

**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: Negative Experiences with Diversity)**

<b>h2</b>	<b>Race</b>	<b>Gender</b>
Less prejudice and racism amongst students. It's horrible.	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
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
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
Better screening for racist students and organizations, specifically fraternities	AfAmer/Black	Male
General Education to the student body about stereotypes and other sensitive multicultural issues	AfAmer/Black	Male
Overall, NC State as a whole needs to take a stronger stance against hateful and discriminatory speech.	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
Fraternities need to be looked into and regulated. They have been elitist clubs for not just white people, but also for rich people of different ethnicity. Also, red-necks and other country people have become a huge source of racism. They have become the main source of racism to the point where I'm afraid for my safety when I see them at night. Majors with high volumes of these people, such as agriculture, should include more diversity classes as to educate them. Also, try and make the campus police force more diverse. There is a mutual hatred of all police on campus by students of all ethnicities, because the police do utterly nothing for the well-being of this campus.	Asian	Male
I think NC State emphasizes diversity mainly for African Americans to a great extent and forgets about other races at NC State. NC State has to put just as much importance for other races even though they may not represent a majority of the minorities at NC State. There are a whole bunch of programs and classes that benefit African Americans, but not much benefits for other races; silent racism.	Asian	Male
Speak up about the problem with discrimination at every level at NC State.	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>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.</p>	Hispanic/Latino	Female
<p>Educating students on things that are acceptable and unacceptable when dealing with individuals of a different race is something that NC State should try to focus on. Living with my roommate, I've heard plenty of racist jokes and comments that she thought were fine. It opened my eyes to truly how ignorant some students are. Now that we know about the "little green book" that was associated with a fraternity here on campus it makes me question whether the people I'm walking by every day think similar thoughts about me. It also makes me question whether every action I take will be looked upon negatively because I already know I am a minority at a PWI. Prejudice is not inherited it is learned so I think it's important to make sure that when students come to NC State they learn that maybe some of the ideas they learned about individuals, whether it be about religion, sexual orientation, or race, they may be wrong and they need to be educated on how to treat people that are different than them.</p>	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>To improve diversity climate there could be seminars held where each racial and sexual orientation can be discussed where they show how the stereotypes are false.</p>	Hispanic/Latino	Male
<p>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.</p>	White	Female
<p>I think that sororities and fraternities on campus are one of the key enablers of prejudice and bigotry amongst campus. The main people I hear negative and intolerant comments from are members of these social groups. I feel like they breed ignorance since they are surrounded by like-minded individuals, from small, conservative communities that reinforce stereotypes. /</p>	White	Female

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<p>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.</p>	White	Female
<p>We need to work on sexist behavior and language. It is so very common in our society to victim blame and shame females. We need to hyper-cognize that it is not okay on our campus to speak this way.</p>	White	Female
<p>I'm in CHASS, so I have kind of been living in a bubble of acceptance and tolerance. However, when I leave this bubble, I feel like I am surrounded by hate and ignorance. Of women, of LGBTQI, of people of non-white races and non-Christian religions. I do not know what tangible things can be done. I think that the Wolfpack Students page is a cesspool of ignorance and hate, and those who stand up for diversity and for others who are less fortunate are negatively branded "social justice warriors." I sincerely think that people need to be taught to "check their privilege." People will go to great lengths to defend the status quo if it benefits them. They think that their lives are great because they deserve it, and others face adversity because they deserve it in some way. We need to empathize with people who are oppressed or discriminated against because it could just as easily happen to us.</p>	White	Female
<p>Educate people. Slurs are unacceptable. Different doesn't mean better or worse. Discrimination and prejudice are the enemy of justice, peace, and equality. Educate yourself.</p>	White	Female
<p>The girl from Frill that was on Shark Tank is on the front page of the NCSU website. In my marketing class with Thomas Byrnes she dropped homophobic and racist comments. Nothing was done and the teacher didn't really address it. I think she should be removed from the website and not allowed to speak on campus again. I think Thomas Byrnes needs some kind of training because he absolutely should have done something in the moment or at least addressed it after the fact.</p>	White	Female
<p>I think more needs to be done about religious diversity. I identify myself as an atheist, but I am extremely open-minded to other religions however I feel that I don't get the same open-mindedness. The brickyard tends to have a lot of religious components to it and I've felt that my experience at NC State was hindered because I have had to keep my opinions to myself because I feel like a minority in terms of religion. Maybe more recognition needs to be placed on being accepting of people who aren't religious because I think there are a lot of stereotypes associated with atheists.</p>	White	Female
<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

