

2015-16 YEAR IN REVIEW

OFFICE FOR INSTITUTIONAL
EQUITY AND DIVERSITY



NC STATE
UNIVERSITY

INTRODUCTION

The Office for Institutional Equity and Diversity (OIED) completed the 2015-16 academic year under the leadership of Interim Vice Provost Amy Circosta, who formerly led OIED's Equal Opportunity and Equity unit. The office will continue under the leadership of newly appointed Vice Provost Linda McCabe Smith as of August 1, 2016.

OIED experienced several key improvements in 2015-2016. Searches were successfully completed for a new permanent vice provost, new associate vice provost for equal opportunity, new senior director of campus community centers and a new director for the Women's Center; the office provided increased support for Title IX and sexual assault prevention and response efforts; and OIED saw increased participation and support in diversity programs and initiatives from the chancellor and provost, including both top administrators presenting at several key OIED programs and events.

OIED looks forward to continuing its work of fostering an inclusive, accessible and diverse intellectual and cultural campus experience related to the mission of NC State University.



Please see our website at oied.ncsu.edu to find out more about our programs and subscribe to our newsletter at go.ncsu.edu/digest.

Equal Opportunity and Equity Cases Rose; Training Efforts Increased

In a climate of ever-changing regulations and tensions regarding students' and employees' civil rights, the Equal Opportunity and Equity (EOE) unit of OIED continues to strive to make NC State a welcoming and inclusive environment for all of our campus community. EOE exists to ensure that equal opportunity and affirmative action compliance obligations are met and that all employees have a fair and neutral venue in which to voice equal opportunity concerns. EOE strives to deliver beyond regulatory standards. We seek to provide education and outreach opportunities to help transform the campus climate, not just mitigate liability.



The number of complaints handled continues to rise in part due to the efforts to communicate to faculty, students, and staff that we are here to help. We provided training to over 2,200 members of the campus community, increased the number of search committee orientations and partnered with Faculty Diversity to participate in a pilot program dedicated to increasing the diversity of candidates in faculty searches. Our staff participated in a variety of collaborative partnerships and campus-wide committees to bolster discussions and initiatives around

creating welcoming and inclusive environments.

Faculty Asked if Diversity is Important to Their Departments

Is faculty diversity important in each department and for the university as a whole? The Recruiting Diverse Faculty (RDF) program asks faculty serving on search committees to grapple with this question. What would female voices, African American, Native American, Latino or Asian voices bring to disciplines ranging from Accounting to Zoology? We discuss literature showing that innovation is a social process enhanced by diversity, that people with very similar backgrounds can fall into group-think that can be counteracted by introducing diversity, that diverse faculty attract diverse students and provide role models who also help inoculate students against stereotypes.



Recruiting Diverse Faculty (RDF) Program Launched



If we become convinced that faculty diversity is necessary for building the foundation for a healthy society, how do we build that foundation here at NC State? Things don't change unless we change what we are doing in the search process. Search committee members who are committed to making change make the difference. In summer 2015, the Office for Institutional Equity and Diversity launched the Recruiting Diverse Faculty pilot program. The RDF program, which is modeled on an approach developed for the Chancellor's Faculty Excellence Program by NC State's NSF-funded ADVANCE Developing Diverse Departments project, includes the following

elements, some for department heads and some for faculty search committees:

- Summer workshops prepare department heads and deans for pre-search activities with topics such as composition of the search committee, making the academic case for faculty diversity while charging the search committee, developing the position description, periodically assessing the diversity of the applicant pool, creating accountability and becoming knowledgeable about the Target of Opportunity Hiring Program.
- An RDF facilitator meets with search committees early in the search process to discuss how faculty diversity fits into the requirements of the faculty position under consideration and how diversity would enhance the contributions expected from this position. At the same search committee meeting, an equal opportunity officer presents an orientation to search committee best practices.
- Later in the search process RDF facilitates a workshop with the search committee on unconscious bias and optimal decision-making processes in faculty searches.

Twenty five department heads, including all department heads in the College of Agriculture and Life Sciences and several deans participated in the pre-search workshops for department heads, and 13 search committees or department faculty meetings have participated in the search committee orientations and workshops on unconscious bias this academic year.

Staff Diversity Advisory Board Reviewed 2014 Staff Well-Being Survey Results

Results of the 2014 Staff Well-Being Survey (SWBS) were published on the Office for Institutional Research and Planning website in fall 2014. Dr. Nancy Whelchel, associate director for survey research, presented the results to various groups across campus, including the Staff Diversity Advisory Board (SDAB), the Staff Senate, the University Diversity Advisory Committee (UDAC) and multiple colleges and divisions. Two groups from within

these organizations, the Task Force on Staff Recruitment and Retention (UDAC) and the Staff Well-Being Survey Work Group (SDAB), as well as the Staff Diversity Advisory Board as a whole, spent extensive time reviewing the results, with specific attention paid to similarities and differences in responses by those in individual demographic groups (e.g., gender, race/ethnicity, age, etc.). The resulting recommendations address significant differences between demographic groups and the survey respondents as a whole. However, it should be noted that the implementation of the recommendations would benefit all staff, and not just those in specific demographic categories. Overall, the 55% of all staff employees who responded to the 2014 Staff Well-Being Survey reported fairly high levels of satisfaction with working at NC State. They particularly mentioned their overall satisfaction with the people in their work groups: co-workers and supervisors. At the same time, there were a number of issues where employees identified plenty of opportunity for improvement.



Exceptions

The prevailing concern/source of dissatisfaction identified by the 2014 Staff Well-Being Survey is the issue of compensation. 37% of respondents said during the past year or two they had “very seriously” (17%) or “somewhat seriously” (20%) considered leaving NC State for reasons other than retirement. About half of those mentioned something related to salary/benefits as a reason for thinking about leaving. However, given that compensation is determined by the state legislature, and the university holds little ability to act on its own to increase salaries, the recommendations do not address compensation. Rather, the focus is on those areas where employee and workforce conditions can be improved at little or no cost to the university, employees can grow, and a “culture of continuous improvement” called for in the university’s strategic plan will be facilitated.

Report Provided Recommendations for Low-Cost Practice Changes

Enhancing the university’s reputation as a great place to work can largely be achieved through changes in practices, for which policy provisions already exist, and adjustment of expectations and will cost little, if anything, to implement. Recommendations are listed in two parts: action to be taken by the university leadership to establish the expectation of or foundation for the specific recommendations, and action to be taken by the leaders within divisions and colleges who have designated responsibility for implementation of the recommendations. The report contains background information providing the basis for the general recommendations listed, plus additional recommendations that address specific concerns of individual demographic groups.

- See the full survey results and analyses at oirp.ncsu.edu/spring-2014-staff-well-being-survey

Diversity Education Week Continued to Grow and Connect

In an effort to highlight the connection between diversity and the academic life of the institution, Diversity Education Week, held October 12-16, 2015, employed aspects of the university's Quality Enhancement Plan, TH!NK, to guide the programming for the week. The quality of programs hosted throughout the week were strengthened by the clear and evident connections between critical thought, creative action and inclusive environments. As a result, this year's Diversity Education Week had a stellar outcome, boasting an increased number of partnerships and program offerings.

Interfaith Prayer and Meditation Space Established

Since 2012, OIED has been working with partners across the university to address the needs of religious and spiritual life in a meaningful and tangible manner. Through the hard work and unrelenting momentum of students and key figures on campus, an interfaith prayer and meditation space has been designated on main campus. There is progress to establish spaces on all three campuses.



Green Zone Training Launched Campus-Wide

A third highlight is the launching of Green Zone training for the campus and the designations that NC State received as a "Military Friendly" campus. Although launched in the spring of 2016, over 100 faculty and staff members have been trained in basics in creating spaces that are inclusive to military affiliated students, staff and faculty. The training has been received well by its participants and will continue in the next academic year. The Spring Diversity Dialogue was a film and discussion featuring the MTV documentary: White People. The program yielded over 350 participants and was in-part student facilitated. The film explored how white millennials view race and was produced by Pulitzer Prize winning journalist Jose Antonio Vargas.

Support and Recognition Provided Through Grants and Awards

OIED Student Diversity, continued to provide funding to supporting new initiatives across the campus for faculty, staff and student organizations through the University Diversity Mini-Grants. This program allows faculty and staff outside of OIED to pilot programs through small pots of startup funding up to a maximum of \$3,000. Of the 27 proposals received, ten were funded. The Mini Grant program continues to expand the reach of OIED into the multiple parts of the University. Finally, the quality of the nominees for the Chancellor's Creating Community Awards offers OIED and the University Diversity Advisory Committee (UDAC) the opportunity to celebrate with the campus community around community members with proven engagement in diversity and inclusion efforts. The program continues to garner outstanding nominees. In 2016, the nominee pool yielded four honorable mention awards to acknowledge outstanding merit in addition to the winners.



African American Cultural Center Began 25th Anniversary Celebrations

The “main story” of the African American Cultural Center during the 2015-16 academic year was resiliency. The Cultural Center maintained a sense of sustainability even with a significantly new team: a newly appointed interim director, a newly hired permanent assistant director, a new office manager

who resigned in April and a counseling intern whose appointment ended on May 6, 2016. The center held steadfast in its quest to provide educational and cultural activities, leadership initiatives, advocacy, outreach and comprehensive programming focused on African, African American and African-descent cultures.

As the African American Cultural Center entered its 25th year of existence, its programs displayed and reflected the value of university and community partnerships in upholding its mission while engaging participants with scholarly exploration and future vision. We also wanted to intentionally solidify relationships with

graduate students, who are often overlooked because of perceived limited availability.

Special Guests United the Campus Community

With lofty goals in mind, The Synthia SAINT JAMES artistic residency was a whirlwind of activity that incorporated an opportunity to bring students from groups that may not often engage (AYA ambassadors, Arts Village, design students and University Scholars, Student Media and students from St. Augustine’s University.) The program also enhanced student leadership development by training two AYA ambassadors as lead coordinators of student activities. The 2016 MLK NC State University Campus Commemoration speaker, Mr. Byron Pitts, was selected for the purpose of representing African American experiences in the media. The end result was a full day of engagement with students, faculty, staff and community.

Beyond these keynote residencies, programs continued to present the importance of Afrocentric theory and African American diverse perspectives through scholarly works and creative expression. There is never a monolithic view or voice that represents the African American scholarship or community; the center’s goal is to lift every voice and empower every mind through the engagement of scholarship, programs and service from multiple fields, perspectives and methodological approaches. Through this agenda, we hope to continue to create a central meeting place for engagement on race, class, gender, sexual identity, ability and politics while building cross-institutional support.



Intersectionality Was Still a Key Focus of GLBT Explorations

In 2015-2016, the GLBT Center continued its efforts to foreground intersectionality as an integral part of the work of outreach, engagement, education, programming and support services. One of the key goals of the center is to not only affirm the identities of GLBT and questioning students, staff, faculty, and alumni but to do so while also acknowledging and helping raise awareness about the way the lived experiences of GLBT individuals vary and are influenced by their race, religion, ethnicity, age, ability status, social class and other social characteristics. The GLBT Center engaged in a number of intentional efforts during the year to create contexts for critical conversations about the intersections of identity to occur, including the launch of a new Queer People of Color (QPOC) student group, the development of a new “Intersectionality in the GLBT Community” workshop, and the continuation of the Social Justice January collaboration with the other OIED campus community centers (Women’s Center, Multicultural Student Affairs and the African American Cultural Center).



