

2015 Campus Climate Survey: Undergraduate Students:
h2: What do you think needs to be done to improve the diversity climate at NC State?
Open-End Comments (Topic: Administration)

h2	Race	Gender
Interfaith support is very lacking. As a Muslim on campus, I have had a very difficult experience with worshipping properly and we often have many difficulties because the campus does not facilitate opportunities for students to learn about faiths other than Christianity. Recent events in Duke and Chapel Hill concern me that maybe our campus will also reveal itself to be unwelcoming or unsafe for Muslims. But if administration and campus organizations were more directly involved in interfaith efforts, that fear would be mostly alleviated.	AfAmer/Black	Female
Everyone should be required to go to at least on diversity event each year. I feel like a lot of the problem is ignorance about different diversity topics	AfAmer/Black	Female
-Please make classes more diverse and promote more culturally diverse programs. / -Please tell the Student Body President to stop making everything a black and white issue at meetings. / NCSU needs to tell the ex, and future Student Body Presidents and friends to stop making everything a black and white issue at meetings. / -Please help to erase the stigma that black students only get in the university because they are black. I hope to god this is not true with admissions. I hear this ALL THE TIME among White, Indian, and Asian students and staff. / -Forcing people to take diversity classes for a credit does not help 75% percent of the people. It's a shame that I still hear racial slurs and hate speech in the libraies. / -Reach out to minority students that do not participate in minority organizations, clubs, etc. There is a reason many of us do not participate in these activities or with these organizations. / /	AfAmer/Black	Female
Having required classes that has to be taken regarding diversity each semester or workshops	AfAmer/Black	Female
Stress the importance of diversity when students come to State, make a certain amount of programs mandatory for students, add more diverse courses, have more diverse faculty and staff, and have students throw programs.	AfAmer/Black	Female
While I think the administration does a good job, the issue is with some of the students. I have never felt unwelcome by the faculty and staff here but there are numerous students who express intolerant views of different people. I honestly don't know what can be done about that because these are obviously feelings that these students have been taught by their families. The US Diversity GEP requirement has good intentions but a lot of people think of it as a joke. Perhaps if more diverse organizations had an active presence on campus (instead of one that just assists the students who fit that demographic), the greater student population would learn about the different cultures, religions, and sexual orientations and abandon certain stereotypes.	AfAmer/Black	Female
I think that any and all administration should be around way before Pan-Afrikan week and should support different communities when they can. When any of the offices that fall within OIED have events they should try their best to be there. Yes, I understand that people are busy, but your support for diversity should not always come after there is some outcry. Show your support for the underrepresented populations at all times whether it is at cultural events, religious ones, ethnic or what have you, always show that you are supportive of all the people that are members of the Wolfpack. Make the Pack feel like a Pack at all times. Endorse the events that are not as mainstream but have just as much value, if not more. I feel like once all of that happens and the student body sees this change in support that they may actually buy into the fact that diversity is great and true appreciation can come!	AfAmer/Black	Female
Increased admission of Black/African American students / More intentionality in achieving diversity in the Women's Center and the Counseling Center / More multicultural faculty and staff / More programming by large student-run organizations for multicultural students	AfAmer/Black	Female

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1) Curriculum needs to be improved by including highlights and achievements of people from diverse backgrounds / 2) Faculty and Staff should be as diverse as possible. More specifically, there needs to be more minorities teaching and leading here at State. / 3) There seems to be an extremely low number of minority students. More specifically, African American and Hispanic student populations should be actively and drastically increased. / 4) There should be supportive resources and policies for students of varying socioeconomic backgrounds that provides a level playing field academically and socially. / 5) Professor and overall department evaluations done by students should happen more often than at the end of the students' experience with those entities. Those evaluations should be more impactful on the future of those professors and departments. / 6) The University should be more proactive and understanding in providing a comfortable environment for diverse students. / 7) It would be nice to have a campus mentor provided by the university (Faculty or Staff) that supports and understands the diverse student's experience at State during his or her entire time at the school. / 8) Bring more diverse programs to centennial campus!	AfAmer/Black	Male
There needs to be more done to help educate students on gender and sexual diversity. Many times have I gone on apps such as Yik Yak and see rude and hurtful words said about Trans and gender-nonconforming individuals, calling them "The reason America is going to the birds" and such. This shouldn't be tolerated, but it is next to impossible to police an anonymous app. Therefore, more information about groups such as these must be made available in mandatory learning environments.	AfAmer/Black	Male
Foster an overall more inclusive environment and a broader campus dialogue - don't just pick and choose certain aspects of diversity to address (the most common being race, gender, and sexual orientation). These are lots of other identity traits that are not discussed and should be - for example, mental illness, which affects more than 1 in 4 college students, is grouped under the disability checkboxes, but both disability and mental health are rarely discussed in events addressing diversity that I have been to. / / In one of the questions on this survey, only Semitic religions were presented as options, and all other religions were classified as "Non-Christian". That in of itself doesn't foster inclusion - it shows an us vs them mentality in that certain religions are the norm and that others are deviations. Seek to eliminate situations such as this where a norm is being displayed or implied. / / Require organizations that attract certain groups of people predominantly identifying with certain traits to mix with other groups that identify with differing traits. Not just in Greek life/ but across all of student involvement and between colleges for academic diversity.	Asian	Female
I don't think diversity is accepted at all within the Greek life. A majority of the Greek students are also in the Poole College of Management and hearing some of the remarks that are stated sometimes appalls me. I don't think the Greek life should be required to have diversity requirements but I definitely think they need to learn how to be more accepting of others. Their intolerance and ignorance of others causes a blight on NC State's reputation.	Asian	Female
Increase admission of minority groups / Strongly discourage negative language related to international students and graduate students	Asian	Male
Yesterday in my IS 491 course, there's a person whose cornerstone paper is on illegal immigration but he couldn't effectively argue why illegal immigration should be prevented. He mentioned illegal immigrants, specifically Mexicans, taking away jobs from American citizens, but even then that was a weak argument at best. At the end he invoked "American Pride". / As part of the class assignment, I've actually paired up with him weeks prior and tried to understand his way of reasoning. / The main issue is that at this level, he should have taken at least 2 other courses on cultural diversity and globalization as pre-requirements. / Even after challenging him to support his argument with real data, his main argument for illegal immigration is that it's illegal; end of story. / How do you even address this issue? Where's the critical thinking that's suppose to be gained through previous classes? /	Asian	Male
Be more accepting, have some of these required events for dorms, that way everyone is exposed to a different culture	Hispanic/Latino	Female
Possibly increase the severity of punishments/ consequences for those who attack others because they are different.	Hispanic/Latino	Female

