**Goal 2 of the CALS Strategic Plan relates to increasing diversity and inclusion in the College. The College’s Office of Diversity Affairs, under the leadership of Dr. Lisa Guion Jones, offers several programs and initiatives designed to build a pipeline to the professoriate, and create an organizational climate that is conducive to the retention and success of diverse faculty. Some of the signature programs, projects and initiatives include:**

* *CALS Diversity Council is* an advisory, planning, and implementation committee consisting of representatives from every department and unit in the College. Members also represent multi-levels within the organization including Associate and Assistant Deans, Department Heads, unit leaders, faculty, and staff. The CALS Diversity Council is chaired by Dr. Lisa Guion Jones, Assistant Dean for Diversity, Outreach and Engagement.
* Dean's Post-Doctoral Fellowship:  Building a Pipeline to the Professorate increases diversity among the postdoctoral population in the College and prepares scientists from underrepresented groups to be competitive for faculty positions in the academy.
* *On-Demand Diversity Sessions* allow departments and units to request and receive tailored training by the Dr. Lisa Guion Jones related to a specific diversity topic or issue the department is facing.
* *Food for Thought Lunch and Learn Session* are monthly one-hour conversations that focuses on different dimensions of diversity and explores strategies to make CALS more inclusive
* *Building Bridges: Strengthening Leadership for Diverse Communities workshop*- NC State NCBI facilitators conduct a one-day workshop for CALS campus-based and Extension county faculty to build knowledge and skills to create inclusive work environments
* *Opening Doors: A Personal and Professional Journey* is a three-day workshop to build knowledge and skills to create inclusive work environments. Over 200 CALS campus- and county-based employees have completed the training.
* *CALS Inclusive Excellence Speaker Series* is a collaboration between department and the Office of Diversity Affairs to host scientists and scholars from underrepresented groups who present a research seminar as well as a motivational seminar for students about persisting in STEM.
* *Female Faculty Networking and Professional Development Sessions*provide an excellent networking opportunity for women faculty in the College. Professional development topics have included building interdisciplinary teams, securing external grant funding, writing successful manuscripts taught by journal editors, etc.
* *CALS Diversity Champions* designation recognizes faculty and staff who go above and beyond to foster inclusiveness in the College.

For more information on these activities or to learn about programs, projects and initiatives related to graduate student and undergraduate student recruitment and retention, please contact Dr. Lisa Guion Jones (lisa\_guion@ncsu.edu).