

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: Population Diversity)

h2	Race	Gender
Interfaith support is very lacking. As a Muslim on campus, I have had a very difficult experience with worshipping properly and we often have many difficulties because the campus does not facilitate opportunities for students to learn about faiths other than Christianity. Recent events in Duke and Chapel Hill concern me that maybe our campus will also reveal itself to be unwelcoming or unsafe for Muslims. But if administration and campus organizations were more directly involved in interfaith efforts, that fear would be mostly alleviated.	AfAmer/Black	Female
-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
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
I think that we need more diverse faculty (more minorities). There needs to be a redistribution of power at NC State where minorities share higher positions with the white faculty. I want to see people who look like me all throughout the departments as well as other minorities.	AfAmer/Black	Female
While I think the administration does a good job, the issue is with some of the students. I have never felt unwelcome by the faculty and staff here but there are numerous students who express intolerant views of different people. I honestly don't know what can be done about that because these are obviously feelings that these students have been taught by their families. The US Diversity GEP requirement has good intentions but a lot of people think of it as a joke. Perhaps if more diverse organizations had an active presence on campus (instead of one that just assists the students who fit that demographic), the greater student population would learn about the different cultures, religions, and sexual orientations and abandon certain stereotypes.	AfAmer/Black	Female
I think that any and all administration should be around way before Pan-Afrikan week and should support different communities when they can. When any of the offices that fall within OIED have events they should try their best to be there. Yes, I understand that people are busy, but your support for diversity should not always come after there is some outcry. Show your support for the underrepresented populations at all times whether it is at cultural events, religious ones, ethnic or what have you, always show that you are supportive of all the people that are members of the Wolfpack. Make the Pack feel like a Pack at all times. Endorse the events that are not as mainstream but have just as much value, if not more. I feel like once all of that happens and the student body sees this change in support that they may actually buy into the fact that diversity is great and true appreciation can come!	AfAmer/Black	Female
Increased admission of Black/African American students / More intentionality in achieving diversity in the Women's Center and the Counseling Center / More multicultural faculty and staff / More programming by large student-run organizations for multicultural students	AfAmer/Black	Female

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I think there could be more collective and group projects between the different diverse organizations on campus so that different people from different backgrounds can meet in more relaxed settings	AfAmer/Black	Male
1) Curriculum needs to be improved by including highlights and achievements of people from diverse backgrounds / 2) Faculty and Staff should be as diverse as possible. More specifically, there needs to be more minorities teaching and leading here at State. / 3) There seems to be an extremely low number of minority students. More specifically, African American and Hispanic student populations should be actively and drastically increased. / 4) There should be supportive resources and policies for students of varying socioeconomic backgrounds that provides a level playing field academically and socially. / 5) Professor and overall department evaluations done by students should happen more often than at the end of the students' experience with those entities. Those evaluations should be more impactful on the future of those professors and departments. / 6) The University should be more proactive and understanding in providing a comfortable environment for diverse students. / 7) It would be nice to have a campus mentor provided by the university (Faculty or Staff) that supports and understands the diverse student's experience at State during his or her entire time at the school. / 8) Bring more diverse programs to centennial campus!	AfAmer/Black	Male
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
Offer more diversity centered courses or have a more diversity oriented curriculum	AfAmer/Black	Male
I believe hiring diverse RA's and RD's at residence halls is a great way to improve diversity. I live at AFC and most of the Housing employees come from different backgrounds and ethnicities which I think is Awesome ! Along with that the programs and events they put on expose residents to different aspects of diversity, this is how I think NC State can improve diversity climate.	AfAmer/Black	Male
If anything, increased promotion of events that celebrate different cultures ! I think the student interactions (in my major) between students with diverse backgrounds has made more people aware of the vast range of diversity on campus.	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 just reaching out to applicants of different backgrounds and hiring a more diverse staff.	Asian	Female
Try to have more diversity in terms of out of state students and international students.	Asian	Female
its hard to say, maybe have more diversity events rather than just diversity week. Have professors or even the student body president or someone from the student government, send out updates from different cultural clubs, so that the people who are not a part of those clubs, can get involved if they want to learn more!	Asian	Female
Increase admission of minority groups / Strongly discourage negative language related to international students and graduate students	Asian	Male
More advertising for the campus resources may be an idea to consider. I feel that, although the resources are present, I do not readily know its existence. When students need these resources, they may search for it, but this search would be made easier with more of a presence of these resources. Perhaps e-mail reminders would be beneficial.	Asian	Male