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<p>I believe that a lot still needs improvement. Adequate training for staff of all levels-- a few years ago, the Latin community on campus had an issue with campus dining during a Cinco de Mayo event-- spreading marketing pictures/ads of white kid wearing sombreros and fake mustaches. We are more than a costume ! // Working with the Greek Council for caucasian fraternities is important and necessary-- we, the students, know and hear about many incidents where the hazing/pledging process for white fraternities include sexual assault. But, due to white privilege, and systematic injustices, the students receive no consequence-- until it is reported to the news or outside organizations. / / I believe that NCSU can put as much effort as they do in "diversity" marketing and claiming that this campus is diverse into actually making an inclusive campus--- having more trainings for staff, having insightful programs and requiring the white students to come and all-in-all practicing what they preach. // I firmly believe that hiring more "diverse" staff is important at the university-- the university cannot claim that they value diversity, yet I can count the few staff/faculty members of color at the university. How about hiring more latino/as, transgender individuals, native americans, etc? / / Having diversity courses taught by privileged white professors will bring about nothing but a boring class. Professors that are guiding conversations of races/diversity should be highly skilled people that have either lived it or are truly familiar with the concept. / / The university DOES NOT give consequences to the privileged individuals that really deserve it. When Khari Cyrus (the current student body president) was elected, students broke his signs in the brickyard, then used social media platforms to say very racist comments. Why aren't these conversations being had? // Why do we not have conversations about white privilege on campus? Why can't one of our required summer readings be something that will shed light on these issues? A reading like "Unpacking the Invisible Backpack" by Peggy McIntosh.</p>	Hispanic/Latino	Female
<p>The university should make a fair admission process. When I mention fair, I mean lower the SAT scores and GPAs, this will promote real "diversity" because I will interact with people from all backgrounds, including people of color, poor people, and disadvantage citizens. Statistically and historically, people from low income families obtain lower SAT scores. Therefore, NC State University should work on the admission process to be fair and this will lead to a "diverse" population.</p>	Hispanic/Latino	Trans
<p>Like i said, make some of the ethnic events mandatory, or worth extra credit. These are real-world situations, and people should be exposed to them ! Other than that, people are going to interact with who they want, so just keep things diversified to encourage it!</p>	White	Female
<p>Sexual and gender orientation is a big issue at State. It is just becoming a big issue in the United States, and I hope State will be making efforts to be the most accepting. Though I am not personally gay or transgender, I father is and one of my sisters. I grew up in a very accepting household, and I would let to extend the same environment here. People are curious, they need an opportunity to understand that sexuality is not black and white. If there was a diversity requirement based in gender and sexuality, I think that would help immensely. I appreciate that some are offered, but they won't help the most needing students if they aren't required.</p>	White	Female
<p>NC State can continue to increase the varieties of classes on religion, foreign language, and other topics. Another idea would be to design and offer free courses on diversity subjects, or even self defense classes. Students don't have a lot of money to spend on extra classes that don't meet their degree requirements, and if we are to take extra classes they will usually be more intended for our career paths rather than for interest. Students would be more likely to take diversity and self defense classes if they were offered for free. Another way to improve diversity on campus is to expand the food choices (to reflect a variety of ethnic foods from around the world) and movie choices as well (foreign films or documentaries on diversity topics). As a mother of a young child, it would have been beneficial if I had options for places to pump (I had to sit in the dark parking garage). If there were daycare options on campus, then more parents or even single parents could attend classes during the day or even have some free time to study in the library for a few hours.</p>	White	Female
<p>Easier to access policies or handing the resources to students upon entering college. Have them available via Moodle for all classes at NCSU. I think that providing classes to where students can attend to understand diversity and how to handle scenarios if they were to come up. "Think and do", engage, prepare, and deploy.</p>	White	Female

