

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: Diversity is Overemphasized)

h2	Race	Gender
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
MSA needs to be expanded to include other groups such as South Asians and others to be more inclusive. I took HSS-120 in fall of 2013. As a Black student, it was one of the most uncomfortable atmospheres of my college experience. I felt like I was the subject matter of the class for all the white people to discuss. Other minority students in class felt largely the same way. Stop that. I feel like it should be explicitly articulated to students which words and phrases are offensive to particular populations. Too many people think words like "fag" and "nigga" are acceptable. They are not.	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
Take action. Stop letting the white kids get off with their actions. If it was a black student they would be suspended or expelled but you don't hear about actions taken against the white students.	AfAmer/Black	Male
Here at NC State, I feel that diversity is being shoved down our throats. It becomes difficult to ultimately live in a completely diverse and unjudging community when our differences are being made well known by the community which is supposed to contain some minute level of responsibility and motivation to integrate us as a "melting-pot" society. Until these "differences" are no longer recognized, these "differences" will continue to exist (and will continue to be emphasized at that). Only once these "differences" are no longer recognized by the "diversifying community" will they go away; this will signify a time when we can all truly live in a non-forced, diverse community here at NC State.	AfAmer/Black	Male
Races need to stop feeling sorry for themselves and be the change.	Asian	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
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 Christiantiy. 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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Theres too much diversity	Hispanic/Latino	Trans
Stop making majority groups feel at fault. Do more to respect the beliefs of everyone, even conservative Christians. The diversity climate at NCSU feels very political at times, and very left wing. This turns many people off.	White	Female
Stop pushing the 'we are so diverse' events because theyre not true. Have a real conversation about how the ethnic diversity of students is seriously lacking. Work with those who dont speak English fluently to improve their conversational English (especially with professors, Asian professors are avoided due to communication difficulties.)	White	Female
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.	White	Female
More emphasis on our similarities less on our differences. No special treatment for minorities. All students should be treated equally ie no reverse discrimination.	White	Female
The students themselves tend to be more conservative and unaccepting of different groups of people, particularly people of different sexual orientation. I've only spent two years on campus and I've experienced harassment and exclusion of people in different groups. YikYak and any other anonymous social media is also a huge problem. People say whatever they want without regard to other groups. Sometimes, I think I would fit in at a more liberal, less southern school where bigotry is less common.	White	Female
Stop making diversity such a taboo topic. I think that students who do not think of themselves as "diverse" (e.g. white, male, upper middle class, heterosexual, Christian), feel like they cannot participate in diversity activities.	White	Female
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
As a culture we need to be caring towards all people. I do not think NC State's Diversity methods are effective. Let's put it to work and stop listening to lectures and dancing around the idea.	White	Female
Maybe not force people to "experience" diversity. When it is something you are forced to do for a class, many students are less likely to enjoy it and look at diversity in a positive light.	White	Female

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<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>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>I think diversity is too much of a buzzword- we're really getting there without putting so much pressure on it.</p>	White	Female
<p>NC State continues to put forth effort in establishing a diverse campus. However, several classes I have taken make it very clear that diversity is just another component that needs to be met. It frustrates me to take course like this because I know that the university is attempting to claim that they have classes that teach on the topics and ideas of diversity but in reality the real world is much, much different than anything learned in a textbook. Sometimes I am also frustrated because I feel that workers are not capable of doing their job because they may speak little to no English but I cannot say that without sounding as if I am speaking out against diversity. NC State is not a very diverse main campus. It seems that majority of students that are a different race than me are athletes or living on Centennial campus. I think the effort to create a more diverse campus is a great idea and State should continue to work towards that goal. NC State needs to stop forcing diversity in classroom settings, online surveys, etc. and start taking actions rather than collecting data or discussing the concepts or ideas of diversity.</p>	White	Female
<p>Less. If you really want to take a bold step to improve diversity, then stop pretending that the fraternity culture is conducive to a diverse environment. We can't change the fraternity culture, that will fail. We can stop pretending that fraternities are a positive aspect of our campus.</p>	White	Female
<p>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.</p>	White	Female