San Francisco Trip Provided Powerful Social Justice Education

The highlight of this year’s efforts was the revamping of the GLBT Center’s annual Alternative Service Break (ASB) Trip to San Francisco, a collaboration with the Center for Student Leadership, Ethics and Public Service (CSLEPS). The new focus of the trip is Intersectionality and Social Justice; the trip now has associated learning outcomes designed to help student participants connect their awareness of issues facing the GLBT community with systems of oppression, learn about social justice strategies and tactics used to dismantle systems of oppression and increase their understanding of equity, access, privilege and marginalization as they relate to race, socioeconomic status, gender identity/expression, sexual orientation, ability status, ethnicity, religion, age, housing status, employment status and veteran status. Thirteen students participated in the 2016 trip, and all of them strongly agreed that the trip gave them the opportunity to think critically about how identity and social justice are related and to critically reflect on the impact of social justice issues on individuals and communities. In terms of qualitative feedback, participant comments revealed that the most impactful service component was with the Transgender, Gender-Variant and Intersex (TGI) Justice Project where they read and responded to letters from inmates.

Student Reflections Showed Power of First-Hand Experiences

One trip participant noted, “When we worked with the TGI Justice Project, we observed, through letters, instances of homophobia, transphobia and racism that take place in the prison industrial complex. This showed us that LGBTQ+ POC are disproportionately affected by the prison industrial complex and that this is intrinsically linked to the systems of oppression that are present in the general society (racism, cissexism, homophobia, transphobia, etc.). As a result of society’s attitudes toward POC and LGBTQ+ citizens, people from these groups are often demonized and targeted by police as being more ‘suspect’ than the ‘average American.’ Also, once they are in the prison industrial complex, they are subject to violence fueled by the guards’/ officers’ own ignorance/bigotry.”



- “I have become drastically more aware of my privilege. With that privilege comes a great responsibility to use the power that I have and my compassion and empathy for others to make a positive change in the world.”
- San Francisco ASB trip participant, 2016
- “This trip has helped me to realize some privileges/systems of oppression I had never thought about before (such as environmental racism and oppression of drug users).”
- San Francisco ASB trip participant, 2016

In addition, students were asked to critically reflect on how they can work to combat systems of oppression moving forward. Students described a variety of strategies: “having honest informative conversations about systems of oppression,” “speaking out when people express harmful or oppressive ideas and educating people when they are seeking information or at least pointing them in the right direction,” and “spreading awareness about issues affecting marginalized peoples.” One participant pointed out that “Silence allows for injustice to fester and allows for the status quo to be maintained.” Overall, the participants both deepened their understanding and their commitment to working for change. One student pledged, “I WILL do more in my community to spread knowledge and awareness on intersectionality and social justice. This trip has been very emotional for me because I have gotten to see and experience firsthand discrimination and problems that individuals face on an everyday basis and there were multiple issues that we discussed on the trip that hit home pretty hard and that I feel strongly about.” While the new focus and the expansion of service partners created a high-impact opportunity that students both enjoyed and learned a great deal from, the center staff plans to continue the revamping process by developing a curriculum that can be used with program participants during 2016-2017 as part of the monthly meetings leading up to the trip to lay the groundwork for deeper awareness and understanding of intersectionality, systems of oppression and the impact of identity and oppression on marginalized communities.

Symposium for Multicultural Scholars Provided Powerful Beginnings

During the 2015-16 academic year, Multicultural Student Affairs hosted over 35 programs and events in spite of a limited staff. One of the major accomplishments was the joining of three previously held symposia (i.e., the African American Student Symposium, Native American Student Symposium and Hispanic/Latino Student Symposium) into one symposium which is now known as the Symposium for Multicultural Scholars and was held on August 12-17, 2015. The purpose of the Symposium is to maximize the academic success of incoming multicultural first-year students by providing information about opportunities that enhance their academic experience and knowledge of campus resources, faculty and staff, cultural heritage, networking, and other strategies for success. The Symposium fosters a sense of community and provides a foundation to ensure academic success. Of the 460 incoming first-year African American, Native American and Hispanic/Latino students, 272 (59%) registered for the Symposium and 229 (50%) attended.



The attendance for specific targeted student populations consisted of 77% of 244 incoming African American students (and multiracial students who selected African American as one of their identities) registered to attend and 65% attended, 100% of 14 of the incoming Native American/Indigenous students registered to attend and 64% attended and 35% of the 202 incoming Hispanic/Latino students registered to attend and 29% attended. Additionally, 200 parents or family members attended on the first day.

Benefits of Symposium Attendance Reflected by Students

The annual analysis of academic performance shows that the cumulative GPA was 3.04 for African American attendees (compared to 3.02 for non-attendees), 2.73 for Native American attendees (compared to 3.01 for non-attendees) and 2.917 for Hispanic/Latino attendees (compared to 3.06 for non-attendees). During the five-day event, MSA hosted over 20 workshops/sessions for the attendees. Some of the featured sessions included PACKademic Success, Navigating Your Way: A Map for Student Success, Know Your Wealth... Protect Your Health, Technology Tutorial Session, Coming From Where I'm From (cultural community group activity with NC State alumni), Who Am I?: African & African American Heritage Session, GaDuGi (Working Together): Native American Heritage Session, Orgullo Latino: Latino Heritage Session, HIP-HOP Session: NC State High Impact Practices, Howl on the Lawn (partnership with New Student Programs and Student Involvement) and the MSA Cultural Showcase. The feedback from the participants suggests that the Symposium for Multicultural Scholars was very beneficial. Some of the comments provided about the most valuable aspect of Symposium by participants were:



- “Getting a head start on the social aspect of college was the most valuable aspect of Symposium. Whenever I walk around with my Symposium shirt, plenty of people say hey to me. Not only did I meet fellow students participating in Symposium, but I also met students on move-in day when we were helping everybody move in. Meeting new people was an incredibly important part of Symposium.”
- “I feel that the most valuable aspect of Symposium was that it got me on campus before it was full of new and returning students and introduced me to the environment and some of the people in a very gradual way.”

In addition, a six-week survey was sent to the Symposium participants to see if they felt the Symposium for Multicultural Scholars helped prepare them for student life at NC State. Some of the responses were:

- “I do feel like Symposium prepared me for the successes and challenges these past six weeks have involved because it made me aware of the countless amount of resources available to me. It also reassured me that I am not going through this alone, if I ever need help.”
- “Yes. It got me seriously adjusted to campus life and freedom before the year started, which is great, as it gave a slight edge above everyone else and gave me more time to prepare for classes.”
- “I think Symposium helped me adjust to life as a student at NC State, especially because of the sister-to-sister talk when we had a real talk about what campus life was like and what to look out for.”

Inaugural Indigenous Peoples' Day Commemoration Replaced Columbus Day

Another highlight for the 2015-16 year was the inaugural commemoration of Indigenous Peoples' Day held on October 12, 2015. Due to the advocating efforts of a few students, particularly Native American Student Association's (NASA) Karli Moore, Indigenous Peoples' Day came to the NC State campus, an historical first. The Indigenous Peoples' Day movement was first introduced in Student Government. After hours of debating, the senators passed the legislation to change Columbus Day to Indigenous Peoples' Day. This day of celebration consisted of three events hosted by MSA, NASA and Student Government:



- **Petition Signing:** Student representatives from both NASA and Student Government stood in Wolf Plaza educating the campus community about the importance of the day while garnering signatures to submit to the city of Raleigh in support of ending the city's sanction and celebration of Columbus Day. Around 300 signatures were collected.
- **Indigenous Meal at Clark Dining:** Clark Dining Hall Hosted an Indigenous-Themed Meal featuring foods native to tribes both state- and nationwide.
- **1490 Who?:** To commemorate Indigenous Peoples' Day, a panel of three Native professors spoke about the colonization of the Americas, the conquest of Columbus and the resiliency of Indian Peoples.

Women's History Month Commemoration Returned to NC State

During the Spring semester, the Women's Center staff, with the help of campus partners, came together to provide a calendar of events for Women's History Month. This is the first time in a number of years that the center provided an organized set of events meant to highlight and celebrate women during the



month of March. The theme of this year's Women's History Month calendar was: "One Pack, Many Voices." Our goal was to provide a set of program offerings that would highlight the different voices of the members of our community. Specific programs included:

International Women's Day – The Women's Center provided an opportunity to for the campus community to recognize and celebrate International Women's Day. Through painting the Free Expression Tunnel, the Women's Center was able to raise

awareness and encourage students to celebrate socially. The intention behind this year's International Women's Day was to celebrate the social, economic, cultural and political achievement of women, yet also to be aware that progress has slowed in many places across the world, so urgent action is needed to accelerate gender parity. Students were encouraged to utilize the hastags; #IWD2016 #PledgeforParity #PaintItPurple and #MakeItHappen while painting the tunnel.

Our Lens, Pens, & Power: Image Activism at NC State's Women's Center – The Beautiful Project used photography and reflective workshops to give girls and women an opportunity to confront positive and negative portrayals of black girls and women in the media and in their communities. During the Fall Semester, Jamaica Gilmer, Founder and Co-Director of the Beautiful Project, ran a workshop with women from NC State. The outcome of this workshop was a series of photos that are now displayed in the Women's Center.

Dare Coulter Exhibit – In partnership with the African American Cultural Center, the Women's Center assisted in sponsoring the gallery opening of Dare Coulter, a recent graduate of the NC State College of Design. In this fascinating exhibit, Coulter used her art to create a visual metaphor for an understanding of some of the complexity of the black experience in America.



Women Leading Change – This Women’s History Month Speakers Panel celebrated women who are thought leaders and trailblazers. Mrs. Hilda Pinnix-Ragland of Duke Energy, Liza Roberts of Walter Magazine, Fran O’Sullivan of IBM and Dr. Jenna Carpenter of Campbell University joined together to share their perspectives and experiences as leaders in their fields. Panel themes included gender and leadership, exploring communication strategies and engaging networks and mentoring.

Girl Rising –The Movement Peer Educators hosted a film facilitation of the award-winning film Girl Rising, which journeys around the globe to witness the strength of the human spirit and the power of education to change the world. through nine unforgettable girls living in the developing world, ordinary girls who confront tremendous challenges and overcome nearly impossible odds to achieve their dreams.

Asian American Women: Perceptions, Values, and Stereotypes – Hosted by the Women’s Center and Alpha Phi Gamma and Kappa Phi Lambda sororities, this panel discussed issues that affect Asian American/Pacific Islander women including misogyny, xenophobia and exoticism.

NCBI Principles Taught in NC State Courses and New Minor

It was another busy year for the National Coalition Building (NCBI) team. The volunteer team of facilitators taught 41 workshops for 1,069 participants. They began the year working with the College of Veterinary Medicine (CVM) to train all faculty, staff and students. This was an ambitious goal but progress was made. The team conducted seven sessions for the college, including training all first- and second-year students. The team also facilitated a conflict resolution workshop in response to a grant from the American Veterinary Medical Association. Modeling after the CVM, the College of Textiles also committed to train all faculty and staff this year. The College of Natural Resources and the College of Agriculture and Life Sciences also made efforts to utilize NCBI to train faculty and staff. Several other campus groups received training this year.



