

**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: NC State Employees)**

h2	Race	Gender
-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
I think that we need more diverse faculty (more minorities). There needs to be a redistribution of power at NC State where minorities share higher positions with the white faculty. I want to see people who look like me all throughout the departments as well as other minorities.	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
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
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 overally 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 (Falculty 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
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
Greater faculty diversity	Other/Unknown	Female
I think the school government and organizations should pay more attention on students come from different backgrounds, because these groups of people are easier to feel absolute and unconfident on campus. In my consideration, reinforcing the communication between Americans and international students and staff will help to improve the diversity climate at NC State.	Asian	Female
Honestly, what we're doing is great ! It's all about educating people ! Both staff and students. Just continue to do that and the better change will happen.	Asian	Female

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I think just reaching out to applicants of different backgrounds and hiring a more diverse staff.	Asian	Female
its hard to say, maybe have more diversity events rather than just diversity week. Have professors or even the student body president or someone from the student government, send out updates from different cultural clubs, so that the people who are not a part of those clubs, can get involved if they want to learn more!	Asian	Female
I think currently situation is fair enough for most of students and faculty in this university	Asian	Male
Having more professors from underrepresented ethnicities/ races/ sexual orientation	Hispanic/Latino	Female
I think that there should be 1 faculty member for each college at the university who is responsible for dealing with manners of diversity.	Hispanic/Latino	Female
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.	Hispanic/Latino	Female
Establish gender-neutral bathrooms and housing, on official documentation, create categories for genderqueer/non-gender binary individuals, educate professors on gender diversity (and the use of pronouns), educate professors on the importance of pronouncing students' names properly especially when they are "ethnic" or "foreign," educate professors on gendered communication and language (such as giving male-identified students more talking time than female-identified students or by abolishing use of words such as "MANkind," "policeMAN," "guys" to refer to all students, "freshMAN," etc. The incorporation of more diverse scholars and authors in in-class scholarly readings, educating professors on tokenizing students, more inter-organizational collaboration on social justice and diversity events, maintaining a prayer space on campus, establishing more lactation rooms for students who are parents, establish an environment of nontolerance of sexual assault, misogyny and racism from Greek life. I would suggest disbanding Greek organizations who threaten campus safety and/or banning alcohol from Greek events.	Hispanic/Latino	Female
I think for me personally, religion is the biggest problem. I am a Christian and while most people are Christians here in the South, professors and other students stand up for all different types of religion except Christianity. Christianity is made fun of almost all of the time in my classes that discuss diversity so it is extremely disrespectful and rude and makes me feel uncomfortable and out of place and afraid to speak. If a professor or student is going to say all religions are to be respected, then they should do the same for Christianity.	Hispanic/Latino	Female

