

**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: Sexual Harassment and Assault)**

h2	Race	Gender
Make it more comfortable for students to talk about sexual harassment.	Asian	Female
There's not much you can ever do about students who decide to be rude and cruel, and there's also not much you can do about students who act on it, other than communicating very clearly where victims can go, that it's NOT THEIR FAULT (specifically with rape, especially), and that they can find unwavering support on campus that they can TRUST in--places that won't tell their friends or family if they ask for it.	Asian	Trans
I believe that a lot still needs improvement. Adequate training for staff of all levels-- a few years ago, the Latin community on campus had an issue with campus dining during a Cinco de Mayo event-- spreading marketing pictures/ads of white kid wearing sombreros and fake mustaches. We are more than a costume ! // Working with the Greek Council for caucasian fraternities is important and necessary-- we, the students, know and hear about many incidents where the hazing/pledging process for white fraternities include sexual assault. But, due to white privilege, and systematic injustices, the students receive no consequence-- until it is reported to the news or outside organizations. / / I believe that NCSU can put as much effort as they do in "diversity" marketing and claiming that this campus is diverse into actually making an inclusive campus--- having more trainings for staff, having insightful programs and requiring the white students to come and all-in-all practicing what they preach. / / I firmly believe that hiring more "diverse" staff is important at the university-- the university cannot claim that they value diversity, yet I can count the few staff/faculty members of color at the university. How about hiring more latino/as, transgender individuals, native americans, etc? / / Having diversity courses taught by privileged white professors will bring about nothing but a boring class. Professors that are guiding conversations of races/diversity should be highly skilled people that have either lived it or are truly familiar with the concept. / / The university DOES NOT give consequences to the privileged individuals that really deserve it. When Khari Cyrus (the current student body president) was elected, students broke his signs in the brickyard, then used social media platforms to say very racist comments. Why aren't these conversations being had? / / Why do we not have conversations about white privilege on campus? Why can't one of our required summer readings be something that will shed light on these issues? A reading like "Unpacking the Invisible Backpack" by Peggy McIntosh.	Hispanic/Latino	Female
Establish gender-neutral bathrooms and housing, on official documentation, create categories for genderqueer/non-gender binary individuals, educate professors on gender diversity (and the use of pronouns), educate professors on the importance of pronouncing students' names properly especially when they are "ethnic" or "foreign," educate professors on gendered communication and language (such as giving male-identified students more talking time than female-identified students or by abolishing use of words such as "MANkind," "policeMAN," "guys" to refer to all students, "freshMAN," etc. The incorporation of more diverse scholars and authors in in-class scholarly readings, educating professors on tokenizing students, more inter-organizational collaboration on social justice and diversity events, maintaining a prayer space on campus, establishing more lactation rooms for students who are parents, establish an environment of nontolerance of sexual assault, misogyny and racism from Greek life. I would suggest disbanding Greek organizations who threaten campus safety and/or banning alcohol from Greek events.	Hispanic/Latino	Female
Increase resources and support for victims of sexual assault or harassment.	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 a comprehensive examination of the Greek Life system is necessary; it's becoming clear that the problems present with that system aren't only in isolated chapters and organizations. I also think that student attitudes toward sexual harassment and street harassment need to be addressed with the continuation of campaigns like It's On Us and others like it. While I'm not trans, I'm not sure whether State is a welcoming environment for trans or gender non-conforming students. I'm not sure whether I would feel comfortable and safe being open with my gender identity if I was in their shoes.	White	Female