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I think we do a lot to promote diversity. I think that if anymore steps are taken, it would be going too far. We currently have a nice balance of learning about diversity without getting sick of hearing about it. I came to college to learn skills to better my career, not to spend time learning the same things over and over again. I also feel that sometimes a little too much is done where it makes other students afraid to share their opinion on the topic. I do not want to be forced to think one way, and I do not want to feel like I have to believe a certain opinion because of how my peers feel about it.	White	Female
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.	White	Female
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.	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
Less focus on forcing people to be diverse	White	Female
teach frats a lesson	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 perform 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 and 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>Less emphasis on diversity. Diversity is going to happen, but all this emphasis on it, makes current students (especially the Caucasian students) feel less important. I know personally, I hear the word "diversity" and from the way it is portrayed it's a "boo- the white people" fest. Caucasian people are a race/ethnicity too, and it's about time people quit emphasizing everyone else and simply appreciate all people around them, red, yellow, black, and white. Our culture as a whole has gotten very hush-hush and don't offend anyone... I'm sorry but in many cases people's plea to not offend anyone offends me.</p>	White	Female
<p>I believe there needs to be less of a social divide. I am mainly referring to IFC/Panhellenic organizations and the rest of the campus. I am not part of these, but I do associate myself with many who are. I can see obviously the divide in socio-economic classes this presents. Also I believe there should be more training/punishment for ANY organization who violates policies on sexual assault or diversity.</p>	White	Female
<p>Provide the information and stop glorifying it.</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 than 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

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Inclusion of nonreligious people as a group, and less emphasis on Christians. They are the majority. They do not need support. Also more inclusion of sexual orientations outside of gay and straight. As a bisexual, I feel rarely accepted by either LGBT groups or straight people. A final note is that it's discouraging to men who have faced sexual assault to have the help resources located in the women's center. I think this discourages men from seeking help after traumatic experiences and serves to perpetuate beliefs that only women are at risk to become victims of sexual crimes.	White	Female
Stop victimizing the minorities and demonizing the majority. Lower the statuesque and equal out the playing field. Require everyone to meet the same requirements for admission and retention of student status. Stop giving hand outs. Treat everyone based upon their abilities and their experience, and go from there.	White	Female
The forums mentioned earlier, are not always made well aware to students, so it can be difficult to know when the forums are happening unless they are required by a class.	White	Female
stop talking about it...let's focus on what we are all here for - academics/education	White	Female
Completely stop all artificial diversity. Stop all programs aimed to increase diversity. Stop acknowledging diversity as a good thing. It's not.	White	Male
There is far too much Christian (and religious, in general) privilege. Even the GLBT group is too religious.	White	Male
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
Diversity is not really that big of a deal to me. If I like somebody I like them and if I don't then I don't, regardless of anything about them that would fall under the "diversity" category. Therefore I really can't say what could be done to improve the diversity climate because it doesn't really matter to me.	White	Male
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.	White	Male
Stop separating people by race, sexuality, and any other visible trait. Treat us all as equals and exactly the same. Stop holding events for only one particular group because that only excludes different groups. Also don't encourage one group to join a program just because it is low on that minority. Take engineering for example, mechanical engineering is extremely competitive yet there are programs trying to get more women in engineering. A male friend of mine was not able to get into the college of MAE and this made him feel like he was denied because of this program. If women want to be in engineering why couldn't they just join like the women that are already in the program or any of the men that did the exact same thing.	White	Male

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Stop focusing on diversity. you can't force it and it looks cheesy to put this much effort into it.	White	Male
I will say that I'm not sure the diversity requirement for all students is the best way to improve the diversity climate at NC State. From my experience, that requirement is more trouble than its overall worth. I've heard from countless students that there are enough classes available that fulfill that requirement, and then you have classes like M100, such as Poole students go through, which, in all honestly, is a BS class for fulfilling the diversity requirement, since the main focus of the class is not on diversity, from what I can remember anyways. I think the university needs to take a very close look at whether or not the diversity requirement is working and ways to improve it.	White	Male
The focus on diversity on this campus and likely many others is very bias and political. When a campus official or actions states they are for diversity it never truly means diversity. The university spends many efforts focusing on "diversity" but for all this trouble, for me I feel it is dividing individuals more than bringing them together. I am a RA/AC on campus and have observed a lot in the nature of diversity and inclusion on campus in the past few years. I find myself more afraid to speak up about my own beliefs now more than ever. Fearing for my job, people's opinions of me, and lash back from "diversity" officials. Diversity outreach on our campus means promoting views of passionate minorities (Africa America community, gay/lesbian community, Muslim community). This effort is good, but on the flip side it means diminishing any views that are contradictory to pop culture views on the topics. I fear persecution for my belief as a conservative christian, someone who voted for amendment 1, someone who is against abortion, and so on. Despite how everyone knows I interact and love people of all different types, views and opinions I myself feel muzzled to express my own views and I feel that that is how the university diversity views would like me to be. Based on my opinion diversity at this university and others in a joke and little more than a political view and propaganda. I've been through classes who tell me how evil the white male is and how horrible christianity is for the world. The diversity efforts are creating higher walls among people than ever. We see a "better" environment for some minority group but to do so we take so much focus off the whole body. In University Housing specifically we spend all our efforts doing diversity programs that residents couldn't care less about. We have people swipe in to our even so it looks like someone actually came and that is was actually successful. If we could do fun programs where people of all types could enjoy it would naturally create a better interaction between diverse individuals. Not this, lets invite everyone to our "diversity" program. When did that ever work and when will it? NC State's focus on diversity is going to someday backfire and hate is going to flip flop. Humans are always going to be imperfect and once a new view is dominate persecution of the less promoted view is going to start. In my opinion it already has. I fell I have to be a closet christian and conservative to avoid oppression.	White	Male
Less is more. The more emphasis that is put on diversity, the more people see and think about race. The overwhelming importance that is put on diversity takes away from the reason why NC State exists. It is a state school. It's purpose is the education and instruction of its citizens who have earned admission for their academic merit.	White	Male
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
Stop forcing diversity into our classwork and stop accusing everyone of being inherently discriminatory.	White	Male