NC State's USC 240 class based on NCBI principles continued to make an impact, with sections taught by NCBI team members during both fall and spring semesters. Students' post-course surveys indicated marked improvement in confidence and skills in addressing prejudice and discrimination and resolving inter-group conflicts.

USC 240 is also now part of the new minor at NC State created by the General Shelton Leadership Center. The 15-hour undergraduate minor is titled, "Leadership: Cross-Disciplinary Perspectives" and is a cross-disciplinary approach to broaden student perspectives about leading cross-functioning teams in future situations.

- "One important thing that I learned from this class is to look beyond race, not ignore it. By ignoring someone's race, you may be unintentionally discriminating against that person because their race is a large part of their identity, and therefore it demands to be acknowledged. However, by looking beyond their race, you acknowledge it, recognize that it is a part of them and part of their culture and can then begin to look deeper into what makes that person who they are. It allows you to begin to know them personally rather than superficially, as we most often do."

- USC 240 student

Equal Opportunity Institute Graduation Attended by Two University Presidents

The Equal Opportunity Institute (EOI) experienced another record year. Registration closed before the first orientation session due to high demand. The program had a total of 110 participants and the largest graduating class to date. Participants, graduates, special recognition graduates (those who completed extra workshops) and graduate scholars all posted robust numbers.

The keynote speaker for this year's EOI graduation celebration was Dr. Tashni-Ann Dubroy, president of Shaw University. Dr. Dubroy shared insights and personal examples of taking positive direct actions to create inclusive communities. Dr. Dubroy contributed greatly to the huge success of the event. The graduation theme this year was "You Write the Future," to encourage graduates to create a better future for themselves and others by utilizing the information they learned in EOI. Chancellor Randy Woodson, Provost Warwick Arden and Interim Vice Provost Amy Circosta also attended EOI graduation, with Chancellor Woodson providing introductory remarks. OIED was honored to have the time and dedication of NC State leadership focused on the Equal Opportunity Institute.



EOI graduates continue to gain great insights from the program, such as the following:

- "I have begun to notice my own prejudices, biases and microaggressions. With this self-awareness, I have learned how to not only see issues of discrimination but strategies for how to have the hard conversations and address issues regarding equal opportunity."

- EOI 2016 Graduate

- "Some specific strategies I plan to use are: 1) build relationships through increased understanding and trust, 2) create space for staff to share their stories/experiences and interests outside of the office and 3) ensure all staff members' voices are heard and each member has an opportunity to take part in the decision-making and planning process."

- EOI 2016 Graduate

Maintaining the Message During a Time of Transition

Whether through natural attrition, opportunities elsewhere, or other reasons, the Office for Institutional Equity and Diversity has experienced greater than average loss of staff over the past few years. Of the seven workgroups within OIED, all lost at least one staff member and six lost a director. In addition, the provost conducted a search this year to replace OIED's vice provost after the departure of longtime leader Joanne Woodard in June 2015.

Throughout this transitional time, all the OIED units presented a full slate of programs and events, services to students continued as usual and compliance activities carried on, despite the vacant positions and strain on existing resources. To the credit of OIED, the office has continued to meet and outperform expectations, as evidenced by this annual report and previous years' reports, thanks to the hard work and dedication of its remaining staff. To uphold the mission of OIED in the face of periodic budget cuts is often difficult enough. We also encounter opposition from community members who may disagree with the premise that fostering diversity and inclusion allows NC State to flourish.

However, the challenge is even greater when there aren't enough people to do the work. But as they say in the theater, "The show must go on." To that end, OIED Communications worked to consistently provide messages and resources for the campus community even while leadership and staffing were undergoing major changes. This year, our team consisted of two permanent staff members and two undergraduate interns. Together, we fulfilled publication, photography, video, web and social media needs for the office, striving to provide a cohesive message and quality of output so that the campus could see the effort, progress and impact of OIED's work and continue to partner with us. We have been appreciative of the hundreds of NC State community members who have attended our programs and events, read and responded to our publications and participated in our videos. Together, we continue to gain momentum that cannot be stopped by the obstacles and challenges in our way.



Jacks of All Trades

In OIED, we are accustomed to making the most of all of our resources. That often means staff members wear more than one hat. On the Communications team, both permanent staff members have degrees in art and design. One member is a professional photographer and one has a degree in English. One



member has software programming experience and the other is self-taught in web design. One member has project management experience and the other is a fine artist. With this range of skills, our team can deliver graphic and web design, publications, photography, video and social media in-house while other offices must outsource these services to third party vendors at great cost. Add to that our ability to serve on committees, intimately learn the subject matter of our office and become committed diversity practitioners ourselves, and it is clear why our creative team has advantages.

Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: Equal Opportunity and Equity

Prepared By: Ursula Hairston, assistant vice provost for equal opportunity and equity

Introduction

The Equal Opportunity and Equity (EOE) section of the Office for Institutional Equity and Diversity (OIED) strives to make NC State University a discrimination-free, harassment-free environment for faculty, students, and staff to work, live, and learn. This section is responsible for managing and monitoring the university's equal opportunity compliance activities. EOE oversees university equal opportunity policies, responds to complaints, conducts investigations, develops and delivers training and educational outreach to campus, and consults with supervisors and managers regarding equal opportunity concerns and initiatives.

Programs and Initiatives

2015-16 has continued the trend of transitions due to changes in federal guidelines and compliance responsibilities, program developments and critical staff changes. EOE processed 50 complaints; provided 63 in-person trainings or workshops for over 2204 employees and students, and 907 trainings were taken online. Our section reviewed 1,814 employment actions and conducted 71 search and nominating committee orientations across campus reaching over 442 people. EOE monitored 16 student administrative hearings involving sexual violence, relationship violence or stalking.

Of the 50 complaints filed, individuals complained most frequently on the basis of* sex (21 cases), retaliation (12 cases), race (15 cases), age (3 cases), and disability (9 cases). There has been an increase in the category other.

* Note: The breakdown of cases by complaint category will not equal the total number of cases because some complaints are listed under multiple categories.



With the addition of a new accommodations and adjustments coordinator in August 2015, there were 13 informational meetings held, 10 eligibility determinations made and 8 accommodations completed this report cycle year. In January 2016, EOE began offering formal adjustment agreements to help employees, students and faculty formalize any required academic or workplace adjustments needed for pregnant/parenting students and employees or student and employees who have experienced harassment based on sex or gender identity. Three adjustment agreements were completed this year.

2014 marked the end of the five-year cycle in which employees are required to renew their DHPR (Discrimination, Harassment Prevention and Response) training. The online version of this training was completely revamped this year and released to campus to meet compliance obligations.

There are over 550 employees who identify as veterans here at NC State. This year EOE began strategic planning to increase outreach and support efforts to our veteran employees on campus. Chris Genwright assembled and led a committee of veterans to begin planning for targeted activities to support the campus veteran community.

EOE, in collaboration with the Office of General Counsel and an external consultant, provided training for 2,865 employees designated as 'Responsible Employees' under recent Campus SaVE guidance. In-person training sessions were completed throughout the fall 2015 and early spring 2016 semesters.

Staff

- **Vacant**, associate vice provost for Equal Opportunity and Equity and ADA Coordinator (EPA, 1.0 FTE)
- **Ursula Hairston**, assistant vice provost for Equal Opportunity (EPA, 1.0 FTE)
- **Jordyne Blaise**, lead deputy Title IX coordinator and assistant equal opportunity officer (EPA, 1.0 FTE)
- **Carley Wyche**, assistant equal opportunity officer and accommodations and adjustments coordinator (EHRA, 1.0 FTE), joined the EOE unit in August 2015.
- **Christopher Genwright**, equal opportunity program coordinator, (SHRA, 1.0 FTE) joined the EOE unit in July 2015.

The EOE staff participated in the following committees and activities:

- Provost's Advisory Council on the Status of Women
- ADA Advisory Committee
- Equal Opportunity Advisory Committee
- Title IX Steering Committee
- ACE At Home in the World Team
- EOI Advisory Committee
- EOI Graduation Planning Committee
- New Employee Orientation Advisory Committee
- OIED Full Staff Meetings Planning Committee
- Required Compliance Training Implementation Committee
- 2015 NC State Managers' Conference Planning Team
- Tunnel of Oppression Planning Committee
- Diversity Mini-Grants Review Committee



The EOE staff participated in the following following professional development opportunities:

- Detection of Deception & Critical Interviewing
- Title IX webinar
- EEOC Chapel Hill Seminar
- TILG Meetings (monthly)
- Implementation of the Violence Against Women Act Amendments to the Clery Act Webinar

- NC DIP Fall Conference
- Balance AAPweb software
- Building a Successful Inclusive Search
- HR Datafication: Building Your Case for Workforce Analytics
- Title IX Investigator Training
- Title IX Adjudicator Training
- Religious Workplace Accommodations Webinar
- NACUA Investigative Report Writing Webinar
- Solving the Campus Puzzle Conference



EOE staff have presented at or published in the following venues (off-campus):

- Recognizing the New Face of Discrimination: Microaggressions in the Workplace, Raleigh-Wake Human Resources Association
- Equity & Inclusion: The New Order of Business, LEAD UNC-GA
- Microaggressions at Work, Chapel Hill Public Library
- Penn Summit on Black Women and Girls
- Know Her Truths Conference, Anna Julia Cooper Center

Alignment with NC State's Strategic Plan Goals

The work of the Equal Opportunity and Equity section of OIED contributes to Goal 4 of the university's strategic plan. Goal 4 is to "enhance organizational excellence by creating a culture of constant improvement." Our section is committed to improving the campus community and creating a culture of organizational excellence by helping all faculty and staff understand and exercise their rights and responsibilities as provided for them through federal and state law and university policy. Our section works diligently with our various campus partners to help ensure a climate that enables faculty, students and staff to live, work and learn in a harassment-free, discrimination-free environment. Through EOE's outreach and education efforts on- and off- campus in the forms of trainings, workshops and conference presentations, our section embodies strategic Goal 5, to "enhance local and global engagement through focused strategic partnerships." In March of 2016, EOE furthered the commitment to Goal 5, serving as a faculty advisor for the Alternative Spring Break program's Guatemala trip focusing on women's issues.

2015-16 Unit Annual Report: Faculty Diversity

Prepared By: Dr. Marcia Gumpertz, assistant vice provost for faculty diversity

Introduction

The Faculty Diversity program at NC State works to enhance inclusiveness and diversity among the NC State faculty. Our aims are to foster healthy diversity, build a welcoming community and promote faculty success. Reaching these goals requires action encompassing developing and recruiting the next generation of faculty, supporting the success of current faculty, providing a welcoming and inclusive climate and assessing progress. Faculty Diversity goals and the initiatives designed to work toward these goals are listed below and described in detail in the next section.