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I have no experience with residence halls or sororities/fraternities but I could imagine that these might need to be more diverse just from the groups I've noticed around campus. I'm only on campus for class and events that are required for FYC but at these times I've experienced tons of diversity, so much more than I ever have in high school or before.	White	Female
Stricter punishment for hate speech - specifically referring to the situation involving the fraternity notebook found near campus. Allowing students who have openly stated a desire to lynch, rape, and attack other students to remain on campus makes me feel unsafe. There have also been a rash of rape cases this semester, and I haven't seen any action taken to address the continual issue of sexual assault within university sponsored fraternities.	White	Female
Diversity classes should not be forced upon undergraduates. Maybe one class to graduate but not as many as are required now.	White	Female
More events, maybe some mandatory during freshman year.	White	Female
I think every individual needs to open their mind to different cultures and accepting of others. I don't know how administration is suppose to do this because its very difficult to force students to care about things they're not interested in.	White	Female
I think it would be a great idea to have students complete a year of liberal arts education before they begin any core courses. I know of so many people, myself included, that came into college without knowing themselves. I only began to figure out who I was and who I wanted to be after I took classes in the humanities and religious studies. I think that having a solid base to stand on is critical for every person to have, especially before they begin to plan their lives and enter into professional fields, and a liberal education can do this. Doing this before entering into core studies is essential because students will bring their own personal values into the field they are to study instead of having their field develop their values. The importance here is to distinguish between success, fulfillment and happiness as a human being before success, fulfillment and happiness as a professional. Success, fulfillment and happiness as a human being is determined by how much compassion, love and joy one has in life, and is founded in a base of human values of love and compassion for others. Success, fulfillment and happiness as a professional without values founded in love and compassion for others leads people to exploit others in order to get ahead. Success as a professional, without strong moral values, is determined by the size of a paycheck, the types of possessions one owns, and the reputation one develops. There are so many successful people in the world who act without the guide of human values, that people can easily tune out the call to moral conduct once they see that others have attained economic prosperity even in the absence of moral values. However, success as a professional with moral values is a powerful thing. There are also many people who have made a lot of money and have nice things who have made a space in the world for themselves in a way that brings prosperity and opportunity to others. In order to reconcile moral virtue with practical success requires a creative process. Creativity is one of the most basic human traits, and exercising it in a compassionate way brings fulfillment.	White	Female
Zero tolerance policies for anyone affiliated with NCSU who has been guilty of hate crimes/speech toward other ethnicities, sexes, ages, and religions.	White	Female
I really think diversity should be introduced but not necessarily required, that should be up to the student.	White	Female
I think everyone is trying their best. Maybe NCSU could require for graduation the Global Perspectives Certificate or something similar.	White	Female
I think something should be done about the environment for women, particularly within fraternities. As a female student, I am deeply bothered by the images on the news lately about fraternity behavior regarding women and black individuals. I don't understand how a student can attend a dignified place of higher education, and then make irresponsible decisions that threaten the bodily integrity and human dignity of the other half of the population (women). I don't know what exactly the university can do to improve this situation, because it requires a re-teaching of values on the part of these students. I would hope that through counseling or some other serious and lasting response from the unversity, that we can make this a place that women (and men !) and minorities feel safe and welcome.	White	Female

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<p>" NC State leaders appropriately distinguish between free speech and hate speech, and adequately respond to hate speech when it occurs on campus " / / I copied this sentence from the survey because I wanted to remark upon it. I think as a campus we react very strongly toward hate speech directed at sexual orientation, or non-Christian religions. Yet how many years have I been at NC State, and how many times have I walked through the brickyard- only to watch Christian preachers who our administration allows to holler at students who pass by? These hollerings include slurs, derogatory statements, have pointed out directly that people are going to hell for their sexual orientation, how they dress, who they are hanging out with, if they are even paying attention to said preacher. We recently had a "Sin Awareness Day" this Monday (4/14), hosted by a preacher I had never seen before, who felt like he wasn't a part of our campus community. And yet he was allowed to call out individuals and slur them. / / I wonder, if these were Middle Eastern preachers preaching for Allah, if this would be tolerated. Would it cause a social movement? Would the students be more alarmed? / / Well I'm alarmed. Currently. I don't appreciate being verbally assaulted on my way to class and purposely avoid walking through the Brickyard, and using Hill. I think this IS hate speech, and I haven't seen anything being done about it, because these are Christian White Men. They are the social norm.</p>	White	Female
Offensive language and behavior should be better policed and punished.	White	Female
Courses should require students to attend more diversity sessions and activities in order for the entire campus to well-educated in diverse areas.	White	Female
Work to change the minds of the students to be more open instead of just making a bunch of policies in a handbook no one reads.	White	Female
Have more diversity on campus, better and more helpful administration.	White	Female
I think that NC State needs to do a better job of getting more students involved in diversity either through a graduation requirement or another GEP course	White	Female
I think it would benefit the campus to have a more diverse student body, but that isn't entirely up to admissions because the most qualified students should be the ones that should be admitted, even if they are not necessarily diverse.	White	Female
<p>More unity between exchange students and American students, art or facts supporting diversity awareness in public, push fraternities to become more diverse, push/incentivize students to step outside their comfort zones (through scholarships, f.e.), improve the study abroad program and require more majors to study abroad...it is one of the best tools to get students outside their comfort zone and understand that we live on a diverse planet with diverse ethnicities and languages. / / One of my friends from China recently said to me "you know, when I first moved to the U.S., I would hear Americans saying a lot 'people who live in the U.S. and do not speak English or learn the language should go back to their country', yet English is the only language most Americans I meet [here or abroad] know". This student is well-traveled and makes a great point. Race and religion are approached differently in other countries as well, you will not find the same stigmas attached to skin color and religion play different roles. / / Also, the roles of race and religion are changing in America. It would nice to push multicultural student organizations to work together instead of promoting themselves individually (f.e. the southeast asian student association could give one of the african-american student associations a class on how to cook a popular Thai dish or go out to a foreign restaurant to expand their horizons). 'Legends' could be used as a venue to hold events, supporting students from various sexual orientations. (etc...)</p>	White	Female
Policies and general knowledge when it comes to serious situations is lacking. The overall actions of higher influential individuals needs to improve. I think there are better ways to combat serious issues like sexual harassment.	White	Female
<p>-Make everyone feel welcome, not just minorities / -Make it understood that freedom of speech still exists and you won't be punished for exercising your rights / -On the other hand make it known that discriminating against others is not okay and is frowned upon by others / /</p>	White	Female
I think it is more of what individuals can do in their personal interactions, reactions, and judgments towards each other, rather than what the administration of NC State as a whole can do.	White	Female