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<p>I think there is a limit to how much diversity initiatives can accomplish if the students themselves do not experience the same exposure to diversity as fictional scenarios may describe. For example, my experience has mostly been exposure to white students who identify as heterosexual. Not to say there is no diversity among the white student population, but trying to explain diversity issues such as race/ethnicity and sexual orientation has its limits when students may not be able to understand what it is actually like to interact with members from a different diverse group. / / That is not to say that NC State should force students into diverse groups simply to have students experience diversity. That may help some, but would most likely annoy the rest if done forcibly. I believe the diversity programmes that NC State provides now do a good job of preparing students to accept diversity at school or in their future careers. The rest must be up to the students in question to act appropriately in a diverse climate.</p>	Asian	Male
<p>Yesterday in my IS 491 course, there's a person whose cornerstone paper is on illegal immigration but he couldn't effectively argue why illegal immigration should be prevented. He mentioned illegal immigrants, specifically Mexicans, taking away jobs from American citizens, but even then that was a weak argument at best. At the end he invoked "American Pride". / As part of the class assignment, I've actually paired up with him weeks prior and tried to understand his way of reasoning. / The main issue is that at this level, he should have taken at least 2 other courses on cultural diversity and globalization as pre-requirements. / Even after challenging him to support his argument with real data, his main argument for illegal immigration is that it's illegal; end of story. / How do you even address this issue? Where's the critical thinking that's suppose to be gained through previous classes? /</p>	Asian	Male
<p>Continuing to support interactions with one another.</p>	Asian	Male
<p>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.</p>	Asian	Male
<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>I believe NC State itself has provided many resources to which a student may seek out to learn and/or engage in diverse activities, but ultimately to have a genuine diversity climate the student population must be accepting of it.</p>	Hispanic/Latino	Female
<p>I think we need to do a better job of letting people from diverse backgrounds know that they will be welcome here if they apply and choose to attend along with better recruiting of students of minority background or in impoverished communities. Diversity on campus will only increase with increasing admittance of diverse students.</p>	Hispanic/Latino	Female

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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.	Hispanic/Latino	Female
Don't let the media affect your judgments. Pick a course of action and stick to it.	Hispanic/Latino	Male
The university should make a fair admission process. When I mention fair, I mean lower the SAT scores and GPAs, this will promote real "diversity" because I will interact with people from all backgrounds, including people of color, poor people, and disadvantage citizens. Statistically and historically, people from low income families obtain lower SAT scores. Therefore, NC State University should work on the admission process to be fair and this will lead to a "diverse" population.	Hispanic/Latino	Trans
Stricter punishment for hate speech - specifically referring to the situation involving the fraternity notebook found near campus. Allowing students who have openly stated a desire to lynch, rape, and attack other students to remain on campus makes me feel unsafe. There have also been a rash of rape cases this semester, and I haven't seen any action taken to address the continual issue of sexual assault within university sponsored fraternities.	White	Female
I think every individual needs to open their mind to different cultures and accepting of others. I don't know how administration is suppose to do this because its very difficult to force students to care about things they're not interested in.	White	Female
See previous comment. Encouraging separation between the groups doesn't help anything, it drives wedges between the groups	White	Female
More inclusivity in terms of teaching students about different populations within the LGBTQ community	White	Female
By constantly emphasizing diversity, I feel a line is being drawn within the student population. The focus in all of the materials provided, the articles written in the Technician, and many of the events on campus single out minority groups and vulnerable populations. I think there is a fine line between neutral opportunities to teach students about other ways of life/cultures/ethnicities and creating a hyper-aware environment in which people are afraid to speak openly and honestly for fear of being labeled a racist or someone of privilege whose opinion is invalid because they don't belong to a minority group. Do you know that one of your own professors on campus teaches his students that racism will never be stopped? Because white people not only oppress black people, but if they do something FOR a black person, it's ONLY because of their white guilt? Things like "renaming Columbus Day because it is offensive" is the start of a slippery slope. I'm afraid that this extreme emphasis on diversity is going to end up stifling opportunities for students to come together as a united group and enjoy each others company and learn from their differences. I absolutely recognize the importance of having a diverse student population, and I am grateful to have the opportunity to be exposed to said population. However, the tone on campus is quickly shifting (at least within the student population) into an 'us vs. them'. People are becoming hyper-sensitive to the words people use, they are quick to jump on the social justice warrior warpath, and I see it creating a lot of undue hostility in the future. I wish I knew what to suggest to turn embracing/appreciating diversity into a more organic process, rather than what feels like having it crammed down my throat every time I pick up the Technician, or read the e-mails sent out by the school.	White	Female

