

**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: Campus Units)**

h2	Race	Gender
Although there are a lot of organizations and offices specifically for diverse populations, I feel that there aren't really any laws that protect against discrimination or anonymous sources of it. For example. the slander that the African American and Muslim populations have received during the protesting of certain events that have occurred has been overwhelming. The fact that the University does nothing but say that "this will not be tolerated" is not enough.	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
Offer more diversity centered courses or have a more diversity oriented curriculum	AfAmer/Black	Male
NC State needs to give more campus wide recognition to our various centers. Not just when those centers are hosting something	AfAmer/Black	Male
I believe hiring diverse RA's and RD's at residence halls is a great way to improve diversity. I live at AFC and most of the Housing employees come from different backgrounds and ethnicities which I think is Awesome ! Along with that the programs and events they put on expose residents to different aspects of diversity, this is how I think NC State can improve diversity climate.	AfAmer/Black	Male
Giving organizations and offices a bigger platform, everyone knows everything about homecoming events and the university is able to generate excitement about sports so it shouldn't be that difficult to do the same for important things like making campus more diverse and creating an accepting culture.	Asian	Female
ASA had a poor way of communicating with club members, and CUSA was very clique like in that all the officers were really close knit. They were also a lot of international students as opposed to American, so I felt excluded. Maybe improve inclusiveness and meeting info for these clubs and others?	Asian	Female
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
There is a support system for almost everything on campus (counselling center, institutional equity and diversity, LGBT center, womens center, you name it). The problem isn't stemming from university support, it's the general student body that hasn't followed along.	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>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.</p>	White	Female
<p>I recognize the effort to have diverse faculty, however I have had over 5 course in three years at NC State where the language barrier was so strong between the instructor and the students that I had to teach myself all the material. I think it is an issue when it interferes with my education given that I am not studying abroad for my undergraduate degree. I am not the minority in whom cannot understand the faculty. It deters learning as students cannot even go to office hours to clarify questions since the professor's accent is so difficult to understand. When asked if there could be more text on the teaching materials so that those who struggle with audio learning could better understand the material, we were told that that is not his teaching style and that he would not accommodate our request.</p>	White	Female
<p>Many students don't know about the diversity resources available to them. It's also nerve-wracking to approach some of these offices; there is still a stigma surrounding some of them. The GLBT community is one of the more unrecognized groups on campus, and one of the more targeted ones. Some racial groups also seem to be separate and unwelcome at times. The biggest problem with NC State's diversity efforts are its students. I have experienced negative interactions from other students because of my sexual orientation.</p>	White	Female

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<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
<p>Sometimes I feel like NC State does too much trying to improve the diversity climate. For example, my freshman year I was in the global village in Carroll Hall. I am well traveled and wanted to meet people from different places. However, I ended up with a terrible experience as my roommate from China did not speak any English, was in total culture shock, and could not preform in her classes because of the language barrier. I was disappointed in NC State as while I had many smart and motivated friends who did not get into NC State, this student who could not even speak English was admitted. / In addition, I think that the people that come to the brickyard that harass students with hateful comments should not be allowed on campus. The preacher that tells everyone they should "go to hell" and criticizes all who walk by should be asked to leave the campus. Having someone scream negative comments and pressing their beliefs on you is not presenting a healthy climate of diversity. On similar lines, the people that come to the brickyard every year presenting their "abortion is genocide" campaign should also not be allowed on campus. Again, hateful comments that are harassing people of different faiths and experiences is offensive to many people and does not condone diversity. I understand that NC State is trying to provide an open environment with free speech, however I find the people that have hateful messages unwelcoming to a diverse conversation. / / My recommendation to improving diversity in a productive manner is supporting the foreign languages department. While learning a different language, one can view and understand a different culture. By learning another history an people, there can be more understanding in the world and less prejudices. I think in the general curriculum of the foreign languages classes there should be more emphasis on the historical events of other nations and problems that those societies have dealt with rather than the tourist activities that one can do there. / / My final suggestion for the school in promoting diversity is to host a short online education course before freshmen come to NC State about sexual assault and sexism. I personally think that this has more prevalence than the alcohol course I had to participate in before coming to state. Especially in a male dominated university, I think that this would be beneficial to the school as a whole.</p>	White	Female
<p>Inclusion of nonreligious people as a group, and less emphasis on Christians. They are the majority. They do not need support. Also more inclusion of sexual orientations outside of gay and straight. As a bisexual, I feel rarely accepted by either LGBT groups or straight people. A final note is that it's discouraging to men who have faced sexual assault to have the help resources located in the women's center. I think this discourages men from seeking help after traumatic experiences and serves to perpetuate beliefs that only women are at risk to become victims of sexual crimes.</p>	White	Female
<p>i think there should be more information givent o us about the opporunities to meet with people from other cultures like the study abroad students. - international friendship program, outdoor program (like how they just went kayaking) could use some more publicity.</p>	White	Female
<p>Co-ed residence halls because segregation by gender/sexual orientation is outdated.</p>	White	Female