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I believe there should be no tolerance for discrimination on campus. Unfortunately I believe that it will simply take time to change people's minds who are stuck with prejudice.	White	Female
There's such an emphasis on outreach to minorities (which is overall a good thing) but there's nothing for anyone else. I also feel attacked by certain groups through articles in the Technician, certain events, and comments that are made. There's this idea that because historically minorities were discriminated against, it's okay to discriminate against whites now (and most claim racism against whites doesn't exist). As a woman, I also feel discriminated against through comments/"jokes" made, especially concerning sexual assault and rape. There isn't adequate outreach/support for victims of sexual assault and the process involves judgmental practices that tend to "sweep things under the rug." (It has gotten better though). I wish State would be more open about fixing sexual assault on campus BEFORE it happens and not just as a PR afterthought.	White	Female
Diversity needs to stop being our "brand" and become something we actually believe in. When the university talks about diversity and social issues, most of it seems forced or fake due to the fact that this school is mostly white. Even if diversity is one of our main pillars as a university, I still hear racist/sexist/homophobic comments daily. The diverse events that happen on campus tend to only attract those who are already diverse or educated/tolerant of diversity, which doesn't solve the problem that most students here are intolerant of diversity. As far as diversity for gender equality, there is a generally negative opinion of campus police when it comes to the way they deal with sexual assault on campus. In my opinion, even the wolf alerts about sexual assault cases seem very skeptical and the language used makes the victim seem questionable. There is too much emphasis on Greek life that is mainly comprised of wealthy, straight, white people for NC State's diversity goal to seem genuine. We need to focus more on the marginalized groups on campus and actually be about our message of diversity rather than just making it our "university brand."	White	Female
I think people need to be more aware of other's differences and what attributes to these differences. Stereotypes will always exist but if we can incorporate more knowledge to the diversity in our surroundings it could help the amount of stereotypes that we use on a daily basis.	White	Female
-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 / /	White	Female

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<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>Research your events more - sometimes they're stereotyping/racist. Give the DSO more money to help people. Make policies more accessible.</p>	White	Female
<p>I think that diversity initiatives have gone too far to the point where they are discriminating against the white upperclass. African Americans are generally not open to accepting white people to their groups. They speak badly of us and use expletives to describe white people but their fraternities and sororities would never be kicked off campus. The flagrant preference toward the black culture at this university is disappointing. Freedom of speech should be a right given to everyone, not just a right for those who are a minority. As a white female, I am more afraid of black men then white men in terms of sexual assault because they are the ones sexually harassing me and calling me derogatory terms. I had an African American roommate and she believed that the diversity at this university had gone too far and agreed with me that it encouraged racist beliefs about white people from the African American community. It is a disgrace that I know that it would have been easier for me to get into NC State if I was black. NC State should encourage people to be proud of who they are, not make white people feel ashamed for who they are. Attending the diversity programs at NC State has made me feel like more of a criminal than an equal. I have felt more discriminated against and more hated by the campus community than I ever had before. It is a shame that NC State would kick off a fraternity for doing nothing rather than freedom of speech. NC State would never do that if it was a black fraternity. Very shameful and a bad time to be a member of the white community.</p>	White	Female
<p>There is significant discrimination if you are not Christian. If you do not believe in the Christian god people give you looks and try to convert you, whether you believe in a different god or no god. / The efforts to make sure the school is racially diverse has also led to students that are not as capable being admitted, as well as students that are minorities being praised and prized more than non-minority students.</p>	White	Female