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<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>make students more aware of the importance of diversity, not just its presence</p>	White	Female
<p>Many students don't know about the diversity resources available to them. It's also nerve-wracking to approach some of these offices; there is still a stigma surrounding some of them. The GLBT community is one of the more unrecognized groups on campus, and one of the more targeted ones. Some racial groups also seem to be separate and unwelcome at times. The biggest problem with NC State's diversity efforts are its students. I have experienced negative interactions from other students because of my sexual orientation.</p>	White	Female
<p>Incorporate more diversity topics into courses taught at NC State.</p>	White	Female
<p>I think that a more diverse climate could be created by continuing to encouraging students to interact with other students from different backgrounds than their own. I feel I have learned more about diversity in my interactions with others than I ever would have been able to in a classroom.</p>	White	Female
<p>The need to incorporate more diversity in the classroom to allow each student to feel like they belong and are important and supported.</p>	White	Female
<p>I think something should be done about the environment for women, particularly within fraternities. As a female student, I am deeply bothered by the images on the news lately about fraternity behavior regarding women and black individuals. I don't understand how a student can attend a dignified place of higher education, and then make irresponsible decisions that threaten the bodily integrity and human dignity of the other half of the population (women). I don't know what exactly the university can do to improve this situation, because it requires a re-teaching of values on the part of these students. I would hope that through counseling or some other serious and lasting response from the university, that we can make this a place that women (and men !) and minorities feel safe and welcome.</p>	White	Female
<p>Some academic programs at NCSU don't have a wide diversity of students. This may partly be due to the possibility that NCSU has to choose from a relatively nondiverse pool of qualified applicants. However, I think that this is something that might be able to be improved.</p>	White	Female
<p>Perhaps more organizations, as well as encouraging more diversity within organizations that currently exist at NC State that are not necessarily oriented around diversity. The Greek system/organizations at NC State I feel are a primary issue, considering State only has one sorority that exists that is considered to be diverse.</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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Courses should require students to attend more diversity sessions and activities in order for the entire campus to well-educated in diverse areas.	White	Female
As a female, I do not feel safe walking on campus at night. I know many friends and friends of friends who have been sexually assaulted at parties and around campus, especially those parties connected to Greek life. I have heard many negative comments from students connected to Greek life, both male and female, who resent that the university is took action against the frat that was disbanded because of the comments in its pledge book. This negative environment goes much deeper than one or two frats, because many students are loyal to Greek life before their university. NC State needs to step in and completely remodel the Greek system or people will just keep accepting that women are raped at their parties.	White	Female
Not exactly sure. Maybe more interaction between groups of people?	White	Female
There tends to be a lot of group separation on campus, which is generally what happens when people are more comfortable with people of the same race, gender, interests, etc. If we could break down some of those clique-ish leanings, that would definitely improve the diversity climate at NC State.	White	Female
Suggest that meetings and groups that are talking on diverse events take into consideration in the meeting in which they are holding they are the majority. With these scenarios I was the minority in the room and it was made very unpleasant and uncomfortable in which I did not want to continue going to these style events.	White	Female
Have more diversity on campus, better and more helpful administration.	White	Female
More integration of multi-diversity students/	White	Female
I think it would benefit the campus to have a more diverse student body, but that isn't entirely up to admissions because the most qualified students should be the ones that should be admitted, even if they are not necessarily diverse.	White	Female
Need more opportunities to interact with diverse populations when the setting is not to emphasize diversity	White	Female
Policies and general knowledge when it comes to serious situations is lacking. The overall actions of higher influential individuals needs to improve. I think there are better ways to combat serious issues like sexual harassment.	White	Female
Nothing! It is as close to perfect as it can possibly be. I have never met anyone that feels uncomfortable or unwelcomed at State. There is a place for everyone and students have access to a multitude of organizations that would benefit him/her if an uncomfortable situation were to occur. I love NC State and its diverse campus. I can firmly state that our campus is the most diverse in North Carolina.	White	Female
Sometimes I feel like by trying to stress diversity we end up separating different types of people even more. I've spoken with this to a few people over the years and we just feel like occasionally when programs try to cater to different diverse populations they end up excluding other groups. I'm not sure how you can find a perfect balance but overall I feel as though NC State is doing really well constructing a positive climate that is all inclusive.	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>I think it is more of what individuals can do in their personal interactions, reactions, and judgments towards each other, rather than what the administration of NC State as a whole can do.</p>	White	Female
<p>Sometimes I feel like the pressure to enhance diversity is overwhelming. Sometimes I feel like the "average" student isn't as equally important as all of the diverse students from different backgrounds and ethnicities. To me, diversity is about a celebration of who and which groups an individual identifies with-but to me, all those groups are equally important. It also means supporting an environment for that kind of celebration. NC State definitely does that. I think it's fantastic that we as a university want to be so inclusive but at the same time I don't always understand why it has to be forced into every class. I'm a big supporter of diversity and the first to stand up for someone else. Perhaps I just feel that the people who actually listen to the diversity sections in class aren't the ones who need to hear it. The people who need to appreciate diversity aren't going to have their mind changed in class because if they are intolerant, they've already made a decision. The best NC State could do is enforce their strict policy on fostering a diverse community-which I feel that they already do. This is certainly no fault of the teachers or staff of NC State because they are 110% invested in the university. As a whole, students are very diverse and encouraging of that already.</p>	White	Female
<p>I think there could be more diversity activities that are more appealing to people.</p>	White	Female
<p>I feel like there is a strong Christian community here which is fine but I feel like other religions don't have as strong as a presence. Maybe people of other religions don't go around pestering people as much. I want there to be a better balance of religious clubs.</p>	White	Female
<p>Get the students more involved instead of the administration. Have them hold diversity panels to come up with ideas.</p>	White	Female
<p>More diversity awareness may help. My major is very diverse, so I socialize with other races all the time. Besides that, I don't really have diverse situations.</p>	White	Female
<p>I'm not saying all Greek life is bad, however, in past months it's been questionable. I think what they stand for is great, but if they're not monitored or held accountable for their comments/actions we're allowing the bad things to happen.</p>	White	Female