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Sometimes I feel like the pressure to enhance diversity is overwhelming. Sometimes I feel like the "average" student isn't as equally important as all of the diverse students from different backgrounds and ethnicities. To me, diversity is about a celebration of who and which groups an individual identifies with-but to me, all those groups are equally important. It also means supporting an environment for that kind of celebration. NC State definitely does that. I think it's fantastic that we as a university want to be so inclusive but at the same time I don't always understand why it has to be forced into every class. I'm a big supporter of diversity and the first to stand up for someone else. Perhaps I just feel that the people who actually listen to the diversity sections in class aren't the ones who need to hear it. The people who need to appreciate diversity aren't going to have their mind changed in class because if they are intolerant, they've already made a decision. The best NC State could do is enforce their strict policy on fostering a diverse community-which I feel that they already do. This is certainly no fault of the teachers or staff of NC State because they are 110% invested in the university. As a whole, students are very diverse and encouraging of that already.	White	Female
I believe there needs to be less of a social divide. I am mainly referring to IFC/Panhellenic organizations and the rest of the campus. I am not part of these, but I do associate myself with many who are. I can see obviously the divide in socio-economic classes this presents. Also I believe there should be more training/punishment for ANY organization who violates policies on sexual assault or diversity.	White	Female
Research your events more - sometimes they're stereotyping/racist. Give the DSO more money to help people. Make policies more accessible.	White	Female
I think the professors and administrators are doing all they can. Any faculty or staff that I have talked to have always been respectful and understanding.	White	Female
Get the students more involved instead of the administration. Have them hold diversity panels to come up with ideas.	White	Female
Perhaps a training on diversity, as well as a training on sexual assault, similar to the required Alcohol EDU course could help students better understand what the University expects of them. Although these online programs are not often taken seriously by students, having them click through them ensures that they have at least seen and thought about this information, like the definitions of sexual assault and violence, or the definition of hate speech and the knowledge that it is not acceptable. I think this could get everyone on the same page as to what is okay and not okay. Students may better hold each other accountable if they know that what their friends are doing is wrong by some standard that they have all seen.	White	Female
I think that more classes need to be offered about diversity in general that all students should be required to take.	White	Female
Stop victimizing the minorities and demonizing the majority. Lower the statuesque and equal out the playing field. Require everyone to meet the same requirements for admission and retention of student status. Stop giving hand outs. Treat everyone based upon their abilities and their experience, and go from there.	White	Female
I think that the diversity has too big of an impact on admissions at NCSU. After working with faculty in a lab, i found that oftentimes, minorities and people from "underrepresented groups" who are not as qualified as many white males are offered positions because they are minorities ! I think this is a completely ridiculous process. We should allow those who are most qualified to have the best opportunities. Equal opportunity for equal skill. Race and religion should not play a role in admission and opportunities on campus.	White	Female
The forums mentioned earlier, are not always made well aware to students, so it can be difficult to know when the forums are happening unless they are required by a class.	White	Female
There are very few diverse students here. Compared to the people that I was friends with at my high school I feel like there is very little diversity here, especially in certain majors. I think admission of diverse students could be increased. I have also noticed that given the large number of Caucasian students different ethnicities tend to stay together, which leads to most friend groups being primarily white. This only increases ignorance of diversity and creates an us/them dynamic.	White	Female

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<p>I think that there are plenty of events and classes that foster or inform people about diversity. I think that there are pockets of students who chose not to interact with people of other backgrounds nor take any class that help them learn about other diversity. I believe a general diversity and ethics class should be created and required of all students, which discusses sexual rights, religions rights, different backgrounds, what is legal and what is illegal in the US, NC, and on campus. Following the taking of this class, I also think that the school should have a ZERO TOLERANCE/expulsion for any students/organizations who discriminate against anyone in any way. Those who make racist, sexist jokes, those who sexually harass or assault, and those who behave in a violent manner towards others should be immediately expelled. I am very proud of the recent suspension of the fraternity whose book was found in a restaurant recently. I believe that by setting examples like that is paramount; where women/people of different ethnicities or religions/people of different sexual orientation and gender identification know for a fact that those who could cause them harm are no longer on campus or no longer organizing with like-minded people, the environment feels much safer and it can truly foster greater diversity.</p>	White	Female
<p>Open support of LGBTQIA+ students by RA's and admin's</p>	White	Male
<p>NCSU made big news recently for..... / / frat boys making jokes about lynching and rape ! / / Every other weekend I get another text from wolfalert about another sexual assault at a frat house. / / If NCSU wants to "improve" the diversity climate at NC State, I'd suggest putting effort into making the place safe. Start making examples of people---not "Oh, this frat has been disbanded because we needed to have a reaction." Stop protecting rapists and racists. I don't want to share classrooms with them. / / Don't act like disbanding a frat for making jokes about lynching fixes anything at all. All of those people are still in on campus; there's no question about who they are (pictures of their signatures on that book are all over the internet), and they're not any less shitty because their frat got disbanded. They're just doing the same things, to the same people, aware that NCSU is not interested in stopping them. / / "That tree is so perfect for a lynching" / "It will be short and painful when I rape you" / / There were signatures, guys. When NCSU chose to disband the frat rather than dealing with its members, two things happened: / / 1) The people who wrote those things were taught that NCSU will not punish them for expressing such ideas. The same way that they won't be punished next weekend when they rape someone, even if it is reported. / / 2) NCSU lost all credibility when it comes to statements like this: / / "I hope today's action makes it clear that there is no place for intolerance, sexism and racism at N.C. State. I know the poor behaviors we've seen recently by a few in no way represent the strong character and values of our larger student body. N.C. State will work hard to ensure these outlying actions never become accepted or tolerated at our university." / / / Put your money where your mouth is and stop tolerating it.</p>	White	Male
<p>I will say that I'm not sure the diversity requirement for all students is the best way to improve the diversity climate at NC State. From my experience, that requirement is more trouble than its overall worth. I've heard from countless students that there are enough classes available that fulfill that requirement, and then you have classes like M100, such as Poole students go through, which, in all honestly, is a BS class for fulfilling the diversity requirement, since the main focus of the class is not on diversity, from what I can remember anyways. I think the university needs to take a very close look at whether or not the diversity requirement is working and ways to improve it.</p>	White	Male
<p>Less is more. The more emphasis that is put on diversity, the more people see and think about race. The overwhelming importance that is put on diversity takes away from the reason why NC State exists. It is a state school. It's purpose is the education and instruction of its citizens who have earned admission for their academic merit.</p>	White	Male