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Less preaching what diversity is and more experiencing it. The more organic interactions I have with diversity, the better I can respond and become a better person.	White	Male
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).	White	Male
Focus less on perceived injustices, and more on communities fixing their own problems from within. Instead of blaming their problems on outside sources. Also, students should be more accepting of all viewpoints, not just liberal viewpoints.	White	Male
Keep the university out of it. Stop spending tuition money on university special interests organizations. Remove the GEP/Diversity electives.	White	Male
Stop caring.	White	Male
Less emphasis	White	Male
I don't think too much more needs to be done.	White	Male
The diversity climate at NC State is already pretty solid. As I answered in a question earlier, too much diversity and openness can sometimes blind us from the real goal the University should be focusing on like research, status, and success. Having an all inclusive environment is important but its not the most important.	White	Male
Reduce the crime and take measures to make the campus feel safer. Reduce the number of homeless and panhandlers seeking money or harassing people on the sidewalks.	White	Male
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	White	Male

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Currently the scrutiny towards the Greek community is reinforcing many individual's bias' and they aren't afraid to show it. Maybe mentioning some good that has been done by the Greek community recently(Sigma Chi raising 30,000 for the Frankie Lemmon School, Alpha Delta Pi pancake dinner, etc.) instead of letting the actions of the few be relayed to the entire community as a reflection of all greek organizations.	White	Male
To stop identifying people by their race and seeing them as individuals.	White	Male
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.	White	Male
Read my diatribe from the last prompt. Basically, stop taking political correctness to the extreme. It stifles political discourse and opposing viewpoints.	White	Male
As I see it, diversity exists all over NC State and I hope it is not at the expense of more qualified students and just trying to meet diversity quotas.	White	Male
It is shoved down your throat most of the time	White	Male
Don't talk about it too much.	White	Male
Stop trying to force it on everyone and just let people from different backgrounds work together.	White	Male
Students should be more informed of the diversity and high impact events. At the same time, the events should be more appealing, interesting, and convenient to attend. Many cultural events only attract the groups that are already associated with the event. For example, the Chinese New Year celebration in Talley Student ballroom attracted almost exclusively Chinese students and adults. Likewise, the LGBT events only attract gay students, mostly gay men. The Holi Festival Celebration was mostly attended by Indian students although it did have slightly greater diversity. / / Furthermore, it's almost common knowledge in the dorms that the events hosted by RAs, even when they have guest speakers, are underwhelming. RAs often do not have the proper knowledge of the issues to engage with students, the guest speakers from the student health center, study abroad office, and other NCSU offices are most often dry and not engaging. The information about such events is scarce and the budget for them tends to be very low. From speaking with RAs, most of them saw the requirement to host such events as a boring chore. As the result the attendance is miserably low. / / Instead of hosting many low budget, non-advertised, barely attended dorm events, it would be better to host just a few floorwide, dormwide, or even community activities. Those should include better resources, great food, creative teaching methods, engaging activities, and free stuff that also acts as information/propoganda (the "I heart Diversity" shirts were an awesome idea"). Finally, the events should host passionate speakers who will engage with students to provide information on safety, diversity, health, academics, etc. Since the events will be fewer but more largescale, they should be more havily advertised and the advertising should aim to reach all populations of NCSU, on and off camus, international and local, young and older.	White	Male
The Language of TOLERANCE as acceptance of the correctness of all people should be changed to RESPECT for all people regardless of whether you agree or disagree. This will give protection, respect, and a voice to all people regardless of disagreements between worldviews.	White	Male