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I think women are definitely still looked at as inferior academically. I particularly had a professor for forestry that was VERY biased towards me and assumed I was a dumb stereotypical girl. It was annoying. And my male friends received better grades in the course than me despite my equal effort. Also, it is obvious that most people assume everyone is Christian. I am agnostic, so sometimes that can be agitating, but overall I have never been singled out for my religious beliefs. I think I've experienced sexism more than any religious discrimination.	White	Female
I think more disciplinary action needs to be taken in response to racist and sexist posts online and on apps like Yik Yak.	White	Female
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.	White	Female
Stop doing everything about diversity. Everyone thinks they're under attack and I can't stand it. I care about your ability to get a job done well, not your demographic background that somehow makes you feel like you can be entitled to whatever you desire. I no longer feel like I can speak my mind on campus because someone will call me out for being a racist, homophobic, or sexist. You've created a hypocritical culture to where a black student can say "I'm proud to be black" and he's lauded, yet when I say "I'm proud to be white" I'm suddenly a racist who needs diversity education.	White	Male
Further calling out the cause of some of the issues specifically. / / Frats- often make comments about women, may not think the severity of sexual harassment is a real or important thing. Still make jokes about gay guys, about manliness in general, need to become aware that these problems exist and are not just made up. / / Racists- addressing the specifically racist groups on campus, people that MAY be more inclined to make these comments due to where they grew up (rural areas) / / Sexual Assaults- This is a tough one, because some girls do go to frat parties with a goal in mind to find somebody to hook up with, then may report that person later as assaulting her. Men do take advantage of women too, and need to be able to establish a clear confirmation of consent.	White	Male

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<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>Nothing, there are adequate opportunities for all people. If the people facing discrimination deal with their individual issues through proper channels, or on an individual basis there is no reason for any problem not to be resolved in an orderly manner.</p>	White	Male
<p>Stop forcing diversity into our classwork and stop accusing everyone of being inherently discriminatory.</p>	White	Male
<p>I feel that at points, especially during M100, an overemphasis was placed on ethnic diversity. While I feel that this is an important aspect of diversity at our school, I think that it was overemphasized to a point where it excluded other groups during M100. The student atmosphere towards the GLBT community is generally accepting, but there have some points during my college career where I have felt excluded or even threatened for my sexual preferences (never physically though).</p>	White	Male
<p>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 begining 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.</p>	White	Male
<p>Treat all students equally, not just minorities. I believe that all groups have the same struggles in college as well as life, and that nobody should be given any special attention just because of skin color or sexual orientation. Every student should have to work equally hard to achieve their goal. I believe that if a student is motivated and has determination they can overcome any obstacle to earn their degree. I do not want to see racism, sexism, or discrimination against any person due to religious belief on our campus but from my experiences interacting with students, the only racism or discrimination comes from these minorities.</p>	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>I still feel that the student body does not take diversity seriously. We still have groups on campus that are discriminated against. I do not know how this can be changed other than trying to incorporate more programs targeting freshman as they enter to accept diversity.</p>	White	Male
<p>Given the information about my background that I provided, I hope you can see how I can say that I feel fortunate to have never dealt with much discrimination. I realize that saying this implies that I assume there are differences between different groups, if only in how they are treated. / / At NC State, I actually have felt like others have stereotyped against me as a member of Greek Life. Many people outside of Greek Life act completely dismissively to this idea, and sometimes even suggest that we all deserve to be stereotyped negatively. To me, it has not appeared that NC State cares too much about how the student body thinks of Greek students. Perhaps I have just been looking for a reason to feel persecuted, but it is definitely a feeling I have not felt like this before. I understand that Greek Life is a bright and shiny representation of the bad things in current American popular culture, but it upsets me that NC State seems complicit in allowing its students to only think of Greek chapters as causes of sensationalized news stories.</p>	White	Male
<p>Diversity should not be forced - it should be encouraged to be naturally embraced. Additionally, you do not need to push down majorities to prop up minorities. This sets bad precedent. Everyone should feel loved and supported. Let's prop up everyone, even well-represented groups. Just because you are from a traditionally well-represented group doesn't mean you feel comfortable everywhere and have never felt excluded.</p>	White	Male
<p>It would be difficult for me to say as I've personally never experienced any discrimination nor have I been interested in participating in diversity events. I don't actively seek to improve how I interact with those that are different from myself, but from working and being friends with people who are different than me I have gained insight into other cultures.</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: Negative Experiences with Diversity)**