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<p>The number one target I hear for racist comments are TA's who speak English as a second language. I'll be honest and say that I, myself, resent TA's who speak broken English. Their job is to teach us material and, if they cannot speak English, they cannot fulfill their duties. This is only a problem when English proficiency is low. Foreign or ESL TA's are fine, but not being fluent in the language is not fine. Not only does it cost us our education, but it garners hate. Here's why: these TA's, whether it's justifiable or not, are considered 'stupid' in the minds of students. While they're very intelligent, they cannot communicate the information properly to students and are written off as 'stupid'. If, over the course of your 4-5 years at NCSU, you have 3 Chinese TA's and none spoke fluent English, you'll begin to associate them with this inability to communicate. It's not racism, hate, or anything other than correlation. I have fought with this myself after having 3 consecutive TA's that weren't proficient in English. Two of the three would give us the answers in lab because they were unable to communicate the information well enough for us to get the answers right ourselves. After three semesters of TA's struggling to speak English, I had a negative outlook on ESL TA's. My fourth lab came up last year and a Chinese man walked in. I immediately found myself annoyed and wanted to switch out instead of dealing with another semester of Google Translate-proxied education. But the fourth TA was great and spoke fluent English. I think you'd be surprised by how many students share this outlook. Some departments, especially the Chemistry, seem to hire no one that can speak English and it eventually makes an impact on the students and their education.</p>	Hispanic/Latino	Male
<p>Stop pushing the 'we are so diverse' events because they're not true. Have a real conversation about how the ethnic diversity of students is seriously lacking. Work with those who don't speak English fluently to improve their conversational English (especially with professors, Asian professors are avoided due to communication difficulties.)</p>	White	Female
<p>I think far too much emphasis is placed on diversity. It's being forced upon us, all of the diversity propaganda, and just too much, all the time. There are so many ways that people can be different from one another... the world is such a global community nowadays that I doubt any student coming here has never seen a black person, or a gay person. Even if not in 'real life', then they have seen such diversity in the media. And learning how to interact with someone different from me isn't something a university needs to teach. If a student has gone to the grocery store at least once in their life, they have interacted with people different from them. And they don't have a choice but to do so in today's world. Continually marking someone as 'minority' or part of the 'GLBT community' does nothing but enforce the difference. So many resources here are devoted to diversity, especially the GLBT aspect, that could be far better used elsewhere- for scholarships, for hiring the best faculty, promoting the University in the community, etc.</p>	White	Female
<p>I recognize the effort to have diverse faculty, however I have had over 5 courses 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>Hire more staff/faculty of color. Structure courses more to incorporate the tensions/history of that subject as they relate to race/class/sexual identity.</p>	White	Female
<p>NC State needs to crack down on students and faculty that use hate speech or physical threats to those that are different than themselves. NC State needs to furthermore make their support known more throughout the communities it seeks to protect and give more voice to the victims in situations than the aggressors.</p>	White	Female

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I believe that emphasizing the diversity goals of the university to include SPECIFIC groups of students, such as LGBT students, would be useful for NC State in improving the diversity climate. Additionally, many professors or TAs have a 'bad rep' due to their inability to communicate well with students as a result of their racial or ethnic background, and these instances paint faculty diversity in a negative light. Evaluating professors' ability to communicate well with students, especially instructors with native languages other than English, and hiring professors more capable of communicating well with students, regardless of race or ethnicity, would improve the diversity climate at NC State.	White	Female
By constantly emphasizing diversity, I feel a line is being drawn within the student population. The focus in all of the materials provided, the articles written in the Technician, and many of the events on campus single out minority groups and vulnerable populations. I think there is a fine line between neutral opportunities to teach students about other ways of life/cultures/ethnicities and creating a hyper-aware environment in which people are afraid to speak openly and honestly for fear of being labeled a racist or someone of privilege whose opinion is invalid because they don't belong to a minority group. Do you know that one of your own professors on campus teaches his students that racism will never be stopped? Because white people not only oppress black people, but if they do something FOR a black person, it's ONLY because of their white guilt? Things like "renaming Columbus Day because it is offensive" is the start of a slippery slope. I'm afraid that this extreme emphasis on diversity is going to end up stifling opportunities for students to come together as a united group and enjoy each others company and learn from their differences. I absolutely recognize the importance of having a diverse student population, and I am grateful to have the opportunity to be exposed to said population. However, the tone on campus is quickly shifting (at least within the student population) into an 'us vs. them'. People are becoming hyper-sensitive to the words people use, they are quick to jump on the social justice warrior warpath, and I see it creating a lot of undue hostility in the future. I wish I knew what to suggest to turn embracing/appreciating diversity into a more organic process, rather than what feels like having it crammed down my throat every time I pick up the Technician, or read the e-mails sent out by the school.	White	Female
Freshmen, especially girls, need to be educated about sexual assault. I know too many girls who let stalking, relationship violence, and harassment slide because they were freshmen, and they didn't want to rock the boat. I know too many boys, including older boys who I know to be professionally competent, who plan to take advantage of the incoming freshman females. Within my eight person suite freshman year, two girls were stalked, one to the point where she had to file a restraining order. All eight of us were catcalled on numerous occasions. Three girls were physically grabbed by boys in ways that made them uncomfortable. One had to resort to her self-defense lessons to break free of a boy who shoved her against a washing machine in the laundry room at 11am on a Saturday. Even with all of this, none of us ever reported anything to a campus agency, mainly because we didn't know we could. / / Professors need to know diversity isn't a topic to take lightly. Jokes like "women shouldn't be in computing, they should be barefoot and pregnant" are not and never should be appropriate, especially when they are directed at a particular student in front of a full classroom.	White	Female
As a member of a sorority, I often feel ostracized by my classmates. I have even had multiple professors make negative comments about Greek life that make me extremely uncomfortable. NC state encourages acceptance for every group except for Greek life. I feel discouraged from attending class because I have heard the men beside me making inappropriate sexual comments about sorority women before.	White	Female
I think that students and staff need to be better trained in intervening into situations where someone may be singled out or insulted.	White	Female
Some students are not tolerant of others and hold stereotypical beliefs of people with different nationalities. All of the faculty I have encountered have been amazingly tolerant, but some students do not respect others in the same way that the faculty do.	White	Female
There should be more of an effort from faculty to encourage diverse groups for projects and groupwork. I feel like the efforts of student life organizations gets lost in the academic world.	White	Female