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I think that faculty, staff, and administration have done a great job concerning diversity, but I have had some serious issues across college with student organizations being extremely close minded and oppressive. Not that there is anything that the admin of NC State can do about, but some student groups (such as Campus Crusade) have been detrimental to me and countless others within the organization that I know. I think that some of these issues can come from each individual coming into a student organization as they bring their own immaturities with them, but some of the issues I came across could be prevented by better management/review of the organization and an encouragement of a broadened education of current events/issues. I realize the review of student groups or organizations can be tricky because there is a fine balance between freedom of speech/expression and control of detrimental comments/expressions/ideas.	White	Male
I'm taking now SW311 class her at NC state with Hannah Allison, I beleive such course should be mandatory to every student at NC state this is best way to learn about people of different believes, races, ethnicities, backgrounds...etc Also, different causes, and things happend in the history. It's so importan that every single student be exposed to such course from the beginining of his college education. / Some awareness campaign that points out the similarities between the students of different beliefs rather than the differences. / A lot of work should be done to end the link or idea of perceiving Muslim and Arab as terrorist and other horrible stereotypes.	White	Male
Lower barriers to entry for non-traditional students. NC State's admission processes are largely focused on 18 year old kids coming out of high school, and are labyrinthine for non-traditional learners (eg. adult students). Diversity among the 18 year olds is great, but how about encouraging more working adults to come back for a degree? That's diversity I'd like to see.	White	Male
Ultimately, it comes down to getting the students to respect diversity. Resources from administrative sources can only do so much. Most of the work getting students to respect diversity comes from the family and pre-college environments students grew up in, which NC State doesn't have control over. Integrating diversity into the classroom is probably the most effective way of reaching students on campus, but you have to convince instructors to buy into the idea. If instructors only put some token mention of diversity into their courses, then students will get the impression that diversity isn't really taken seriously.	White	Male
Punish students for ignorance.	White	Male
As i said before. Only students can cause lasting change and real diversity. The university and faculty can only implement policy so far and encourage diversity.	White	Male

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<p>University administration needs to learn to respect diverse ideas, free speech, and due process for everyone on campus. / / In response to speech they didn't like, University Housing banned *all* window displays in Wolf Ridge. This is blatant censorship and a violation of the First Amendment. It demonstrates a lack of respect for diverse opinions and a lack of understanding of the value of free speech. Instead of encouraging students to express their opinions, whether to expose prejudice or fight against it, University Housing administration chose to censor the unpopular speech. A group of students had to fight for months to get University Housing to finally admit that the window display ban was unconstitutional and retract it. University Housing still has not acknowledged the value of expressing and respecting diverse or unpopular opinions. / / The Women's Center consistently opposes due process for students accused of sexual assault, particularly males. This is a form of prejudice against male students. For example, in their Sexual Assault Awareness Month, the Women's Center's only speaker is Jaclyn Friedman, an extremist opponent of due process (e.g. advocating affirmative consent and effectively treating students as guilty until proven innocent). The Women's Center failed to also invite a more moderate speaker to balance such an extremist. Additionally, the Women's Center has failed women by discouraging sexually-assaulted women from going to the police to prevent the perpetrator from committing additional sexual assaults. / / In response to the Phi Kappa Phi incident, university administrators have severely chilled free speech on campus with their public statements: / / "You always have to worry about free speech and making sure people have the right to free speech, but as a community and as a group, a living community of a fraternity, we have to hold the community to higher standards." — Chancellor Randy Woodson (implying that the rules at NCSU should be "higher standards" that prevent some types of constitutionally protected speech) / / "NC State will not tolerate ... intolerance ... within our community – including the Greek community, any other student organizations, living group, or on the part of individual students." — Dr. Mike Mullen, Vice Chancellor (implying that students will be punished for unpopular opinions) / / "... there is no place for ... intolerance and bigotry in our campus community or in your organizations. NC State will simply not tolerate these behaviors." — Dr. Mike Mullen, Vice Chancellor (implying that students will be punished for unpopular opinions) / / "... I and other NC</p>	White	Male
<p>A zero tolerance policy that should be put in place that would automatically take effect on a group or party that overtly discusses ideas and notions that would be detrimental to influencing diversity on this campus. many different courses of action would work but there needs to be consequences for unacceptable behaviors.</p>	White	Male
<p>I believe NC State and its administration has done enough to achieve the diverse climate it seeks after.</p>	White	Male
<p>1. Let the professors know that there is a difference between free speech and hate speech, and that saying that Saudi Arabia shouldn't behead people is not an affront to diversity. Truth is not the median between right and left, and I don't have to respect the opinion of a person unwilling to provide it with any substance. / / 2. Create a M.I.S.E. because as a white male atheist there is a surprising lack of social clubs I would be comfortable joining. It is kind of frustrating to be rejected from events and clubs because my race and gender. White privilege is the result of the faults of previous generations and a corrupt system and cannot be fixed by ignoring the very people who are needed to change the system. / / 3. Get rid of the Honors and Scholars program requirements and open up the ranks to all students. College is a clean slate and every student should have the opportunity to call themselves a Scholar. The current system puts transfers and those who did poorly in high school at a disadvantage, and deprives them of the very structure they might need to succeed. If a student meets the qualifications and participates in the development process I believe that they should be accepted into the program. / / 4. Provide a more structured opportunities outside of the classroom for learning about language & culture. Most students I know would love to learn another language, but cannot spare the credits and lack the will to teach themselves. I believe that having smaller (1 credit?) workshops that utilize Rosseta Stone or other language software combined with instruction would greatly increase students ability to interact with foreign students.</p>	White	Male
<p>Administration could try and encourage more diverse housing instead of grouping international students together.</p>	White	Male
<p>I feel, to help improve the diversity climate at NC State, that students should be required to take 1 (3 hour) credit class to learn how diversity can be influential and positive.</p>	White	Male