h2	Race	Gender
<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 must 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>Diversity on a campus SHOULD mean having students be just as comfortable communicating and socializing with an individual of a different race/ethnicity as with an individual of the same race/ethnicity. What NC State and many other campuses are doing instead is catering to the weak minded people of society who feel that they are being discriminated against because people are not doing what they want. NC State should NOT be catering to these radical people. If diversity is encouraged but not drilled into or forced onto students, then the campus would have a much more "free" feeling to it. I have spoken with too many extremely radical individuals who call me and others racist or sexist because we chose the best person for the job rather than the person who would balance out the "diversity". Again, NC State University should NOT be trying to please these people. People of the majority race/ethnicity are just as important as the minorities, but they seem to take a backseat here at NC State. The most qualified individual should come out on top, and race/ethnicity should not even cross the mind.</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 reject an otherwise already qualified student. Realistic standards need to be set that anyone can achieve this eliminates any favoritism toward any one group. // On campus lifestyle diversity needs to be encouraged, it is, any proven discrimination cases need to be dealt with swiftly and appropriately and openly. /</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 adminstrivia 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

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<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
<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>I'm not sure what more the university can do to improve diversity. I think it is more of that there has to be an acceptance by the students. This day in age most people know that being racist or sexist is wrong. It's almost impossible not to know but people still choose to be anyways. That's on the students then because the university has done an excellent job of promoting diversity and encouraging people to be respectful and accepting of all people.</p>	White	Male
<p>Not sure how you'd fix the issues that happen at NC State as they happen at all schools in terms of racial slurs, sexual violence/rap, stalking etc. This is a million dollar question.</p>	White	Male
<p>Well that's a bit difficult. There are a lot of students, probably from rural backgrounds, that don't exactly prefer diversity, making it difficult to have EVERYONE openly accept diversity. So that could be a problem. One particular thing that could be done is to police campus fraternities (and sororities) better. A few of them seem to have a proclivity for discrimination.</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>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 to 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>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>"The only way to stop racism is to stop talking about it." -Morgan Freeman</p>	White	Trans
<p>Respect others.. racism and ignorance can not be tolerate so we should educate more on these things. The university should support minorities</p>	Mult race	Female
<p>Sometimes the diversity is pushed so much that majority groups are put into negative light. It's not really fair. It discriminates any majority. Whether that be Caucasians, men, or Christians.</p>	Mult race	Female
<p>Awareness should be made out racist words and phrases.</p>	Mult race	Female
<p>More education and harsher responses to discrimination of any kind</p>	Mult race	Female
<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

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<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>NC State is a very religious institution and it is quite terrifying that the university seems to promote schools of thought like religion that promote racism, sexism, and sheer ignorance. There are huge groups of students on campus that simply choose to say that facts like evolution by natural selection and the big bang did not happen, completely ignoring physics and biology. I feel that they're needs to be a lot of work done to convince these people that science and faith and religion are all separate from one another and can all coexist and not contradict one another when interpreted correctly.</p>	Mult race	Male
<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