Enhance the preparation of diverse graduate students for faculty careers

- Building Future Faculty program
- Dissertation Mentoring Fellows program

Provide search committees with tools and perspective to recruit diverse faculty

- Recruiting Diverse Faculty program

Provide infrastructure and support for faculty success and building community

- Sciences and Engineering Mentor-Rings program
- Faculty Communities
- Guest speakers
- OIED Faculty Diversity Liaisons

Enhance the climate within departments and disciplines

- Climate Workshop Series for Department Heads
- Workshops on Fostering Inclusivity in the Classroom

Assess the climate for faculty diversity and effectiveness of faculty diversity initiatives

- Focus groups and surveys

We try to weave faculty diversity initiatives into the fabric of department life. By consulting and collaborating with faculty partners, we are able to develop approaches that mesh well with the faculty's own departmental processes.

Programs and Initiatives

1. The Building Future Faculty (BFF) Program
 - This year marked the 11th year of the Building Future Faculty Program. Over the years, 298 graduate students and postdocs



have participated in BFF, and 55 NC State departments have hosted BFF Scholars. Thirty-four future faculty visited 32 departments for BFF 2016. One of the 2016 BFF Scholars wrote the following.

"...It was an extremely significant experience for me. I learned a lot (still digesting my notes a week later!)... The tips and discussions last week helped me to clarify my vision and focus. ... I could go on for hours about this, maybe instead I'll just wrap up with this: I am certain that this experience has changed my trajectory..."

The current locations of BFF alumni can be found in the directory of BFF alumni.

Over the years, eight BFF alumni have been hired by NC State. Six are currently on the NC State faculty in the departments of English, Graphic and Industrial Design, the graduate Physiology Program, Social Work, Textile Apparel, Technology and Science and Textile Engineering, Chemistry and Science. One BFF alumna was hired in 2015-16 and one was a finalist for a tenure track assistant professor position in 2015-16; Alejandra Ortiz (BFF 2015) will join the Department of Civil, Construction and Environmental Engineering in January 2017. The Office of the Provost provided major funding for BFF 2016. In addition, eight departments and two academic colleges provided funds to cosponsor BFF 2016.



2. Dissertation Mentoring Fellows (DMF) - The Dissertation Mentoring Fellows program is a new initiative in 2015-16, co-sponsored by the Graduate School. The aims of this program are to catalyze discussion, develop knowledgeable faculty advocates and spark department initiatives to increase the diversity of doctoral students choosing and successfully embarking on academic careers. Eight faculty participated as dissertation mentoring fellows in a year-long program of reading and discussing topics such as cross-cultural mentoring, the experience of graduate students from underrepresented groups, graduate student socialization and career choice and how faculty advisors affect the experience and options available to graduate students. In addition to becoming more knowledgeable advisors themselves, the fellows serve as a resource for their departments to develop strategies for diversifying the pipeline to the professoriate in their own disciplines.

Each fellow developed an initiative for their department or college. Fellows Lori Rothenberg and Karen Leonas hosted a workshop on cross-cultural mentoring of graduate students for Textiles faculty; Fellow John Classen invited an outside facilitator to hold separate meetings with graduate students and faculty in Biological and Agricultural Engineering to learn about the climate for graduate students and share the results with faculty. Fellows Angela Wiseman and Liara Gonzalez have developed surveys of the graduate students in the colleges of Education and Veterinary Medicine, respectively, to learn about mentoring practices and student experiences in their colleges. Fellow Tiffany Barnes is working with the Computer Science leadership to incorporate diversity into the department's strategic goals and guide-

lines for dissertation advisors. Feedback from two of the 2015-16 Fellows is excerpted below.

“This project has given me the understanding and knowledge I was looking for with respect to both recruiting diverse students and realizing their perceptions of the words and actions of faculty may often be different. I have begun conversations regarding these topics with both students and faculty and will continue conversations as the project comes to completion in the coming weeks.... I realize that the disconnect between what faculty say and what students understand is much broader than I previously expected.”

“In our college we had a program that about half of the faculty in my department attended and so it has provided a common basis for the conversation to move forward. It provided the opportunity to begin the discussion of diversifying the faculty within the academy.”

Publication resulting from DMF activity: *An Evaluation of the Psychometric Properties of an Advising Survey for Medical and Professional Program Students*, Kenneth D. Royal, Liara M. Gonzalez

3. Recruiting Diverse Faculty - The Recruiting Diverse Faculty (RDF) program provides department heads and search committees with tools to increase the diversity of faculty searches. The first component is a pre-search workshop for department heads, which provides resources for the heads or hiring officials to use before the search process formally begins. The second component of the RDF program consists of facilitated in-depth discussions with faculty groups and search committees about how diversity fits into the responsibilities of the position at hand and about how current research on group decision-making and unconscious bias applies to search committee deliberations.

In 2015-16, we offered four RDF pre-search workshops for department heads on promoting diversity in faculty searches. To date, 25 department heads and four deans have participated in RDF heads pre-search workshops, including all of the department heads in the College of Agriculture and Life Sciences.

During 2015-16, 13 faculty groups participated in facilitated discussions about faculty diversity with the RDF program. With these groups, we facilitated in-depth discussions about the academic case for faculty diversity, optimal group decision-making and unconscious bias.



4. Sciences and Engineering Mentor-Rings Program -The Sciences and Engineering Mentor-Rings program is a new cross-department, cross-college mentoring program for women and underrepresented minority assistant professors in the Colleges of Engineering and Sciences. While many faculty concerns can only be dealt with by mentors within the department or discipline, this mentoring program focuses on issues that would benefit from cross-departmental discussion. The program is intended to be complementary to, but not

replace, faculty mentoring that takes place within the departments. The focus of the Mentor-Rings is on topics that transcend department or college boundaries, such as making the most of networking or mentoring relationships, administrative or logistical challenges in teaching and research or work/life issues.

Seventeen associate and full professors, serving as mentors, and 28 assistant professors, serving as mentees, are participating in the 2015-16 Mentor-Rings program. Five rings consisting of 3 to 4 mentors and 5 to 6 mentees each meet monthly. The ring structure promotes learning from the perspectives of multiple mentors and building a strong interdisciplinary network of colleagues.

This is the first year of the Mentor-Rings program, so we are considering it a pilot program as we fine-tune the operations of the program. The Mentor-Rings program is a joint project with the College of Engineering, the College of Sciences and the Office of Faculty Development.

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5. Faculty Communities - The Assistant Professors' Community addressed topics related to mentoring and being mentored, writing grant proposals, and managing all the aspects of being an assistant professor. The 2015-16 meeting dates and topics were:

- 9/17/2015: What does this job entail?
- 10/13/2015: Creating and sustaining effective mentoring relationships
- 11/18/2015: The importance of having a mentor
- 2/19/2016: The grant application review process: An insider's perspective
- 3/2/2016: Responding to reviews of journal or grant submissions
- 3/17/2016: Staying on top of it all: tracking activities for reappointment, promotion and tenure

The Associate Professors' Community focused on making the transition from assistant to associate rank and career progression from associate to full professor and on some of the how-to's of taking scholarly leave.

- 9/22/2015: Being an associate professor
- 11/17/2015: Scholarly reassignment



- 1/28/2016: Fostering an international reputation
- 2/23/2016: When, if and how to move from associate to full professor

The Full Professors' Community was new in 2015-16. The first two of these sessions were advertised to faculty at all ranks.

- 11/11/2015: Entrepreneurship, commercialization of research
- 1/14/2016: Talking with the media about faculty work
- 2/12/2016: How do I know when I'm ready to retire?

The faculty communities are co-sponsored by the Office of Faculty Development.

6. Guest Speakers/Workshops

- Bridget Kelly, seminar: "Examining Diversity and the Mythical Norm," May 4, 2016. Co-sponsored by the African American Cultural Center
- Ernestine Taylor, half-day workshops May 5, 2016 and June 14, 2016: "Strategic Persuasion: A Seminar in Enhancing your Leadership Effectiveness, Effective Negotiation and Problem Solving," co-sponsored by the Association of Women Faculty and the Council on the Status of Women.

7. Faculty Liaisons - Eleven faculty have participated in the Faculty Liaisons program since the program inception in 2012, most for multiple years. Accomplishments of note in 2015-16:

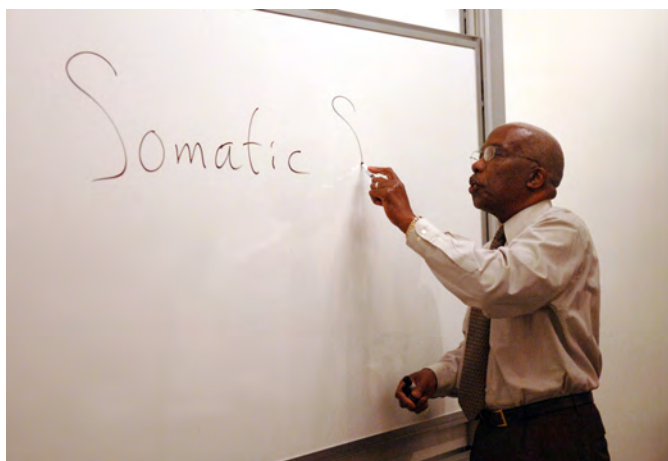
- The fifth annual Hispanic/Latino UNC System Faculty Forum will be held October 14-15, 2016 at UNC Greensboro. The Forum has been hosted by a different campus each year since its founding by Liaison Maria Correa in 2012. It provides a forum for Hispanic/Latino faculty from across North Carolina to establish networks and sustain dialog about career advancement in the UNC system.
- Jade Berry-James (OIED Liaison from 2012-2015) developed and expanded the content of PA 598 as a special topics course in Cultural Competence in Public Administration in fall 2013. That course is offered each fall (next offering is fall 2016), developing students' skills in culturally competent decision-making in public affairs and administration.
- Joel Ducoste (OIED Liaison 2014-2016) is cultivating relationships with students and faculty from Howard University, University of Maryland - Baltimore County, Morehouse College and Durham Tech. In the PROF (Preparing Researchers of the Future) program he identifies and mentors students at HBCUs to help them prepare for graduate studies in Engineering.
- Wendy Krause (OIED Liaison from 2012-15) helped develop and deliver the prototype training on unconscious bias for search committees that grew into this year's Recruiting Diverse Faculty program.



- The focus groups for Black faculty were recommended by the Black Faculty Representation Working Group. Monica Leach, one of the first OIED Faculty Liaisons, was a member of this working group. Two additional recommendations of this working group will be rolled out this summer: an Emerging Scholars Program and a Senior Visiting Scholar Program, both designed to enrich the NC State environment and enhance faculty diversity.

Five faculty served as liaisons in 2015-16: Robin Abrams, professor and head, School of Architecture; Joel Ducoste, professor, Civil, Construction and Environmental Engineering; Montserrat Fuentes, professor and head, Statistics; Ann Ross, Professor, Sociology and Anthropology; and Mary Wyer, associate professor, Psychology. The 2015-16 Liaisons implemented initiatives ranging from advocating for non-tenure track faculty at NC State to working with the American Academy of Forensic Sciences to promote diversity and promotion and tenure of diverse faculty in the discipline.