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h2	Race	Gender
FORCING diversity does not work. It will lead to friction. Help foster it and give opportunities to students, but honestly, I'm getting tired and more distant from hearing about diversity. (I'm someone that has mostly friends of the same race as me, but still have had many diverse friends over the course of my life)	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
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.	White	Male
I believe that the most essential part of college is the opportunity for great minds to all work towards something even greater. The diversity issue detracts from this in some ways as we tend to become fixated on our differences rather than our similarities. I believe that diversity should be taken for granted by any education-minded individual and should be taken as a common understanding, as we are certainly not headed towards anything less diverse in the future.	White	Male

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h2	Race	Gender
<p>Here's a thought. You actually asked how the school feels to non-traditional students? How about devising a way to make this survey respond to us? For example, who gives a rip about what my high school was like? I was in high school 20 years ago ! Why not ask about my experience in the actual workforce, which is where my real education into diversity issues occurred? Working alongside people of other races/genders/identities/nationalities/religions is how I learned not to worry about such matter, how to treat people like human beings instead of just like members of some pre-defined categories? / And that's my attitude toward all our "diversity" pleadings generally. Racism/sexism/etc-ism barriers break down people spend time together in professional situations and crises. Not so much from hanging out in clubs together, and definitely not from coerced diversity programs. The hanging out socially part happens only after the recognition of value from professional situations, not before. Since we're on this push (a good one I'll note) to have every class have some sort of team project, maybe there should be guidelines for instructors to assign groups (rather than letting students form their own) that deliberately incorporate diversity within the team. Don't have to shout about it, just make it so. That'd help a lot. Work beside someone from another race or religion or sexuality for a while and realize, heck, we're all basically the same, and I don't need to fear/hate/worry about peoples' differences so much. / I don't know, just a thought. It all seems so forced and insincere to me, what I see. / And since this is the last question I'll just add that this school really doesn't seem to like nontraditional students. I have more trouble with that aspect of my identity than with sexuality or religion (although the religious intolerance here is a little higher than I'd have expected on a college campus). Students and faculty mostly seem cool about it, but policies and administrivia are just so strongly designed to inconvenience us at every turn. How about a survey about that? I've got lots to talk about on that subject. / And also let's not forget, this campus constantly claims to be military- and veteran-friendly, and IT IS NOT. You do NOTHING for us, not a thing, in fact the administration's been fighting this veteran's center idea for years (every other public college in the state has one, but not NCSU or UNC!). STOP claiming to be veteran friendly until you actually are. I tell others vets to look elsewhere. I don't see that changing, either.</p>	White	Male
<p>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>Centering everything on it makes it seem forced, fake, and unwanted. It's constantly being shoved down our throats, and we all get sick of it and it makes us less likely to want to actually support it.</p>	White	Male
<p>The students think being extremely intolerant and disrespectful is humorous.</p>	White	Male
<p>Stop pretending to care about diversity, and let it happen naturally. If things were truly as diverse as people want to pretend it is, it would happen naturally without being forced.</p>	White	Male

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h2	Race	Gender
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	White	Male
Stop being overbearing with it. It is not a crime to not want to associate with gays. It is my first amendment right.	White	Male
Less force in spreading diversity, just let it happen on its own.	White	Male
Less of the programs	White	Male
Instead of focusing on teaching students (through seminars no less, not even classes) on how not to offend another group of students (whether it be another ethnic group, race, sexual/gender orientation etc...), NC State should focus on teaching students how to deal with remarks that may come off as offensive. Like it or not, the world outside of college is full of pricks, and a lot of them will not be very mindful in how they act towards people who are different from them. It is far better to teach students how to deal with this type of behavior than it is to simply tell us to be more mindful of others.	White	Male
Stop trying so hard. Diversity happens on its own if we allow it to naturally.	White	Male
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.	White	Male
Nothing. Stop forcing diversity down everyone's throats. Minorities aren't special butterflies you have to collect on your campus. If you truly believe in equality, you'd treat everyone the same instead of advocating minorities as some special breed you need to flaunt around to show how "diverse" and "inclusive" you are. Get real.	White	Male
Just stop.	White	Trans