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Freshmen, especially girls, need to be educated about sexual assault. I know too many girls who let stalking, relationship violence, and harassment slide because they were freshmen, and they didn't want to rock the boat. I know too many boys, including older boys who I know to be professionally competent, who plan to take advantage of the incoming freshman females. Within my eight person suite freshman year, two girls were stalked, one to the point where she had to file a restraining order. All eight of us were catcalled on numerous occasions. Three girls were physically grabbed by boys in ways that made them uncomfortable. One had to resort to her self-defense lessons to break free of a boy who shoved her against a washing machine in the laundry room at 11am on a Saturday. Even with all of this, none of us ever reported anything to a campus agency, mainly because we didn't know we could. / / Professors need to know diversity isn't a topic to take lightly. Jokes like "women shouldn't be in computing, they should be barefoot and pregnant" are not and never should be appropriate, especially when they are directed at a particular student in front of a full classroom.	White	Female
I think Fraternities and Sororities need to have something that addresses sexual harassment.	White	Female
I think it's fine for the most part but sexual assault and fraternity attitudes towards women (little green book for example) need to be much more strongly dealt with. The entire culture towards women needs to change in those organizations.	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
There's such an emphasis on outreach to minorities (which is overall a good thing) but there's nothing for anyone else. I also feel attacked by certain groups through articles in the Technician, certain events, and comments that are made. There's this idea that because historically minorities were discriminated against, it's okay to discriminate against whites now (and most claim racism against whites doesn't exist). As a woman, I also feel discriminated against through comments/"jokes" made, especially concerning sexual assault and rape. There isn't adequate outreach/support for victims of sexual assault and the process involves judgmental practices that tend to "sweep things under the rug." (It has gotten better though). I wish State would be more open about fixing sexual assault on campus BEFORE it happens and not just as a PR afterthought.	White	Female
Diversity needs to stop being our "brand" and become something we actually believe in. When the university talks about diversity and social issues, most of it seems forced or fake due to the fact that this school is mostly white. Even if diversity is one of our main pillars as a university, I still hear racist/sexist/homophobic comments daily. The diverse events that happen on campus tend to only attract those who are already diverse or educated/tolerant of diversity, which doesn't solve the problem that most students here are intolerant of diversity. As far as diversity for gender equality, there is a generally negative opinion of campus police when it comes to the way they deal with sexual assault on campus. In my opinion, even the wolf alerts about sexual assault cases seem very skeptical and the language used makes the victim seem questionable. There is too much emphasis on Greek life that is mainly comprised of wealthy, straight, white people for NC State's diversity goal to seem genuine. We need to focus more on the marginalized groups on campus and actually be about our message of diversity rather than just making it our "university brand."	White	Female
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

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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 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>I think that diversity initiatives have gone too far to the point where they are discriminating against the white upperclass. African Americans are generally not open to accepting white people to their groups. They speak badly of us and use expletives to describe white people but their fraternities and sororities would never be kicked off campus. The flagrant preference toward the black culture at this university is disappointing. Freedom of speech should be a right given to everyone, not just a right for those who are a minority. As a white female, I am more afraid of black men then white men in terms of sexual assault because they are the ones sexually harassing me and calling me derogatory terms. I had an African American roommate and she believed that the diversity at this university had gone too far and agreed with me that it encouraged racist beliefs about white people from the African American community. It is a disgrace that I know that it would have been easier for me to get into NC State if I was black. NC State should encourage people to be proud of who they are, not make white people feel ashamed for who they are. Attending the diversity programs at NC State has made me feel like more of a criminal than an equal. I have felt more discriminated against and more hated by the campus community than I ever had before. It is a shame that NC State would kick off a fraternity for doing nothing rather than freedom of speech. NC State would never do that if it was a black fraternity. Very shameful and a bad time to be a member of the white community.</p>	White	Female
<p>Perhaps a training on diversity, as well as a training on sexual assault, similar to the required Alcohol EDU course could help students better understand what the University expects of them. Although these online programs are not often taken seriously by students, having them click through them ensures that they have at least seen and thought about this information, like the definitions of sexual assault and violence, or the definition of hate speech and the knowledge that it is not acceptable. I think this could get everyone on the same page as to what is okay and not okay. Students may better hold each other accountable if they know that what their friends are doing is wrong by some standard that they have all seen.</p>	White	Female

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Wolf Alerts are not helping sexual assault problems. Make information on this more readily available ! I do not feel safe on campus at night.	White	Female
Further calling out the cause of some of the issues specifically. / / Frats- often make comments about women, may not think the severity of sexual harassment is a real or important thing. Still make jokes about gay guys, about manliness in general, need to become aware that these problems exist and are not just made up. / / Racists- addressing the specifically racist groups on campus, people that MAY be more inclined to make these comments due to where they grew up (rural areas) / / Sexual Assaults- This is a tough one, because some girls do go to frat parties with a goal in mind to find somebody to hook up with, then may report that person later as assaulting her. Men do take advantage of women too, and need to be able to establish a clear confirmation of consent.	White	Male
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