8. **Fostering Inclusivity in the Classroom** - This interactive workshop asked faculty to reflect on whether all groups are equally represented and experiencing an equally positive learning environment in their classes, discusses results from the 2015 Campus Climate Survey, provides strategies for promoting inclusion, and engages participants in making judgments about handling some real scenarios. The workshop is an hour and a half long and is intended to be incorporated into a faculty meeting or retreat.
9. **Climate Workshops for Department Heads** - Four departments are participating in the 2015-17 Climate Workshop Series for Department Heads: Psychology; Zeis Textiles Extension Education; Teacher Education and Learning Sciences; and Entomology. This workshop series works with department heads to enhance the workplace climate in their departments. The



program consists of a series of four workshops for the department heads plus a survey of faculty and staff in the participating departments in 2015-16 and two or three sessions tailored to addressing the outcomes of the surveys in 2016-17. Participating departments will be re-surveyed in 2018-19 to assess change. We have made two notable changes this year from past years: first, lengthening the series to two years to allow more time for departments to develop and implement action plans, to provide workshops tailored to the implementation planning needs and to resurvey the departments after the second year. Second, Bart Craig, associate professor of

Psychology with expertise in organizational leadership, and Katharine Stewart, vice provost for Faculty Affairs, have joined the facilitation team, while Betsy Brown, past vice provost for Faculty Affairs, has retired. The Climate Workshop Series is co-sponsored by the Office of Faculty Affairs.

10. **Focus Groups and Surveys** - Nineteen faculty participated in focus groups designed to delve into the experience of Black and African American faculty at NC State. The focus groups were facilitated by Bridget Kelly, associate professor of Education at Loyola University,

Chicago as part of a collaborative research study with Joy Gayles, associate professor of Higher Education at NC State, called Black Faculty Experiences. The aims were to learn more about the challenges and support that faculty have had on their faculty journey and what kinds of support and environment they need to be successful here. We anticipate that the findings will shed light on ways to better recruit, retain and promote the success of Black faculty at NC State. This study will also add to what is known in the literature about Black faculty experiences at a predominantly White institution. The focus groups were co-sponsored by the African American Cultural Center.

Usage of tenure clock extensions to accommodate having a new child in the family or other family/medical reasons increased substantially within two years after the new tenure clock regulation went into effect at NC State in 2008 and now seems to have leveled off at about 12 to 16 per year for the 2012-13 to 2014-15 academic years, with men and women both making use of the tenure clock extension due to a new child in the family. In the 2014-15 survey of tenure track assistant professors, 48% (10/21) of respondents who were eligible for a tenure clock extension based on a health or family situation asked for and received automatic approval for an extension.

Nine faculty received External Mentoring Mini-Grants in 2012 as part of the NSF-Funded ADVANCE Developing Diverse Departments project. This spring, recipients were asked to reflect on the program. All nine are now tenured associate professors at NC State. Eight of the nine have provided their perspectives on the impact of the program from the vantage point of four years. Collectively the recipients have produced 6 manuscripts and three grant proposals with their external mentors/collaborators. External mentors reviewed grant proposals and provided helpful feedback, invited them to co-chair meeting sessions and attend workshops, and wrote recommendation letters for awards. One recipient has recently published a book and attributes part of her success to her external mentoring experience. Another recipient wrote

“The external mentoring was critical for me. Without the funding I would not have made so many connections at an important time in my career.”

Staff

- **Marcia Gumpertz**, assistant vice provost for Faculty Diversity.
- **Garry Morgan**, assistant director of Diversity Programs (works with Student Diversity and Staff Diversity as well as Faculty Diversity)
- **Leni Crook**, university program associate (works with Student Diversity and Staff Diversity as well as Faculty Diversity)
- **Shane Taylor**, graduate student intern, fall 2015.

Kudos

- Leni Crook graduated with distinction from the Equal Opportunity Institute and from the



Publications

- Golbeck, A.L., Ash, A., Gray, M., Gumpertz, M., Jewell, N.P., Kettenring, J.R., Singer, J.D., and Y.R. Gel, 2016. A Conversation about Implicit Bias, *Statistical Journal of the International Association for Official Statistics*, in press.

Presentations

- Golbeck, A.L., Ash, A., Gray, M., Gumpertz, M., Jewell, N.P., Kettenring, J.R., Singer, J.D., and Y.R. Gel, "Implicit Bias: What Statisticians Need to Know and Do," Joint Statistical Meetings, August 9, 2015, Seattle, WA.



Committees, National, University and OIED Service

- Leni Crook takes minutes and provides staff support to the University Diversity Advisory Committee, the American Indian Advisory Committee, the Hispanic/Latino Advisory Group, the Chancellor's African American Community Advisory Committee, the Military Affairs Committee and the African American Coordinating Committee.
- Leni Crook serves as a military affairs and a GLBT advocate.
- Garry Morgan serves on the NC State chapter of National Coalition Building Institute Leadership Team.
- Marcia Gumpertz serves on or provides support to the University Diversity Advisory Committee, the Faculty Well-Being Administrative Advisory Committee, the College of Education Committee on Multiculturalism and Diversity (COMID), the CHASS Diversity Advisory Committee, the CNR Diversity Advisory Committee, the Association of Women Faculty and the Multicultural Faculty Group. She serves as faculty advisor to Allies for Students with Disabilities.
- Marcia Gumpertz serves on the Colorado State University Salary Equity Task Force
- Marcia Gumpertz serves on the American Statistical Association Committee on Minorities in Statistics and two of its subcommittees:
 - Planning Committee, 2016 Joint Statistical Meetings Diversity Workshop and Mentoring Program - This is a one-day workshop plus a conference mentoring program in which students and young professionals are matched with more senior mentors for the duration of the conference. Note: A 2014 mentee in the JSM Diversity Mentoring Program was a finalist for a faculty position in the Department of Statistics this year.
 - Chair, 2015 StatFest Planning Committee - This is a one-day regional workshop for undergraduates from minority-serving institutions to learn about graduate study and careers in Statistics.

Alignment with NC State's Strategic Plan Goals

OIED's Faculty Diversity efforts help NC State achieve two of the goals in NC State's Strategic Plan:

1. Enhance scholarship and research by investing in faculty and infrastructure, and

2. Enhance organizational excellence by creating a culture of constant improvement.

NC State's Faculty Diversity efforts are all targeted to investing in faculty, including developing graduate students preparing to become faculty, recruiting faculty for open positions, mentoring current faculty and helping department heads to strengthen the climate for faculty in their departments. Mentoring and career development opportunities are key elements of an environment that supports retention and success of faculty.

We have an ongoing program of assessing both NC State's climate and the effectiveness of faculty diversity initiatives that is designed to provide information for constant improvement. This year, two new initiatives were implemented: focus groups of Black faculty and a request for feedback on the outcomes of a 2012 External Mentoring Program. Ongoing assessment efforts include the annual Faculty Exit Survey, survey of usage and attitudes toward tenure clock extension and OIRP's COACHE survey of faculty satisfaction administered on a three-year cycle. In addition, every Faculty Diversity initiative is developed in consultation with an advisory group of faculty volunteers and fine-tuned every year based on feedback from participants.



2015-16 Unit Annual Report: Staff Diversity

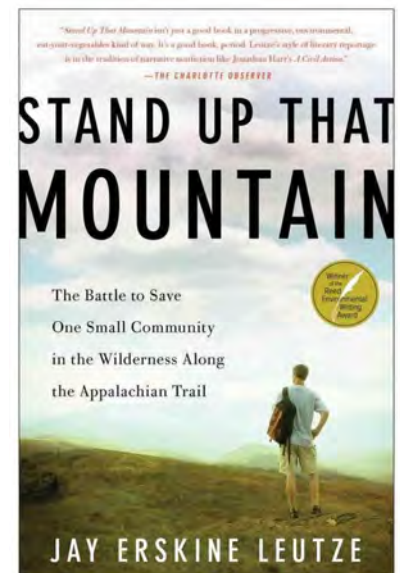
Prepared By: Dr. Deb Luckadoo, director

Introduction

The Director of Staff Diversity (DSD) function for this past year continued to provide programs to support staff and meet a variety of needs while also adding focus to policy and practice issues. The current director is retired from the position on June 1, 2016, with the question of whether the function will continue to be staffed unanswered. This report will demonstrate the significant activities that would be lost or diminished without the continued presence of a professional in the staff diversity position; however, other OIED staff are doing their best to cover as many as they can.

Programs and Initiatives

1. Summer Opportunities for Staff (SOS) – The SOS calendar was a compilation of established events sponsored by the Staff Senate and Union Activities Board, along with programs initiated by the director of staff diversity such as the WINGS Night at the Movies and Staff Summer Reading Circle.
2. Staff Summer Reading Circle – A group of about 20 staff read and discussed the students' Common Reading, *Stand Up that Mountain* by Jay Erskine Leutze. Several members took responsibility for facilitating the discussion on a rotating basis. An added bonus was that one of the book circle member's father played a role in the situation described in the book and was able to join one of the meetings to provide his perspective on the events that were described. This book circle provided not only an opportunity for staff to engage with each other on a topic of contemporary interest but also a basis for discussion with new students in their areas.
3. Discussion Group on Diversity and Sustainability – After a conversation with the director of the Office of Sustainability and attending a related session at the National Conference on Race in Education in May, the director of staff diversity convened a group of interested staff and faculty to discuss how to include diverse communities in campus sustainability efforts. A similar thread has now been woven into the campus-wide effort to develop a Sustainability Strategic Plan. The DSD participated in the Culture and Community work group during the spring semester.
4. Staff Well-Being Survey Results (SWBS) Work Group – The DSD convened a group of volunteers from the Staff Diversity Advisory Board, with the addition of a Latino staff member to make the group as representative as possible, to go through the SWBS results that had been sorted by demographic category by the Office of Institutional Research and Planning. The group identified areas that were of significantly different levels of concern for individu-



al demographic groups, then compiled recommendations for changes or enhancements to university procedures and practices that would address those issues. The work group made particular note that implementation of the recommendations could have a major impact on the university's workplace environment, but would require little to no additional financial resources.

5. **Unity Breakfast** – The DSD sponsored and hosted a breakfast of selected staff members who are engaged in ongoing efforts to enhance diversity on campus, whether through their specific roles on campus or through their spirit of inclusion and equity. The breakfast allowed them to share with and offer support to one another, in some cases having been unaware of what the others were doing. The breakfast provided an emotional boost to the participants, as well as an opportunity for the DSD to identify additional areas that could be supported.
6. **Discussion Group to Develop a Proposal for a Staff Ombuds position** – After meeting the new faculty ombuds person, the DSD considered how best to pursue the option of an ombuds position for staff. A few other voices were heard to have been wondering the same thing, so a group was formed, with the Staff Senate parliamentarian taking the lead. The DSD provided administrative support in terms of contacting resources and scheduling meetings for the group that evolved to include members from Facilities Operations (2), the Division of Academic and Student Affairs (4), College of Sciences (1), College of Veterinary Medicine (1) and OIED (2). The group met about a dozen times over the course of the year, interviewing the faculty and student ombuds persons, representatives from Employee Relations in Human Resources and the interim vice provost for OIED who had served in an ombuds role in a previous position and conducting a peer and sister institution review to determine the incidence of ombuds positions for staff nationally and locally. A strategy was then adopted to seek Staff Senate approval to submit a proposal to the provost and vice chancellor for finance and administration for the development of a staff ombuds position. The Staff Senate unanimously adopted a resolution of support for the formulation of a position, and a proposal for the development of a half-time staff ombuds position was drafted by the DSD and the Staff Senate parliamentarian and convener of the group. At this writing, the proposal is being reviewed by the discussion group members.
7. **Meetings with college diversity officers** – At the suggestion of the interim vice provost that the DSD consider ways to broaden the impact of her position, the DSD scheduled meetings with the diversity officers in the colleges to ask the question, “how could the DSD support staff diversity in the college?” In most cases, the college diversity officer focus is on student diversity, in the form of programs and other support for underrepresented minority students. Otherwise, the colleges vary widely in their efforts to address staff diversity. Some colleges have committees that address faculty and staff diversity or community diversity



(CNR). In a few cases (CALS, Textiles, DVM) it was clear that the college leadership had initiated efforts to work on their environments to improve all employees' senses of equity and inclusion, including a couple colleges that went so far as to require (Textiles) or strongly encourage (CVM) NCBI training for all faculty and staff. Others had not considered or begun any process regarding staff diversity. In those cases, the DSD pointed to the results of the Staff Well-Being Survey that were broken out for their college as a good place to start to identify issues that would be important to address. A report of the DSD impressions of individual college status with regard to staff diversity will be shared with the new vice provost so that OIED can continue to support those college efforts. Additional discussions with leadership in other divisions should be conducted, as well, to determine where DSD or other OIED support would be beneficial.