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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
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.	White	Female
I think that the diversity has too big of an impact on admissions at NCSU. After working with faculty in a lab, i found that oftentimes, minorities and people from "underrepresented groups" who are not as qualified as many white males are offered positions because they are minorities ! I think this is a completely ridiculous process. We should allow those who are most qualified to have the best opportunities. Equal opportunity for equal skill. Race and religion should not play a role in admission and opportunities on campus.	White	Female
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
There are very few diverse students here. Compared to the people that I was friends with at my high school I feel like there is very little diversity here, especially in certain majors. I think admission of diverse students could be increased. I have also noticed that given the large number of Caucasian students different ethnicities tend to stay together, which leads to most friend groups being primarily white. This only increases ignorance of diversity and creates an us/them dynamic.	White	Female
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
If students come into the University environment with intolerance due to their previous experiences (which is inevitable in some percentage of the population), most of that should be overcome through socialization in a diverse and tolerant community. So what's going on when this isn't the case? Are there sub-communities at NCSU where intolerance and bigotry are cultivated? If so, identify these and separate them from the community.	White	Male
I do not believe that admitting a more diverse student population to the campus is the answer. More minority students could be admitted, but that does not mean that they will feel more welcomed. I feel welcomed, therefore I do not feel that I have a good answer for this question.	White	Male

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h2	Race	Gender
<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>Personally, I don't see a massive need to improve the diversity climate where I live (Honors quad) as it's one of the most accepting places to live on campus. However, that may not be the case for other dorms/residential areas. / / There needs to be a push to make the male student population be more respectful of the female student population. Make it cool, make it honorable and desirable, etc.</p>	White	Male
<p>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.</p>	White	Male
<p>Less is more. The more emphasis that is put on diversity, the more people see and think about race. The overwhelming importance that is put on diversity takes away from the reason why NC State exists. It is a state school. It's purpose is the education and instruction of its citizens who have earned admission for their academic merit.</p>	White	Male