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More diverse faculty, more diverse student body esp. In engineering and honors programs.	White	Female
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 don't think it's something you can force upon students. You can't say, "Alright, get into groups and make sure not all of you are white." But you can encourage professors to promote diversity events, maybe even ask them to offer extra credit for attendance. Encourage more group work within classes.	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
Sometimes language barriers in faculty and students prevent the easiness of learning or working together. It would be neat if we could help improve students/faculty who have English as their second language. I think having more information given in the announcements about what is going on at NC State would let students know there are more opportunities to learn/engage in eye opening diversity events.	White	Female
more communicating to students and staff that diversity is a good thing	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
Stop putting so much emphasis on diversity and focus more on improving the quality of students you accept into the university and the faculty as well, better teachers and students mean better grades	White	Male
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
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



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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
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.	White	Male
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.	White	Male

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<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>Oops, already discussed this. I would add that the diversity climate at NC State is (in my experience) better than the ambient environment in the surrounding community and state. Good job ! Still, better than everyone else does not mean good enough. Having clear consequences for those that don't respect heir peers and instructors is important. Expressing the University's commitment to diversity and what that means (so that no one thinks communists don't count) is critical. I think one area NC State could definitely expand upon is seeking out the subcultures where systemic racism, sexual assault, etc continue to thrive and having them answer for their actions. This process is going forward with the review of Greek Life (that I trust is no mere publicity stunt, right?), but I think it could be less reactionary and more built in to the normal operation of the university. We should not start looking when a treasure trove of bigotry is unearthed. We should be constantly on the hunt for such matters, because they are happening, and often they are going unexpressed and unnoticed.</p>	White	Male

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<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
<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 (African and Women and Gender studies).</p>	White	Male



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h2	Race	Gender
<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 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>Stronger and more diligent programming for incoming students; encouraging professors to use more diverse materials in courses</p>	Mult race	Female
<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>The vast majority of service workers are black (e.g. janitorial, bus drivers, etc.) while the vast majority of academic faculty is white. This indicates that the university cares more about total numbers than what those numbers represent. The current state of employment represents a sort of racially based system in which black people are show to be the uneducated, low-skill workers while white people are the educated academics.</p>	Mult race	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: NC State Employees)**

h2	Race	Gender
<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
<p>I think everyone could benefit from a diversity discussion at Orientation (I joined NCSU in 2012 and don't recall having anything more than a statement about "diversity on campus"). I also think it would be great to have more diversity in the faculty of the sciences (most of my teachers we white males). And maybe some sensitivity training courses for students who are interested or who have been insensitive and discriminatory in the past.</p>	Mult race	Trans