8. **Staff Diversity Advisory Board**—This group of committed volunteers met monthly again this year to review the draft recommendations compiled by the Work Group on the Staff Well-Being Survey results. Each recommendation was vetted carefully, with members contributing stories and examples to add validity to the survey findings. The resulting document was evaluated and revisions made before it was then submitted for review by the Staff Senate Diversity Committee. The committee forwarded it to the entire Staff Senate with a resolution calling for the recommendations to be adopted by the university, which the full senate unanimously endorsed. The document was also shared with the University Diversity Advisory Committee at their April 2016 meeting.
9. **Staff Senate Diversity Committee**—This committee was active again this year, co-sponsoring the planting of U.S. flags in honor of all NC State student, staff and faculty veterans around Veterans Day, sponsoring an employee appreciation event at a Wolfpack Women's Basketball game and hosting lunch and learns on lawn care and financial management. The committee was also invaluable in reviewing the recommendations arising from the Staff Well-Being Survey results.
10. **Third Conference on Leadership and Diversity**—Begun as a "managers' conference" in spring 2014, the Fall 2015 Conference on Leadership and Diversity was again very successful. The goals for this conference included the broadening of participation to include more academic units, as well as to create learning opportunities for staff, faculty and administrators to explore and/or to commit to diversity at whatever leadership level they are: individual, organizational or university. Oscar Santos of BB&T University was a highlight of the program again, this time participating for the entire day in presenting his diversity training workshop for university-level leaders. The conference was planned with a team, including Ursula Hairston and Garry Morgan of OIED and Tina Bennefield of Human Resources Training and Organizational Development, who with Garry planned the middle track of programs for "organizational leaders." Ursula worked with the DSD to plan the entry-level track for "individual leaders." Participants were asked to quantify their previous diversity training experiences for organizers to best determine the track they should attend. Feedback was very positive, especially from the organizational and university leaders. About two-



thirds of the participants completed individual commitment forms outlining plans for applying the learning gleaned from the conference. These were kept and mailed back to them in March 2016.

11. Council on the Status of Women Liaison – It was a pleasure to serve as administrative liaison to the Council on the Status of Women. Nikki Price was an excellent chair. We found that the weather impeded the flow a bit this year, as we missed meetings when the university was closed and when bad weather was anticipated. Nevertheless, three excellent speakers presented to the members: Dr. C. Ellen Washington of the Women's Center, presenting her research on women of color in higher education leadership, Dr. Tracey Ray, OIED Student Diversity, presenting an overview of the veterans' experience on campus and Active Shooter training presented by Campus Police. The last order of business for the year was allocating excess funds that were realized by a better-than-expected attendance of the 2016 Sisterhood Dinner.

12. 2016 Human Rights Day Observance – A movement toward interfaith understanding was born at NC State this year. Various groups of students, faculty and staff came together for discussions, traveled to a conference and hosted a speaker to open conversations and develop dialogues around values, spiritual and religious issues. In recognition of this, the annual Human Rights Day observance was organized around an exhibit in the display cases of the Cultural Hearth in Talley Student Union. The exhibit was anchored by storyboards from an upcoming graphic book by College of Design professor Marc Russo, that "converts the spiritual stories from different faiths and puts them together into one illustrated language," including Buddhism, Hinduism, Christianity, Islam and Judaism. This centerpiece of the exhibit was complemented by displays from student organizations affiliated with various faith and values traditions, including Jewish, Lutheran, Episcopal, Ba'Hai and Buddhist. In addition, students from the GLBT Center put together a display portraying their beliefs and experiences pertaining to religion, as did the Academic Study of Religion Club. On December 1, Chancellor Woodson opened the exhibit with the traditional signing of the Human Rights Declaration for campus, which was included with the display. The exhibit remained in place for the month of December in the Cultural Hearth, an area of the Union where students congregate individually and in groups for quiet study.



13. 2016 Sisterhood Dinner – The annual Sisterhood Dinner was held on February 29 this year, lending to the easy selection of "LEAP" as the theme. The planning committee formulated LEAP as an acronym for Lead, Empower, Act, Prevail and identified a diverse group of women to make up a panel to discuss the concepts. Susan Nutter, vice provost and director of NCSU Libraries spoke on "Lead," Gayle Lanier, Duke Energy vice president for consumer service and former NC State trustee, exemplified "Empower," young alumna and director

of the non-profit A Place at the Table Maggie Kane emblemized “Act” and Mindy Sopher, advisor in the Exploratory Studies program and three-time cancer survivor represented “Prevail.” The dinner was a huge success in every aspect, with the silent auction to benefit the Women’s Center selling out and registrations at an all-time high with 72 tables. The panel, facilitated by Mindy Sopher, was outstanding, perfectly providing the overall Sisterhood Dinner theme of “inspiration and celebration.” The Sisterhood Dinner committee worked to make the program sustainable and earned the highest level of Certified Sustainable designations.



14. Affinity Groups – Demographic affinity groups ebbed and flowed this year. Those ebbing were the Latin@ Student Support Network, likely due to the vacancy in the Hispanic/Latino Student Affairs position. Without this direct link to the student programs, reminders about upcoming events and opportunities for LSSN members to engage with the students were sporadic and somewhat late in delivery. The Asian/Asian American Community Network struggled to find its rhythm and focus, not being sure if they were destined to be a student support network as LSSN, or whether they would rather be available to each other for staff support. Those flowing were the African American Faculty Staff Organization in a banner year, with excellent monthly programs. Chair Robert Davis has left the university, but the remaining leaders are hopeful that the momentum he developed will help carry them forward. Dr. Frances Graham, interim director of the African American Cultural Center, will be working with them to identify ways to meet the needs of both faculty and staff. The WINGS staff women’s network also had a banner year, with a leadership team of six outstanding women who initiated and planned monthly programs ranging from arts appreciation to walking around Lake Raleigh. A new affinity group has gotten off to a very strong start; Families of Kids with Special Needs was formed upon a request from a staff member who was familiar with AAFSO. The response to the invitation to this group was so strong that it is clear that faculty and staff were seeking for such an opportunity. Dr. Kimberly Allen, professor in Youth, Families and Community Sciences will continue to convene the group, along with Chrissy Williams-Brown, who initiated the group. Meetings will include presentations from local resource people, as well as just opportunities to share stories and concerns within the group.

15. Training Activities –The DSD continued to facilitate workshops with the National Coalition Building Institute (NCBI). A conference presentation on Managing Difficult Conversations with Dr. Roger Callanan was reprised as a lunch-and-learn for several groups. The DSD was also invited to facilitate the discussion following the viewing of the COMPASS module on Unconscious Bias hosted by Human Resources Training and Organizational Development. The CALS Food for Thought series requested a program on a “minority that may not be well-known.” The DSD co-presented with Natalie Ngyuen, assistant director of the GLBT Center, on Asian Americans. Two outside institutions requested presentations on Staff Diversity in the College and University: Johnston Community College and the Duke University

Staff

- Dr. Deb Luckadoo announced her retirement, effective June 1, 2016.

Alignment with NC State's Strategic Plan Goals

As evidenced by the preceeding list of programs and initiatives, the staff diversity function supports the following Strategic Plan Goals:

1. Enhance scholarship and research by investing in faculty and infrastructure
2. Enhance interdisciplinary scholarship to address the grand challenges of society
3. Enhance organizational excellence by creating a culture of constant improvement



Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: Student Diversity

Prepared By: Tracey Ray, Ph.D., assistant vice provost for student diversity

Introduction

The Office for Institutional Equity and Diversity (OIED) is committed to fostering an inclusive, accessible and diverse intellectual and cultural campus experience related to the mission of NC State University. OIED facilitates efforts to ensure equity and opportunity, increases awareness of diversity issues through education and strengthens relationships across diverse groups. Through these efforts, OIED promotes cultural competence development, thereby fostering a welcoming and respectful campus. By providing guidance, programming and outreach to constituent groups and the community and by adhering to accountability and compliance standards, OIED prepares NC State students, faculty, and staff for local, state, national and global collaboration. The focus of student diversity in the Office for Institutional Equity and Diversity (OIED) is to provide leadership in the university's efforts to coordinate, implement and facilitate a comprehensive array of educational and cultural programs to serve our diverse student body. In addition, student diversity efforts promote cultural competence and cultural interaction as well as an understanding of and appreciation for diversity throughout the entire university community. Student diversity activities include providing consultation on student recruitment, retention and success as well as reviewing and recommending changes to university policies, procedures and regulations to enhance inclusion and promote diversity in the student population.