2015 Campus Climate Survey: Undergraduate Students:
h2: What do you think needs to be done to improve the diversity climate at NC State?
Open-End Comments (Topic: Administration)

h2	Race	Gender
<p>Students should be more informed of the diversity and high impact events. At the same time, the events should be more appealing, interesting, and convinient to attend. Many cultural events only attract the groups that are already associated with the event. For example, the Chinese New Year celebration in Talley Student ballroom attracted almost exclusively Chinese students and adults. Likewise, the LGBT events only attract gay students, mostly gay men. The Holi Festival Celebration was mostly attended by Indian students although it did have slightly greater diversity. // Furthermore, it's almost common knowledge in the dorms that the events hosted by RAs, even when they have guest speakers, are underwelming. RAs often do not have the proper knowladge of the issues to engage with students, the guest speakers from the student health center, study abroad office, and other NCSU offices are most often dry and not engaging. The information about such events is scarce and the budget for them tends to be very low. From speaking with RAs, most of them saw the requirement to host such events as a boring chore. As the result the attendance is misserably low. // Instead of hosting many low budget, non-advertised, barely attended dorm events, it would be better to host just a few floorwide, dormwide, or even community activities. Those should include better resourses, great food, creative teaching methods, engaging activities, and free stuff that also acts as information/propoganda (the "I heart Diversity" shirts were an awesome idea"). Finally, the events should host passionate speakers who will engage with students to provide information on safety, diversity, health, academics, etc. Since the events will be fewer but more largescale, they should be more havily advertised and the advertising should aim to reach all populations of NCSU, on and off camus, international and local, young and older.</p>	White	Male
Removed USD requirements. They make students think diversity is a joke	White	Male
More education on diversity and maybe another course requirement for diversity	White	Male
<p>Enforce punishment on those who blatantly make detrimental racist comments(e.g. The Phi Kappa Pi scandal where nobody will have learned anything from it. Take a hint from Oklahoma.). // The "Women's Center" is improperly named. If we as a community are going to leave it named as such, there mus be a men's center. We don't live in the 30's anymore which means that men are indeed taken advantage of and abused. Naming the only help facility the "women's Center" makes any man who feels like they need assistance turn away. I have experienced this struggle and I still would never go. It simply feels embarrassing.</p>	White	Male
<p>hate hearing about sexual harassment in the Greek Life. I am not even part of Greek Life, and I think they are being treated unfair. If people are going to go drink underage and party, I think they are asking to be put into unwanted situations. And I do not think it is right for the Greek Life to be punished when these people sober up and want to blame their mistakes from the night before on sexual harassment.</p>	White	Male
<p>I do not believe NC State punishes sexual assault and harassment seriously enough. NC State is too Christian-centric. NC State needs to be more supportive of hispanic and middle eastern students.</p>	White	Male
<p>Diversity is a touchy subject, it needs to be there but striving and implementing policies to encourage it could actually limit it by rejectect an otherwise already qualified student. Realistic standards need to be set that anyone can achieves this eliminates any favouritism toward any one group. // On campus lifestyle diversity needs to be encouraged, it is, any proven discrimination cases needs to be delt with swiftly and appropriately and openly. /</p>	White	Male

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h2	Race	Gender
<p>Here's a thought. You actually asked how the school feels to non-traditional students? How about devising a way to make this survey respond to us? For example, who gives a rip about what my high school was like? I was in high school 20 years ago ! Why not ask about my experience in the actual workforce, which is where my real education into diversity issues occurred? Working alongside people of other races/genders/identities/nationalities/religions is how I learned not to worry about such matter, how to treat people like human beings instead of just like members of some pre-defined categories? / And that's my attitude toward all our "diversity" pleadings generally. Racism/sexism/etc-ism barriers break down people spend time together in professional situations and crises. Not so much from hanging out in clubs together, and definitely not from coerced diversity programs. The hanging out socially part happens only after the recognition of value from professional situations, not before. Since we're on this push (a good one I'll note) to have every class have some sort of team project, maybe there should be guidelines for instructors to assign groups (rather than letting students form their own) that deliberately incorporate diversity within the team. Don't have to shout about it, just make it so. That'd help a lot. Work beside someone from another race or religion or sexuality for a while and realize, heck, we're all basically the same, and I don't need to fear/hate/worry about peoples' differences so much. / I don't know, just a thought. It all seems so forced and insincere to me, what I see. / And since this is the last question I'll just add that this school really doesn't seem to like nontraditional students. I have more trouble with that aspect of my identity than with sexuality or religion (although the religious intolerance here is a little higher than I'd have expected on a college campus). Students and faculty mostly seem cool about it, but policies and administrivia are just so strongly designed to inconvenience us at every turn. How about a survey about that? I've got lots to talk about on that subject. / And also let's not forget, this campus constantly claims to be military- and veteran-friendly, and IT IS NOT. You do NOTHING for us, not a thing, in fact the administration's been fighting this veteran's center idea for years (every other public college in the state has one, but not NCSU or UNC!). STOP claiming to be veteran friendly until you actually are. I tell others vets to look elsewhere. I don't see that changing, either.</p>	White	Male
<p>I don't know how this would be done, but the most important thing would be to change the atmosphere among the students. The vast majority of intolerance that I have personally experienced or heard about comes from students. The fact that my experiences with CHASS have been SIGNIFICANTLY more positive in this regard than those with CALS (I have majors in both colleges and therefore take many courses in each) suggests to me that coursework can make a difference, although I realize there may be a correlation between previously held views and choice of studies. If it were feasible, I think it would be highly beneficial to replace the US Diversity Co-req with a required course designed to actually cover issues of diversity in the first year. Or simply add the requirement. I suspect this isn't possible with cost limits, but I suspect it would help greatly. / / I have also had some faculty who are far too comfortable making offensive jokes or comments despite not really meaning any harm. I find it somewhat frustrating that complaints about these problems have not been taken seriously, because while I don't want trouble for the professors, I do want them to be more considerate. / / One thing that I am especially concerned about is the fact that the LGBT training for RA's qualifies them to be listed as Project Safe Allies. This is not because I have a particular issue with the RA diversity training itself (I know little about it, except what I've heard from my RA coworkers), but because that training is required of all RA's and results in individuals who I would most definitely not qualify as Allies receiving that designation within the housing community and on the website. I have seen and heard RA's who are - because of their training - marked as allies make insensitive and derogatory comments in person and online, and I know from my interactions with them that they hold very negative views of the LGBT community. I would propose that this stay as part of RA training but that the ally designation require an optional outside training, so that only those truly committed are there. Although all RAs should be inclusive, the fact is that there are always some who aren't, and they will go through the training to get the job without any intention of learning from it. Regardless of whether that is right, we should do all we can to protect our residents from negative experiences. / / As an addition - though I've never visited GLBT-CA myself so this is just what I've heard - many LGBT people seem to find the LGBT student organization on campus very clique-y, stereotyped, and exclusive. As a result I've had many friends say that</p>	White	Male