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h2	Race	Gender
<p>The university is hyper-sensitive to diversity issues, which encourages the "us versus them" mentality. In a time when grievance politics have reached a fever pitch, the university should do a better job of promoting oneness, and this is not accomplished by appealing to inane personal characteristics like skin color or sex. / / Also, only students with certain political beliefs qualify to receive "tolerance" from faculty or other students. Defending conservative, libertarian, or any other right-of-center ideals results 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>This response is in no way meant to come across as hostile. I feel that a 20 minute survey about diveristy is a waste of my time. I grew up as a military brat - I lived in several states and overseas. Then I was active duty for four years. / / I feel that too much empahsis is being placed on diveristy. Perhaps it's because of the upbringing I've had, but when it comes to whether or not I'm going to work or interact with someone, thoughts of diveristy have nothing to do with it - it's a non-factor. I most likely will not know someone's religion, sexuality, or socio-economic status without them saying so, and as long as they can do the job (or aren't a jerk, if in a social setting), it's all irrelevant anyway. / / Giving someone admission to the college, or offereing them a job, simply because they may give the college more diversity, is a terrible thing if there is someone more qualified to do the job who perhaps doesn't meet these diversity requirements. The opportunity to achieve something is what should be offered equally - not handicapping some so others can move forward. / / I think at this point in time, everyone is aware of the fact that people are different. And exposure to these differences should be offered and encouraged, but not required. That breeds resentment, which in a case like this would be counterproductive.</p>	White	Trans
<p>Diversity is important. I'm very convinced by that. But sometimes I feel like it's a subject that's being shoved down my throat. I think it may be detrimental to push it on people. /</p>	Mult race	Female
<p>Not bash one group or race to make another feel welcome. I cannot help that I am not a minority but I feel like I am being punished or criticized because I am. I am tolerant and respectful to everyone but at times feel judged by minorities because of how I look. Sometimes pushing an idea too hard can backfire and make things worse. I think that needs to be worked on.</p>	Mult race	Female
<p>Not using diversity as a buzzword and actually giving a care about the well-being of students as individuals and not a quota so you can get a warm fuzzy feeling when you think about diversity.</p>	Mult race	Female
<p>Stop applying such a focus to the issue. Younger generations do not have such an issue with this.</p>	Mult race	Male
<p>Make the white male population less ignored, they need their own group too.</p>	Mult race	Male

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h2	Race	Gender
<p>There is expectation for diversity but no requirement for inclusion. It has to be made punishable to be discriminatory and offensive to oppressed groups on campus. If it is not then it is nothing but a pipe dream and NC State will get the same story among multicultural highschool students that it is not an accepting university. There is a lack of punishment for privileged groups doing things the wrong way. The campus also is not transparent with students enough to show improvements in diversity and it is hard for students to find the improvements that the university has made. I am an extremely involved student who struggles to find information if there is a such thing as a regular student, it must be extremely difficult for them. Why make it hard or difficult to find information that put's the university into a positive light. There's so much more to do at this PWI that can change it for the better. The biggest thing is encouraging minority students to be involved in the greater campus community and not just their own ethnic community. As many people of privilege do not notice. As a minority, you do not see many people that look like you in the positions of leadership, success, and power on campus and in the professional world; therefore, we must push for our minority students to get involved on campus. To really do that we must make EVERYONE at State feel like they have a voice, like they have the freedom to be themselves, and to feel like they are included in the greater goal of NC State. That goal is to produce individuals who exemplify morality and have been giving the blessing of a great education that can change the world and that goal is much easier met if the entire university, from student to chancellor, is devoted to diversity and inclusion.</p>	Mult race	Male
<p>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>More focus on qualified applicants who display intellectual diversity. My background and upbringing is very unique and means that I probably could contribute as much (or more) to the conversation of campus diversity than many of the students that you aim to recruit. An overemphasis on physical diversity is only good for brochures.</p>	Mult race	Male

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<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>In no way am I trying to suggest that NCSU is doing anything wrong. I understand that a university with such a huge population is difficult to manage. Some of my friends go to Meredith College, and at that institution, all students have to attend eight Academic & Cultural Events in order to graduate. Perhaps NCSU can adapt the similar strategy, such as making certain events/classes mandatory for all students, regardless of majors. From what I know (and I may be wrong), for the GEP/US Diversity courses, there are choices and options of specific cultures - ie: African-American studies, Christianity, Islam, etc. I am not aware of a course that covers ALL of the topics, in moderation. For example, it can be very general, but the purpose of the course could be just to expose students to all cultures and religions. If there is a course like that, then it should be mandatory, and if not, maybe one can be created?</p>	Other/Unknown	Female