Programs and Initiatives

University Mini-Grants – A “Call for Proposals” for the annual University Diversity Mini-Grant Program sponsored by the Office for Institutional Equity and Diversity (OIED) was issued in July 2015. Proposals from faculty and staff for the implementation of diversity and inclusion initiatives and research projects that further the academic mission of the university were sought. All faculty and staff were eligible to apply (full-time, part-time and temporary university employees) for a maximum of \$3,000 to be awarded per mini-grant. Proposals for projects or research in one or more of the following target areas were encouraged: (1) enhance the quality of teaching and learning about diversity, (2) enrich the diversity experiences of all students, (3) create a welcoming and inclusive work and learning environment where differences are respected and valued that offers opportunity for and supports the success of all students, staff and faculty, (4) improve recruitment, retention and graduation of students from historically underrepresented groups and (5) increase recruitment, retention and success of faculty from historically underrepresented groups. Proposals were reviewed by a selection committee of 10 faculty/staff from the Office for Institutional Equity and Diversity and members of the University Diversity Advisory Committee. Tracey Ray and Garry Morgan facilitated the process as (non-voting co-chairs). There were 27 Diversity Mini-Grant proposals (seeking a total of \$66,663.50) submitted this year. Ten proposals were funded this year, totaling



\$25,000. The funded proposals are listed below:

- *Africa - U.S. SciBridge Project: Societal Impact of Engineering to Engage Underrepresented Minority Students*; principal investigator(s): Dr. Veronica Augustyn
- *Asian American Leadership Symposium*; principal investigator(s): Pa Nhia Moore
- *Building Bridges to Better Health – A Path to Eliminating Language Barriers in Health Service Delivery*; principal investigator(s): Dr. Leah Arnett and Dr. Tom Howard
- *Collaborative Residency with Renowned Choreographer Dr. Chuck Davis : Discussion and Celebration of Female African Coming of Age Ritual*; principal investigator(s): Tara Mullins
- *Creating and Nurturing Spaces for Interreligious and Nonreligious Dialogue*; principal investigator(s): Dr. Jason S. Sturdevant
- *Environmental Justice Tour of NC*; principal investigator(s): Dr. Shaefny Grays and Rebekah Dunstan
- *Establishment of the 2016 Diversity Leadership Symposium for Academically Promising African-American Male High School Students in North Carolina*; principal investigator(s): Dr. Javon Adams
- *Increasing and Sustaining Gender Diversity in the NC State Libraries Makerspace Program*; principal investigator(s): Josephine McRobbie and Lauren Di Monte
- *Toward a More Inclusive Counseling Center: Increasing Awareness and Access to Mental Health Services for International Students*; principal investigator(s): Dr. Beverly Savinsky and Dr. Peter J. Adams
- *Understanding and Responding to Unconscious Bias*; principal investigator(s): Timothy Hammonds

Mini-Grant Proposal submissions for the last 5 years:

Year	Number of Submissions	Average Amount Requested
2015	27	\$ 2,469
2014	27	\$ 2,670
2013	49	\$ 2,475
2012	36	\$ 2,729
2011	23	\$ 2,543

Diversity Education Week – The Office for Institutional Equity and Diversity partnered with the Union Activities Board, Diversity Activities Board and Student Government to host the 6th annual Diversity Education Week, which took place between Monday, October 12 - Friday, October

16, 2015. Tracey Ray and Garry Morgan (OIED), Kamrie Risku (UAB-Diversity Activities Board), and Moriah Barrow (Diversity Commission Chair, Student Government) provided coordination of the calendar of events for the week, which included 33 events. The theme for the week, "THINK and D.E.W.," connected with the university's QEP, TH!NK: Higher-Order Skills in Critical and Creative Thinking. There were 36 sponsors for the week of programming. Sponsors included: (1) African American Cultural Center, (2) African Student Union, (3) Allies for Students with Disabilities, (4) Alpha Pi Omega Sorority, Inc., (5) Amnesty International, NC State Chapter, (6) CALS - Agri-Life Council, (7) CALS - Office of Diversity Affairs, (8) CHASS, (9) Delta Sigma Iota Fraternity, Inc., (10) Diversity and Inclusion adVenture Experience (DIVE) - University Recreation, (11) GLBT Center, (12) GLBT-Community Alliance (GLBTCA), (13) Global Training Initiative, (14) Alpha Kappa Alpha Sorority, Inc., (15) Women's Center, (16) Multicultural Student Affairs, (17) Muslim Students Association, (18) Native American Student Association, (19) Multicultural Young Educator's Network, (20) Student Media, (21) NC Language and Life Project (Department of English), (22) OIED, (23) Office of General Counsel, (24) Staff Senate Diversity Committee, (25) Student Government, (26) Students Proactively Engaged towards Activism Knowledgeably (S.P.E.A.K.), (27) Theta Nu Xi Multicultural Sorority, Inc., (28) UAB-Black Students Board, (29) UAB-Diversity Activities Board, (30) University Dining, (31) University Housing, (32) University Sustainability Office and (33) WKNC-88.1 FM. An online evaluation process for all programs during the week was administered to garner feedback. The schedule of programs is listed below:



Sunday, October 11, 2015

- International Festival, Raleigh Convention Center
- National Coming Out Day

Monday: October 12, 2015 (1st annual Indigenous People's Day)

- Project SAFE Training
- Indigenous North America Dinner @ Clark Dining Hall
- 1490 Who?

Tuesday: October 13, 2015

- These Hands Don't Hurt
- Bakke to Fisher and Back Again: The Supreme Court's View on Diversity in Student Body Admissions
- Islam Fair
- Eye on the Triangle: Diversity Education Week Edition
- Annual Fall Diversity Dialogue: The Identity Compass
- Being Black at a PWI: Will the Legacy KContinue?

Wednesday: October 14, 2015

- #ColorsOfThePack
- “Respect the Pack” T-shirt Give-Away (Think and D.E.W. multimedia opportunity)
- Diversity Education Week Conversation with the Multicultural Young Educator’s Network (College of Education)
- Generations at Work - Lunch & Learn
- WE WERE SEEDS
- Rural Students as an Underrepresented Group/ Student Perspectives for Steps to Improve the Rural Education Pipeline
- Annual Fall Diversity Dialogue: The Identity Compass
- CHASS Panel Forum: Research and Underrepresented Populations
- Dots vs. Feathers
- More than Melanin: Addressing the -isms
- Victoria Chan: Connecting the Dots
- Experience Exchange - Sharing Personal Experience Across Different Faiths and World-views

Thursday: October 15, 2015

- Defamation -The Play (9:00 a.m. - Faculty/ Staff; 7:00 p.m. - Students)
- A Taste of Latin America @ Fountain | Dining Hall
- Approaching Diversity: Analyzing Intent vs. Impact
- Language: The Forgotten Dimension of Diversity
- Walk the Line
- Taste of Africa



Friday: October 16, 2015

- Wear your NC State I {heart} Diversity or Respect the Pack T-shirts
- Fundamentals of Equal Opportunity Workshop
- Applied Skills in Equal Opportunity Workshop
- Promoting the Advancement of Students with Disabilities
- Americans with Disabilities Act Workshop
- What’s on the Table?

Fall and Spring Diversity Dialogues –The Fall Diversity Dialogue was incorporated into the University’s annual Diversity Education Week. It was an interactive workshop facilitated by Tracey Ray and Garry Morgan called The Identity Compass. The workshop was offered twice during the week on Tuesday, October 13, 2015 and Wednesday, October 14, 2015 in the Playzone of Carmichael Recreation Center and the Washington Sankofa room of Witherspoon Student Center. About 150 students, faculty, staff attended the events. The Spring Diversity Dialogue was a film and discussion featuring the MTV documentary: *White People*. The event took place on Monday, February 29, 2015 in the Campus Cinema in Witherspoon Student Center. The film explored how white millennials view race and was produced by Pulitzer Prize winning journalist Jose Antonio Vargas. The program featured interactive audience polling and was in part

student facilitated. Approximately 350 students, faculty and staff participated in the event.

Chancellor's Creating Awards Program –The 10th Annual Chancellor's Creating Community Awards Program (University Diversity Awards) was held on Wednesday, May 4, 2016 and co-hosted with Chancellor Randy Woodson. A call for nominations was sent to the campus in March 2016 to recognize outstanding faculty, staff, colleges, students and student organizations that have made exceptional efforts and contributions in the areas of equity, diversity and inclusion. Awards were given in the following 5 categories:



- Outstanding Faculty Award (\$500 cash award to recipient and \$500 in discretionary funds to recipient's department); 9 nominees
- Outstanding Staff Award (\$500 cash award to recipient and \$500 in discretionary funds to recipient's department); 10 nominees
- Outstanding Undergraduate Student Award (\$250 cash award to undergraduate recipient and \$250 cash award to graduate recipient); 17 nominees
- Outstanding College/Division Award (\$1,000 discretionary funds award); 5 nominees
- Outstanding Student Organization Award (\$500 cash award to recipient); 5 nominees

One award was given in each area. OIED staff and other university employees whose key job responsibilities connect with equity, diversity and inclusion were not eligible for these awards. Detailed criteria was shared for each of the award categories. A committee comprised of 5 members of the OIED staff and members of the University Diversity Advisory Council reviewed the nominations and determined the award winners. 2016 award winners included: Dr. Maria Correa (Outstanding Faculty), Fatou Mbye (Outstanding Staff), Victor Eduardo (Outstanding Student), The Engineering Place (Outstanding College/Division) and the Textile Association of Graduate Students (Outstanding Student Organization). Several honorable mention presentations were also made including: Rebekah Dunston (Staff), Noah Riley (Student), College of Veterinary Medicine (College/Division) and the Mu Omicron Chapter of Delta Sigma Theta Sorority, Inc. (Student Organization). Advisory groups, councils and committees of OIED, diversity training facilitators and participants including the Equal Opportunity Institute (EOI), Project Safe Training, National Coalition Building Institute (NCBI), as well as other key partners received recognition at the program.

Chancellor's Creating Community Awards Program Nominations: 6-Year Review:

Award Category/Year	2011	2012	2013	2014	2015	2016
Outstanding Student	4	8	9	13	19	17
Outstanding Student Organization	5	2	9	4	10	5
Outstanding Faculty	4	3	3	7	10	9
Outstanding Staff	7	6	3	9	10	10
Outstanding College/Division	2	5	2	4	4	5
Total Number of Nominees	22	24	26	37	53	46

- ECD 225: Foundations of Cultural Competence - Developing Cross-Cultural Competence for Professional Success – As a continued part of the “At Home in the World” grant initiative awarded by the American Council on Education, ECD 225 was taught during the fall (32 students) and spring semester (34 students) with full sections (30-student cap). The course fulfills the general education degree requirements for undergraduate students in the areas of Humanities, U.S. Diversity (co-requisite) and Global Knowledge (co-requisite). This 3-credit hour course engages students in the process of working effectively with diverse populations to develop cross-cultural competencies and identify culturally appropriate strategies in the workplace and life. This fall course was team-taught by Beverly Williams and Garry Morgan. The spring course was team-taught by Tracey Ray and Ursula Hairston.

At Home in the World Steering Committee – The At Home in the World (AHITW) Steering Committee met monthly throughout the academic year. Previous initiatives such as the Faculty Fellows program and the At Home in the World Student Group Activity Grants were discussed and reviewed. These initiatives were not funded for the 2015-2016 academic year. Meetings focused on continuing efforts to provide curricular and co-curricular activities and engagement to promote cross cultural understanding and competencies. The Wolfpack World graphic was added to the Cultural Hearth space in Talley Student Union. The final three meetings of the committee focused on efforts to use and promote the Cultural Hearth space in Talley during the 2016-17 academic year.

African American Coordinating Committee –The African American Coordinating Committee met on a monthly basis from September 2015 to May 2016. Members included representatives from all academic colleges, the Office of Scholarships and Financial Aid, Athletics, the Academic Support Program and Student Athletes, University Housing, TRIO Programs, the Student Support Program, the Office of Admissions, the Graduate School, Multicultural Student Affairs and the African American Cultural Center. The priorities established by the committee for the 2015-16 academic year were as follows: (1) increase African American undergraduate student enrollment, (2) enhance current initiatives that create a more supportive culture, (3) high impact practices/engaging students of color, (4) K-12 outreach, (5) faculty-focused initiatives.