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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>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 knowledge 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 miserably 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
<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

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<p>Honestly, the best thing that NC State can do to improve the diversity climate on campus is to stop trying to improve the diversity climate on campus. I know this sounds like a cheeky answer, but I sincerely believe it from my college experience. / I live with an international student, ride the bus to class with individuals from nearly every continent, and learn from brilliant professors who hail from all over the world. NC State needs to learn that forced diversity is not what diversity is all about. / Diversity is plenteous in nature, just let it happen. / Maybe I'm just naive, but 99 percent of the students that I've interacted with don't really care about interacting or not interacting with certain students because of their ethnicity, sexual orientation, or disability. Sure, there may be severe personality differences between students, but it's not like a student can realistically expect to be best friends with everyone on campus. Students care about learning the material and working with students that can help them better understand the material; whether they are the same as each other has no relevance to the situation. I have encountered the very few that are intolerant of other races, religions, etc. and typically, those students end up cutting themselves off from the community of students surrounding them. / My challenge to NC State University is to bring the best and hardest working minds into the school and let the diversity take care of itself.</p>	White	Male
<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>Centering everything on it makes it seem forced, fake, and unwanted. It's constantly being shoved down our throats, and we all get sick of it and it makes us less likely to want to actually support it.</p>	White	Male
<p>To improve diversity, NC State should hold more multi-cultural/diversity-centered events.</p>	White	Male
<p>I believe the OIED should do more advertising and should be more well-known on campus. That's not the fault of OIED, but more so the students who need to be more informed.</p>	White	Male
<p>Stop using empty buzzwords, stop supporting Zionism, stop making sexuality the be-all, end-all on diversity issues. Also, diverse populations of skin color does not make a population diverse. Its a shallow measure of true diversity. Try diversity of thought. All white people are not in dire need of diversity reeducation -- that is racist.</p>	White	Male

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<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>Quit talking about it so much. All these different organizations groups for insert name of sex, race, religion here only helps to put more focus on what is different about us and what divides us rather than what we all have in common and what traits we share as human beings. Take some of these groups and rename them in favor of the "powerful" groups, what would people think if we had a "men's center, or a "white students center"? It would be called racist and sexist and rightfully so, but somehow when it's a women's center or a african american center it promotes diversity? That's complete bs. This campus needs to be focused on ideas, not demographics. If you want to improve this campus, encourage real ideological debate and hire some more professors who aren't raging Marxists who are more interested in pushing an agenda than teaching their material.</p>	White	Trans
<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>Purposeful diversity events held regularly as RA events within resident halls, seeking out diversely cultured events to host as a campus.</p>	Mult race	Female

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<p>The food in the dining hall sometimes doesn't reflect the food from the original country it is trying to represent. / Or if it does, it nails the European foods and has more variety but the asian food is always sushi or something typical. / Last semester one day the menu was Mexican or something but they gave away chocolate mustaches (I can't remember to well). / It might have had good intentions, but that's like giving away big chocolate noses (because of the stereotype that Italians have big noses). I personally don't like mustaches because of personal preferences, but even if I did, I think that is a strange thing to take away from the event. I wasn't offended to be honest, but I could see how others could be offended by it. I think people need to dig deeper sometimes; I am sure most of us have a general, vague idea of a culture not familiar to our own, and it when events and programs offer to show about it, it's their time to shine so why cut corners?</p>	Mult race	Female
<p>Retrain the police when dealing minorities on campus. Employ more diversity initiatives on centennial campus where there are few undergraduate students of color in engineering. Look at possible diversity initiatives on the level of each engineering college. There are very few underrepresented undergraduate minority students in the nuclear engineering department at NC State who begun as freshman. While the staff seem fine in their office hours are generally excellent the overall atmosphere of the department is extremely stressful everyone in general. If you consider the lack of diversity that is ever present in the undergraduate and graduate department it can become intimidating. Even more so I know only of one or two underrepresented minorities in the entire graduate program and only two women.</p>	Mult race	Trans