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: Population Diversity)

h2	Race	Gender
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
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
More interaction between the groups on campus.	White	Male
Offer more scholarships to highly qualified students of mixed backgrounds - beyond skin color, but from immigration as well.	White	Male
Lower barriers to entry for non-traditional students. NC State's admission processes are largely focused on 18 year old kids coming out of high school, and are labyrinthine for non-traditional learners (eg. adult students). Diversity among the 18 year olds is great, but how about encouraging more working adults to come back for a degree? That's diversity I'd like to see.	White	Male
- More positive campus involvement after incidents against diversity (workshops? events held by groups targeted?) / - More diversity integration into applicable classes	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

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: Population Diversity)

h2	Race	Gender
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
A zero tolerance policy that should be put in place that would automatically take effect on a group or party that overtly discusses ideas and notions that would be detrimental to influencing diversity on this campus. many different courses of action would work but there needs to be consequences for unacceptable behaviors.	White	Male
I believe NC State and its administration has done enough to achieve the diverse climate it seeks after.	White	Male
Have some more diversity events each year in order to help.	White	Male
1. Let the professors know that there is a difference between free speech and hate speech, and that saying that Saudi Arabia shouldn't behead people is not an affront to diversity. Truth is not the median between right and left, and I don't have to respect the opinion of a person unwilling to provide it with any substance. / / 2. Create a M.I.S.E. because as a white male atheist there is a surprising lack of social clubs I would be comfortable joining. It is kind of frustrating to be rejected from events and clubs because my race and gender. White privilege is the result of the faults of previous generations and a corrupt system and cannot be fixed by ignoring the very people who are needed to change the system. / / 3. Get rid of the Honors and Scholars program requirements and open up the ranks to all students. College is a clean slate and every student should have the opportunity to call themselves a Scholar. The current system puts transfers and those who did poorly in high school at a disadvantage, and deprives them of the very structure they might need to succeed. If a student meets the qualifications and participates in the development process I believe that they should be accepted into the program. / / 4. Provide a more structured opportunities outside of the classroom for learning about language & culture. Most students I know would love to learn another language, but cannot spare the credits and lack the will to teach themselves. I believe that having smaller (1 credit?) workshops that utilize Rosseta Stone or other language software combined with instruction would greatly increase students ability to interact with foreign students.	White	Male
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
Administration could try and encourage more diverse housing instead of grouping international students together.	White	Male
Integrate more diversity topics into courses and get students talking about the advantages and disadvantages of a diverse community.	White	Male
Stop trying to force it on everyone and just let people from different backgrounds work together.	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: Population Diversity)**

h2	Race	Gender
<p>Students should be more informed of the diversity and high impact events. At the same time, the events should be more appealing, interesting, and 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.</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>In my opinion, NC State could create a more diverse student body. If this were the case, diversity would be radiate even further due to integration of all races/ethnicities.</p>	White	Male
<p>Time and education in younger generations. At this stage most people are fairly set in their ways. All that can really be done is facilitated interactions between cultures.</p>	White	Male
<p>Diversity is a touchy subject, it needs to be there but striving and implementing policies to encourage it could actually limit it by rejectect an otherwise already qualified student. Realistic standards need to be set that anyone can achieves this eliminates any favouritism toward any one group. // On campus lifestyle diversity needs to be encouraged, it is, any proven discrimination cases needs to be delt with swiftly and appropriately and openly. /</p>	White	Male

**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: Population Diversity)**

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

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h2: What do you think needs to be done to improve the diversity climate at NC State?
Open-End Comments (Topic: Population Diversity)**

h2	Race	Gender
<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>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
<p>While support organizations for different races/ethnicities are certainly doing good, I think they would be more successful in creating diversity awareness and acceptance if they were to assimilate with other groups instead of forming their own. This separation that currently exists is still providing a barrier between cultural groups.</p>	White	Male
<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