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h2	Race	Gender
Requiring all students to take either a gender studies or race relations class.	White	Male
NC State needs to require their students to participate in a certain number of diversity-related clubs/events every school year.	White	Male
<p>We should give more support to financial support to the office Office for Institutional Equity and Diversity as well as the associated centers and student organizations. I'd like to see NCSU promote more women of color in administrative positions and increase the number of women of color in tenured faculty positions. I'd like to see NCSU do a better job of supporting the diverse faculty that we do have both in terms of salary and in terms of institutional support structures. I'd like to see our university become more affordable so students from a wider range of backgrounds can come to state, especially in terms of supporting students who are economically disadvantaged, students who are undocumented, and students who are from historically marginalized groups. I'd like to see NCSU treat adjunct faculty better, by paying them better. A major way that NCSU could support diversity is by centering its policy making on the well being of its employees and of its students. I understand that NCSU is concerned with being a research one university and with being competitive and with being an economic booster to our state, but I think those goals should never sacrifice human well being. If we put people first, the rest will follow. Consider the success of SAS with its relatively flat business structure, and its focus on worker wellbeing. Our university could learn from that. This would mean students should not feel pressured to take overwhelming course loads. Rather they would be encouraged to have more of a balance. Support systems like the counseling center should be given more resources so that they can meet needs on a timely manner and can develop the skills of their staff. Researchers should be encouraged to take time off. Even if productivity and economic success is our only goal as an institution it would make sense to prioritize the wellbeing of students, faculty and staff. When people are physically, mentally and emotionally healthy they perform better. People work better in collaborative environments. I'd like to see topics of gender, racial, and economic equity integrated into all or the departments on campus. It'd be great if more resources were allocated to support research on topics of social justice and diversity. I'd love to see our university do more to support interdisciplinary studies (Africana and Women and Gender studies).</p>	White	Male
<p>There are a lot of opportunities to learn about diversity at NC State, but a student has to already be dedicated to diversity issues to go to these events. I go to a lot of diversity events and I see the same people over and over. If a student wanted to go their whole time at State without learning about diversity they could. I think we should find more ways to make diversity education required especially for STEM majors because the attitude I receive from a lot of them is that diversity and cultural issues aren't as important as their science and math education. Also speaking out against racist, sexist, homophobic, etc comments on social media platforms connected to the school. Also get the song Blurred Lines off the university's song list, it's not ok for it to be played in gym classes and other university sanctioned events. That song literally talks about rape, I don't feel good about a school that endorses it.</p>	White	Trans
<p>I personally have no problem with anyone who looks, sounds, or acts differently than me (as long as they are being positive and not harming others). I'm not saying that there are not prejudices out there, but in my major at least (engineering), we tend to have mature individuals who are too intelligent to base their opinions about other individuals on physical appearance. Also, I think diversity is not as important as modern society is trying to make it out to be. I believe there is a proper way to behave, a correct set of beliefs to have regarding our world and the universe, and an overall maturity level that every man and woman should strive for to become the most productive human beings possible as to give back as much as they can to the society in which they live. The excuse of acting immature, or misbehaving because you come from a different culture is not acceptable to me. My opinion of diversity is purely that of physical appearance. Sexual orientation is not an issue either. I do not care who an individual chooses to participate in sexual intercourse with as long as that other individual is legally of age, willing, and coherent at the time. The best thing to support diversity on campus is to have a code of conduct and expectations that are equal across the board and hold everyone to equal standards. Be color blind in your policy and let minorities know that they are viewed as equal, and not "special." Being labelled as special leads to entitlement.</p>	White	Trans