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<p>University administration needs to learn to respect diverse ideas, free speech, and due process for everyone on campus. / / In response to speech they didn't like, University Housing banned *all* window displays in Wolf Ridge. This is blatant censorship and a violation of the First Amendment. It demonstrates a lack of respect for diverse opinions and a lack of understanding of the value of free speech. Instead of encouraging students to express their opinions, whether to expose prejudice or fight against it, University Housing administration chose to censor the unpopular speech. A group of students had to fight for months to get University Housing to finally admit that the window display ban was unconstitutional and retract it. University Housing still has not acknowledged the value of expressing and respecting diverse or unpopular opinions. / / The Women's Center consistently opposes due process for students accused of sexual assault, particularly males. This is a form of prejudice against male students. For example, in their Sexual Assault Awareness Month, the Women's Center's only speaker is Jaclyn Friedman, an extremist opponent of due process (e.g. advocating affirmative consent and effectively treating students as guilty until proven innocent). The Women's Center failed to also invite a more moderate speaker to balance such an extremist. Additionally, the Women's Center has failed women by discouraging sexually-assaulted women from going to the police to prevent the perpetrator from committing additional sexual assaults. / / In response to the Phi Kappa Phi incident, university administrators have severely chilled free speech on campus with their public statements: / / "You always have to worry about free speech and making sure people have the right to free speech, but as a community and as a group, a living community of a fraternity, we have to hold the community to higher standards." — Chancellor Randy Woodson (implying that the rules at NCSU should be "higher standards" that prevent some types of constitutionally protected speech) / / "NC State will not tolerate ... intolerance ... within our community – including the Greek community, any other student organizations, living group, or on the part of individual students." — Dr. Mike Mullen, Vice Chancellor (implying that students will be punished for unpopular opinions) / / "... there is no place for ... intolerance and bigotry in our campus community or in your organizations. NC State will simply not tolerate these behaviors." — Dr. Mike Mullen, Vice Chancellor (implying that students will be punished for unpopular opinions) / / "... I and other NC</p>	White	Male
<p>hate hearing about sexual harassment in the Greek Life. I am not even part of Greek Life, and I think they are being treated unfair. If people are going to go drink underage and party, I think they are asking to be put into unwanted situations. And I do not think it is right for the Greek Life to be punished when these people sober up and want to blame their mistakes from the night before on sexual harassment.</p>	White	Male
<p>I do not believe NC State punishes sexual assault and harassment seriously enough. NC State is too Christian-centric. NC State needs to be more supportive of hispanic and middle eastern students.</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 their peers and instructors is important. Expressing the University's commitment to diversity and what that means (so that no one thinks communists don't count) is critical. I think one area NC State could definitely expand upon is seeking out the subcultures where systemic racism, sexual assault, etc continue to thrive and having them answer for their actions. This process is going forward with the review of Greek Life (that I trust is no mere publicity stunt, right?), but I think it could be less reactionary and more built in to the normal operation of the university. We should not start looking when a treasure trove of bigotry is unearthed. We should be constantly on the hunt for such matters, because they are happening, and often they are going unexpressed and unnoticed.</p>	White	Male

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<p>I am sick of hearing "sexual assault" indictments over and over directed at Greek Life. If an employee of Google, IBM, SAS, RedHat, or whatever is "sexually assaulted" you do not hear about it, ever. God forbid, if someone makes claims in regards to a fraternity, the whole world blows up. Talk about diversity and all of a sudden as a Greek Man, my car got keyed, everyone hates me, and my brothers are all bad people because of the organization we are a part of. You want to improve diversity, quit taking everything from "victims" as fact and quit reporting on the negatives from our organizations. How about the thousands of dollars we raise or more community service hours than any other student organization...Personally, I hate the term diversity. I accept everyone I encounter whether they be black, white, blind, deaf, gay, transgender. We are diverse enough and it is time to accept that.</p>	White	Male
<p>There are a lot of opportunities to learn about diversity at NC State, but a student has to already be dedicated to diversity issues to go to these events. I go to a to of diversity events and I see the same people over and over. If a student wanted to go their whole time at State without learning about diversity they could. I think we should find more ways to make diversity education required especially for STEM majors because the attitude I receive from a lot of them is that diversity and cultural issues aren't as important as their science and math education. Also speaking out against racist, sexist, homophobic, etc comments on social media platforms connected to the school. Also get the song Blurred Lines off the university's song list, it's not ok for it to be played in gym classes and other university sanctioned events. That song literally talks about rape, I don't feel good about a school that endorses it.</p>	White	Trans