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Open-End Comments (Topic: Population Diversity)

h2	Race	Gender
<p>This response is in no way meant to come across as hostile. I feel that a 20 minute survey about diversity is a waste of my time. I grew up as a military brat - I lived in several states and overseas. Then I was active duty for four years. / / I feel that too much emphasis is being placed on diversity. Perhaps it's because of the upbringing I've had, but when it comes to whether or not I'm going to work or interact with someone, thoughts of diversity have nothing to do with it - it's a non-factor. I most likely will not know someone's religion, sexuality, or socio-economic status without them saying so, and as long as they can do the job (or aren't a jerk, if in a social setting), it's all irrelevant anyway. / / Giving someone admission to the college, or offering them a job, simply because they may give the college more diversity, is a terrible thing if there is someone more qualified to do the job who perhaps doesn't meet these diversity requirements. The opportunity to achieve something is what should be offered equally - not handicapping some so others can move forward. / / I think at this point in time, everyone is aware of the fact that people are different. And exposure to these differences should be offered and encouraged, but not required. That breeds resentment, which in a case like this would be counterproductive.</p>	White	Trans
<p>People will always have their personal views on diversity but I believe there could be more campus-wide recognition of the events hosted by these diverse campus organizations. For example, being involved in the African American community keeps me updated on events happening but I feel like a lot the student body has no idea what could be going on if the event is held in the brickyard. The Non-Panhellenic Greek Councils host several events and I think they are just as important as those that the Panhellenic Greek Councils host. Unfortunately, both sides of these councils don't get equal recognition. That's something that should change. Another thing is that the African American community has a lot of traditions on campus that the average student would not know of because it isn't as advertised nor is it represented in "The Brick." An example of this would be Pan-African Week. Students of different races could learn so much from this type of exposure if they knew about the events. This is not to single out the African American community because I believe other communities such as the GLBT and Asian-American communities deserve more recognition for their events and organizations. Every student can learn so much from one another.</p>	Mult race	Female
<p>A more unbiased perspective should exist in the rules and administration. There should be equal treatment of all people, not special treatment of those we believe make us more diverse. If we start treating everyone like they're the same, maybe they will too. / Treating someone special even in a positive way indicates they deserve or even need special treatment. If you send that message enough, you can expect for people to pick it up. / For example, you're given over 200 extra points on the SAT if you're African American. Why? There's no reason and that's infuriating. / I was once in a required "diversity" lecture where I was told in more ways than one that it was much harder for an African American to be accepted to NC State than it is for a White person so we should give them more credit; treat them better. According to the SAT scoring method, it was actually significantly easier; 200 points easier. So why was I told that they did more? Earned more? Because I'm not incapable of using the Internet, I knew that they weren't advocating for diversity in an honest way. In fact they were advocating for a group they personally felt hadn't gotten what they deserved (although it hadn't been earned either). Shockingly the administrator facilitating the lecture also happened to be African American. / This huge misrepresentation of the idea of equality and diversity is what strains diversity and turns off the students who feel like they're not represented equally simply because they're not considered one of the big underprivileged groups.</p>	Mult race	Female
<p>Honestly, I'm unsure. Maybe try to lay a new basis for NC State traditions and step away from what NC State is known for. Also, when anti-diverse situations happen (negative situations), NC State should go out of their way to make an example out of people. Kind of like Adam Silver and Donald Sterling in the NBA. Diverse populations love Silver for stepping to the plate for African Americans so strongly.</p>	Mult race	Male
<p>Stop applying such a focus to the issue. Younger generations do not have such an issue with this.</p>	Mult race	Male
<p>I feel that there should be more diversity aspects presented before the freshman year and a common expectation set of all students. This could be done through reminders at the beginning and end of the semester through email and as necessary.</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>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
<p>Retrain the police when dealing minorities on campus. Employ more diversity initiatives on centennial campus where there are few undergraduate students of color in engineering. Look at possible diversity initiatives on the level of each engineering college. There are very few underrepresented undergraduate minority students in the nuclear engineering department at NC State who begun as freshman. While the staff seem fine in their office hours are generally excellent the overall atmosphere of the department is extremely stressful everyone in general. If you consider the lack of diversity that is ever present in the undergraduate and graduate department it can become intimidating. Even more so I know only of one or two underrepresented minorities in the entire graduate program and only two women.</p>	Mult race	Trans
<p>I think everyone could benefit from a diversity discussion at Orientation (I joined NCSU in 2012 and don't recall having anything more than a statement about "diversity on campus"). I also think it would be great to have more diversity in the faculty of the sciences (most of my teachers we white males). And maybe some sensitivity training courses for students who are interested or who have been insensitive and discriminatory in the past.</p>	Mult race	Trans
<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