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h2	Race	Gender
<p>The university is hyper-sensitive to diversity issues, which encourages the "us versus them" mentality. In a time when grievance politics have reached a fever pitch, the university should do a better job of promoting oneness, and this is not accomplished by appealing to inane personal characteristics like skin color or sex. / / Also, only students with certain political beliefs qualify to receive "tolerance" from faculty or other students. Defending conservative, libertarian, or any other right-of-center ideals results in mindless accusations of racism, sexism, and all the other negative -isms imaginable from students and instructors alike. Students who espouse these beliefs are held to a much stricter scrutiny than others—we are challenged more frequently and more aggressively by instructors and classmates. These are first-hand experiences. / / If the university honestly wants to improve the diversity climate, it should start with extending the same openness to students of all political and social stripes, not just the favored ones. Next, the university can implement a policy of recruiting professors with a wide variety of political views (similar policies have shown success as they relate to race and gender dynamics). This will help to break up the current hegemony of left-leaning instructors, and should trigger a desperately-needed decline in group-think. /</p>	White	Trans
<p>This response is in no way meant to come across as hostile. I feel that a 20 minute survey about diversity is a waste of my time. I grew up as a military brat - I lived in several states and overseas. Then I was active duty for four years. / / I feel that too much emphasis is being placed on diversity. Perhaps it's because of the upbringing I've had, but when it comes to whether or not I'm going to work or interact with someone, thoughts of diversity have nothing to do with it - it's a non-factor. I most likely will not know someone's religion, sexuality, or socio-economic status without them saying so, and as long as they can do the job (or aren't a jerk, if in a social setting), it's all irrelevant anyway. / / Giving someone admission to the college, or offering them a job, simply because they may give the college more diversity, is a terrible thing if there is someone more qualified to do the job who perhaps doesn't meet these diversity requirements. The opportunity to achieve something is what should be offered equally - not handicapping some so others can move forward. / / I think at this point in time, everyone is aware of the fact that people are different. And exposure to these differences should be offered and encouraged, but not required. That breeds resentment, which in a case like this would be counterproductive.</p>	White	Trans
<p>Just more general education to groups who seem ignorant to the issues. This is difficult because it is hard to make people appreciate diversity, especially if all the people around them think the same way. It almost seems as if education about these topics becomes something that is mandatory for all students.</p>	White	Trans
<p>Not bash one group or race to make another feel welcome. I cannot help that I am not a minority but I feel like I am being punished or criticized because I am. I am tolerant and respectful to everyone but at times feel judged by minorities because of how I look. Sometimes pushing an idea too hard can backfire and make things worse. I think that needs to be worked on.</p>	Mult race	Female
<p>A more unbiased perspective should exist in the rules and administration. There should be equal treatment of all people, not special treatment of those we believe make us more diverse. If we start treating everyone like they're the same, maybe they will too. / Treating someone special even in a positive way indicates they deserve or even need special treatment. If you send that message enough, you can expect for people to pick it up. / For example, you're given over 200 extra points on the SAT if you're African American. Why? There's no reason and that's infuriating. / I was once in a required "diversity" lecture where I was told in more ways than one that it was much harder for an African American to be accepted to NC State than it is for a White person so we should give them more credit; treat them better. According to the SAT scoring method, it was actually significantly easier; 200 points easier. So why was I told that they did more? Earned more? Because I'm not incapable of using the Internet, I knew that they weren't advocating for diversity in an honest way. In fact they were advocating for a group they personally felt hadn't gotten what they deserved (although it hadn't been earned either). Shockingly the administrator facilitating the lecture also happened to be African American. / This huge misrepresentation of the idea of equality and diversity is what strains diversity and turns off the students who feel like they're not represented equally simply because they're not considered one of the big underprivileged groups.</p>	Mult race	Female

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h2	Race	Gender
<p>There is expectation for diversity but no requirement for inclusion. It has to be made punishable to be discriminatory and offensive to oppressed groups on campus. If it is not then it is nothing but a pipe dream and NC State will get the same story among multicultural highschool students that it is not an accepting university. There is a lack of punishment for privileged groups doing things the wrong way. The campus also is not transparent with students enough to show improvements in diversity and it is hard for students to find the improvements that the university has made. I am an extremely involved student who struggles to find information if there is a such thing as a regular student, it must be extremely difficult for them. Why make it hard or difficult to find information that put's the university into a positive light. There's so much more to do at this PWI that can change it for the better. The biggest thing is encouraging minority students to be involved in the greater campus community and not just their own ethnic community. As many people of privilege do not notice. As a minority, you do not see many people that look like you in the positions of leadership, success, and power on campus and in the professional world; therefore, we must push for our minority students to get involved on campus. To really do that we must make EVERYONE at State feel like they have a voice, like they have the freedom to be themselves, and to feel like they are included in the greater goal of NC State. That goal is to produce individuals who exemplify morality and have been giving the blessing of a great education that can change the world and that goal is much easier met if the entire university, from student to chancellor, is devoted to diversity and inclusion.</p>	Mult race	Male
<p>Promote involvement of all Greek Organizations, traditionally white and multicultural, with each other and require all members attend diversity seminars.</p>	Mult race	Male
<p>While I value diversity at NC State, and I think it is a necessary portion of the undergraduate experience, I believe NC State is working too hard to achieve diversity. In fact, I think we are already there for the most part and that trying to further create an even more inclusive environment is beating a dead horse, or maybe even hurting NC State. / / As a member of a student ambassador group, I think that prospective students and families understand diversity at NC State just based on the large number of people that attend this institution. There are 36,000 students here; there is no need to state that NC State is diverse because it naturally and already is. If students really want to participate and learn about diversity, I believe NC State already provides those options and resources through the many extracurricular programs (WISE, etc.) and student-run clubs offered on campus that any student is welcome to join. / / I also believe that requiring diversity courses, albeit they are educational, can take away from more important classes that students are trying to pursue -- especially in Engineering and design. I have worked with departmental faculty and staff while my department has issued curriculum changes over the past 2 years, and the number one thing I know they struggle with is providing an ABET-accredited curriculum that offers the technical electives that students will want to take, while still maintaining the Global Knowledge and Diversity requirements mandated by the University. My 4-year curriculum is currently at 128 total credit hours (this works out to 16 credit hours a semester). I only get to choose essentially 15 of those hours for technical electives while 39 of these total credit hours are for GEP courses I (nor many Engineering students) really want to take.</p>	Mult race	Male
<p>In no way am I trying to suggest that NCSU is doing anything wrong. I understand that a university with such a huge population is difficult to manage. Some of my friends go to Meredith College, and at that institution, all students have to attend eight Academic & Cultural Events in order to graduate. Perhaps NCSU can adapt the similar strategy, such as making certain events/classes mandatory for all students, regardless of majors. From what I know (and I may be wrong), for the GEP/US Diversity courses, there are choices and options of specific cultures - ie: African-American studies, Christianity, Islam, etc. I am not aware of a course that covers ALL of the topics, in moderation. For example, it can be very general, but the purpose of the course could be just to expose students to all cultures and religions. If there is a course like that, then it should be mandatory, and if not, maybe one can be created?</p>	Other/Unknown	Female