatever they care about. I think its more-so having the open mind-set to allow and host people who are from a diverse background, not necessarily putting forth policies to make diversity happen. For the size of school NC State has and will continue to be, diversity just happens, and its the job of the University to simply allow it to happen and protect against discrimination.	White	Male
As a gay male student I feel that there are many resources that are offered to me to help me succeed as a student at NCSU. I feel that marginalized groups are offered a lot of support and are supported well by the faculty, staff and administration.	White	Male
I feel that the Diversity classes that are part of every major's curriculum are needed and an important piece of receiving a "well rounded" education. The workshops, student organizations and faculty do a good job at gaining awareness and education on all fronts.	White	Male
Informing the students and faculty about diversity almost weekly helps demonstrate the importance and value the University places on diversity and people recognize that.	White	Male
There are a lot of great policies that have their own effects. However, policies can only accomplish so much. It is truly up to the students to understand and cultivate diversity. I feel like the university overall is mainly making sure they don't get sued, however, the faculty seem to be truly devoted to diversity in most cases. Students just need to understand why diversity is good.	White	Male
The clubs, events, constant reminders through courses and emails from NCSU staff help to remind you to strive to promote ethnicity. Many professors as well are very good at promoting various viewpoints.	White	Male
NC State is taking initiatives to ensure students, faculty, and staff of all races and ethnicities feel comfortable in nearly every situation. Action is always taken when an event could potentially negatively effect the NC State Community. The university puts ample effort into creating an honest and open environment for all.	White	Male
Student organizations that support specific classes of minorities, the residence hall experience, and a general accepting atmosphere promoted by the staff.	White	Male
Just let everyone work together in classes, student organizations, athletics, and other extracurricular activities. I have learned more about other types of people from being in class with them than anything else. NC State tries to force diversity on everyone and that is not the correct way to go about things. I took an US Diversity class and it was AWFUL, literally one of the worse classes ever. Although the instructor was polite she seemed to just talk about how bad white people treat other races, which really just left a bad taste in my mouth about diversity as a whole. I LOVE NC State, but it needs to stop trying to force diversity on everyone and focus on being the best academically that it can be.	White	Male
Constant outreach for awareness and instructors who make a concerted effort to emphasize the value of diversity in the work place and in general.	White	Male
Everyone is treated the same by the faculty. The school highlights diversity amongs the students. Having Professors and T/A's from other cultures bulds on the diversity of NC State.	White	Male

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I think that there are excellent centers and programs dedicated to increasing awareness and respect for diversity issues at NC State. In my personal experience with diversity, I think the main problem is that students are simply coming in with very little knowledge about diversity and some unhelpful preconceptions that render the efforts of the university to foster inclusion and respect less effective. Still, even though the "fault" may not lie with the university, I firmly believe the "responsibility" does. One absolutely ubiquitous problem in my Physics classes is use of the word "gay" as a synonym for "bad". Also, there is a plurality of sexist comments (meant as good natured jokes with the female minority, but often resented by these women). The university needs to discuss with staff and faculty that these transgression are violations of the student code of conduct on equal footing with academic misconduct. While cheating is explicitly discouraged by professors and addressed immediately if noticed in the classroom, these interpersonal transgressions are not. I think faculty and staff need greater encouragement to intervene in these situations, and even to send students to Student Conduct. The students who are causing the problems I see are anchored in their ignorance and resentful of efforts to change their mind. I am convinced that they will only respond to punitive measures taken against them or at least noted as a potential consequence of their actions.	White	Male
There are tons of groups on campus supporting diversity, and the message is being spread constantly, which is a great thing. Diversity is very much something held in high regard by faculty and staff, as well as most of the students I've come across.	White	Male
The staff encourages acceptance of others.	White	Male
You are asking the wrong person as I do not want diversity - I only want excellence. If excellence comes from only the same group, I am fine with it. If excellence comes from many different groups, that is fine. But diversity for the sake of diversity is wrong. I want to be exposed to the best professors regardless of their background. I want my classmates to challenge me and achieve excellence themselves.	White	Male
The programs available to students and faculty allow for diversity education and improved appreciation.	White	Male
The coursework that addresses diversity generally does a good job of informing and educating students both about issues related to various identities and about how they can be more inclusive. As a student with degrees in different colleges, I've noticed that some are decidedly better about this - CHASS, for example, includes this as an element of nearly all courses, and students in the college seem to deal with diversity better as a whole. / / NC State does a good job of supporting diversity through policy and administrative leadership, and I've seen first hand how the administration and most of the faculty work hard to support students of all different backgrounds, identities, and ways of life. The university's willingness to react when necessary has been very reassuring. / / There seems to have been an increase in diversity related programming on campus, which I would say is very positive, although not all of that programming is of the highest quality.	White	Male
Center's like the woman's center, GLBT center and Multi-cultural center are doing a great job at creating sustained support for diversity on campus. The diverse faculty at NCSU are also extremely important for supporting diversity on campus.	White	Male
Employees being supportive.	White	Trans
I think individual college organizations and faculty in classrooms work well to promote and support diversity.	Mult race	Female
Open dialogue and leader/faculty/professor support.	Mult race	Female

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<p>What is working well is the faculty's respect for diversity. I am an engineer and when I walk into class there is usually only one other person who looks like me in the room. However, being a minority I am in MEP and that department does a wonderful job living it's mission because of the staff and administration. Dr. Jerome Lavelle and Angelitha Daniels and devoted to increasing the number of multicultural students in engineering and retaining those students until their graduation. More departments on campus must take the same approach and involvement as the engineering one does to make a difference in the academic side of things. Another thing that is working well is the accessibility to multicultural programming by housing staff. The majority of students live in a residence hall upon entering NC State, so that can play a key role in the climate and environment that one perceives NC State of having. Also, the on campus organizations that are bigger like IRC, UAB, CSLEPS, etc do a good job of putting on multicultural programs.</p>	Mult race	Male
<p>I think the faculty and administration are doing a great job of being supportive of and a source of information for students. I think the diversity clubs do a great deal to make every type of student feel welcomed. And I feel like most people on campus are supportive, sensitive, informed students. No where else have I felt more accepted and supported than at State and I'm very proud to be part of the Pack. I think the campus climate is much better than a lot of schools (including Duke, particularly when they had to deal with that huge debacle over including muslim call to prayer) and I wouldn't be the person I am today without the faculty, administration, and students that have gathered here on campus.</p>	Mult race	Trans
<p>When professors talk about their personal international trips, conferences, work experiences that grab the students attentions. So professors can talk about it for about 5 minutes to enlighten students about the lack of knowledge and lack of experience they have.</p>	Other/Unknown	Female