Military Affairs Committee –The Military Affairs committee met on a monthly basis from September 2015 to April 2016. The group reassessed the university’s progress in all areas as outlined on the UNC General Administration’s (UNC-GA) Best Practices Guide. An updated report was compiled and sent the UNC-GA. In addition, the group set priorities and worked through key areas of improvement, which included the following: 1) identifying and tracking military-aff-



filiated students for evaluating and reporting purposes; 2) exploring the need for a veteran/military specific space on campus such as a veterans lounge or resource center; 3) developing a Green Zone faculty/staff training. Several military-friendly surveys were completed by Tracey Ray during summer 2015. The surveys were administered by Best for Vets (MilitaryTimes), Victoria Media and Military Advance Education and Transition - 2016 Guide to Colleges and Universities. Green Zone Training for faculty and Staff was launched in November 2015 and offered on a monthly basis throughout the spring semester. Membership on the committee included faculty/staff from the Office of Admissions, the Graduate School, College of Humanities and Social Sciences – Leadership in the Public Sector Program, Veterans Affairs - Registration and Records, Office of Scholarships and Financial Aid, Academic Programs & Services - Division of Academic and Student Affairs, Student Development, Health & Wellness - Division of Academic and Student Affairs, the University Cashier's Office, University Housing, New Student Orientation, the Counseling Center, the Student Veterans Association and the Office for Institutional Equity and Diversity.



Interfaith Prayer and Meditation Space Proposal – Presentations made by student advocates to the Student Center Board of Directors and the Student Senate were endorsed and shared with the University Space Committee. Through meetings between OIED staff, the Division of Academic and Student Affairs (DASA) staff, Talley Student Union staff and the University Architect's office, a permanent space was identified and designated on main campus beginning fall 2016. The location of the space is 204 Witherspoon Student Center. Temporary spaces on the ground floor and 3rd floor of Engineering Building II are still in use for meditation, prayer and quiet reflection on Centennial Campus. The temporary prayer space in D.H. Hill Library reopened in August 2015 after renovations in the west wing of the library were completed.

Student Campus Climate Survey – Results of the April 2015 campus climate survey were reviewed, presented and shared with campus partners by the Office for Institutional Research and planning. Highlights from the survey were presented to the Board of Trustees by Amy Circosta and Tracey Ray (OIED). This survey is completed every 4-5 years in partnership with the Office for Institutional Research and Planning and distributed to all undergraduate and graduate students.

Staff

The staff for Student Diversity in the Office for Institutional Equity and Diversity included:

- Tracey Ray, assistant vice provost for student diversity
- Garry Morgan, associate director for diversity programs
- Leni Crook, program assistant
- Lorrinda Janik, student intern (fall semester)
- Jamael Harrison, graduate intern (fall semester)

- Joelle Jacobs, student intern (spring semester)
- Caneatra Wilson, student employee

Professional Development

Tracey Ray

- National Student Diversity Leadership Convention, Jersey City, NJ, July 2015
- Higher Education Access and Opportunity in Shifting Legal Landscape (Webinar), hosted by *Diverse Issues in Higher Education*, August 11, 2015
- Recruiting International Students (webinar), hosted by Inside Higher Ed, August 27, 2015
- Th!NK Workshop: Critical and Creative Thinking Process, hosted by the Office of Faculty Development, August 31, 2015
- Clery Act Online Training, September 2015
- Title IX Responsible Employee Training, September 15, 2015
- Hap Klopp: Leading Innovative Teams, Cracking the Code of Success, hosted by Human Resources Training and Organizational Development, October 2015
- HBCUgrow Conference hosted at Shaw University, November 10, 2015
- National Coalition Building Institute, monthly team meetings and retreats.
- Interfaith Engagement for Residence Life Professionals (webinar), hosted by the Interfaith Youth Core, November 18, 2015
- National Conference on Race and Ethnicity in Higher Education, May 2016

Garry Morgan

- Diversity THINKposium at UNC Chapel Hill, August 2015
- Suicide Prevention/QPR Training, September 2015
- Clery Act Online Training, September 2015
- Title IX Responsible Employee Training, September 15, 2015
- A Multicultural Perspective on Suicide Prevention, November 2015

Teaching, Presentations and Awards

Tracey Ray

- AFS/ARS 346: Black Popular Culture (Distance Education), fall 2015, spring 2016
- Microaggressions: Strategies for Maintaining an Inclusive Climate in the Classroom or Office, presented at the College of Agriculture and Life Sciences Food for Thought Lunch and Learn Series, November 24, 2015
- ECD 225: Foundations of Cultural Competence, Spring 2016, co-taught with Ursula Hairston
- Panelist, College Advising Corp Regional Training for Virtual College Advisors, Chapel Hill, NC January 14, 2016
- Microaggressions in the Academy, presented through the Office of Faculty Development, March 2, 2016
- ECD543: The American College Student, served as a Guest Lecturer on Diversity in Higher Education.
- Keynote speaker, NC State Scholars Visitation Program (fall and spring), hosted by the

Graduate School

- Thank a Teacher Recipient, spring 2015

Garry Morgan

- LeaderShape co-lead facilitator, December 2015, March 2016
- Orientation Leader Training facilitator, January 2016



Committees

Tracey Ray – Brooks Scholarship review committee (College Foundation of North Carolina); Study Abroad Scholarship review committee; Member, UNC General Administration's Military Affairs Council; (liaison) Lawrence M. Clark Memorial Scholarship, Black Alumni Society Undergraduate Scholarship; (liaison) Augustus M. Witherspoon Scholarship, Black Alumni Society Graduate Scholarship; (liaison) Dewayne and Adama Washington Scholarship; African American Coordinating Committee, Chair; Hispanic/Latino Advisory Group (HLAG) ex officio member; American Indian Advisory Council, ex-officio member; University Diversity Advisory Committee, ex-officio member; National Coalition Building Institute Team member; At Home in the World Steering Committee member; Student Center Board of Directors, ex-officio member; Chancellor's Liaison, ex-officio member.

Alignment with NC State's Strategic Plan Goals

1. Enhance the success of our students through educational innovation.
 - ECD 225: Foundations of Cultural Competence course initiative
 - Diversity Education Week Programs and Initiatives
 - Interfaith Prayer and Meditation Space Proposal
 - Green Zone training
2. Enhance scholarship and research by investing in faculty and infrastructure.
 - University Diversity Mini-Grant Awards
3. Enhance interdisciplinary scholarship to address the grand challenges of society.
 - ECD 225: Foundations of Cultural Competence course (for students across all majors)
 - Diversity Education Week Programs and Activities
4. Enhance organizational excellence by creating a culture of constant improvement.
 - Chancellor's Creating Community Awards
 - University Diversity Mini-Grant Awards
 - Green Zone Training
 - Student Campus Climate Survey
5. Enhance local and global engagement through focused strategic partnerships.
 - At Home in the World Student Organization Grants

Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: African American Cultural Center

Prepared By: Dr. Frances Graham, interim director

Introduction

The African American Cultural Center's mission is to provide educational events, cultural activities, leadership initiatives, advocacy, outreach and comprehensive programming focused on African American and cultures of African descent. As the African American Cultural Center (AACC) celebrates 25 years of educating and serving the NC State community, one of our goals during the 2015-16 academic year was to honor the contributions of Dr. Augustus M. Witherspoon and Dr. Lawrence M. Clark in an intentional and spectacular way. They were at the vanguard of a generation of African-American scholars that broke the color line that existed at NC State University. Not only did they serve as examples of academic excellence and achievement, but they worked tirelessly to open doors for others fostering a new generation of scholars. The programs and services offered via the AACC were meant to illuminate their contributions.

With this in mind, the programs and services were collaborative in design, approach and execution. They were intended to bring students, faculty and staff to the center as a method of enhancing awareness about African American culture and history. Moving forward through the 21st Century, student organizations such as the AYA Ambassadors, the African Student Union (ASU), Society of Afrikan American Culture (SAAC), Uninhibited Praise Choir and Peace Church have emerged as AACC residential organizations and serve as an integral part of our campus culture. They are extremely instrumental in influencing future African American students and university leaders, and their efforts uphold Dr. Clark and Dr. Witherspoon's strong legacy of leadership.

The African American Cultural Center seeks to create and maintain an inclusive, accessible and diverse intellectual and cultural campus and community. It is our hope that all members of our community feel valued, empowered and supported while obtaining an outstanding education inside and outside of the classroom.

Programs and Initiatives

Fall 2015 Program Overview – Fall programming in the African American Cultural Center offered an array of staple programs which provided information and incentives for students, faculty and staff to learn more about the business aspect of art, international travel, personal safety and music. What's on the Table continued to be a signature program encouraging reflection, positive peer interaction and personal growth among students. We were successful in meeting our goal of collaborating with student organizations, academic departmental units, faculty



and OIED units to fully realize our program agenda. More than 80% of our programming involved campus partners from planning to the implementation. Additionally, our audiences were filled with University Scholars and students who were enrolled in Dr. Darryll Stover's Popular Culture class both in the fall and spring semester.

1. Harambee – African American Cultural Center (AACC)
2. The Creative World of Synthia SAINT JAMES – in partnership with NC STATE LIVE, Arts Village, College of Design, the Women's Center, St. Augustine's University
3. Traveling While Black... Study Abroad – in partnership with AYA Ambassadors and Dr. Blair Kelley, assistant dean for interdisciplinary studies and international programs
4. Grenoldo, "A Celebration of African American Music" Reception – in partnership with University Scholars, Uninhibited Praise, PEACE Church and AYA Ambassadors
5. "When Lightning Strikes: Survival Training" – in partnership with Campus Police
6. Red, White and Black Walk (fall and spring) – in partnership with D.H. Hill Libraries (Marian Fragola, director, program planning and outreach) and Africana Studies (Dr. Craig Brookins, director, interdisciplinary degree programs)
7. Kwanzaa – in partnership with Multicultural Student Affairs (MSA)
8. What's on the Table (weekly) – in partnership with AYA Ambassadors



Spring Program Overview – Programming during the spring semester investigated political questions at the intersections of gender, race and region. The intent was to increase awareness of the African American Cultural Center and celebrate the 25th anniversary while offering a plethora of programs engaging the entire campus community.

1. Dr. Martin Luther King, Jr. Campus Commemoration W/ Byron Pitts – in partnership with Student Media (Nubian, Technician & Journalism Honor Society), & University Scholars.
2. Living Legends: Toni Thorpe – AACC
3. Social January Justice w/ Dr. Ravi Perry – in partnership with GLBT Center, MSA, Women's Center and AACC
4. Giving Back: Souls of Philanthropy Reframed and Exhibited, Exhibit and Reception – in partnership with Valaida Fullwood, Charles Thomas and Johnson C. Smith University
5. *Wilmington Ten: Pardon of Innocence* – in partnership with Africana Studies and Mr.

Cash Michaels

6. African American Family Science and Technology Awareness Day – partnership with Dr. Frank Hunte, Assistant Professor of Materials Science and Engineering
7. “We Gon’ Be Alright” – in partnership with Society of African American Culture (SAAC)
8. “One Word Poems” – in partnership with SAAC
9. “Barack to the Future” – in partnership with SAAC
10. “Lovin You” – in partnership with SAAC
11. “Black Lives Matter: Exploring the Hashtag” – in partnerships with SAAC and Jack and Jill Raleigh, Wake Chapter
12. Blacks in Wax Live Museum – in partnership with AYA Ambassadors, University Housing, and Math/Science Education Network (MSEN).
13. Black Faculty Reception – in partnership with all of the college deans
14. Conflict Styles & Difficult Conversations – in partnership with Roy Baroff, University Ombudsman
15. Levity: An Immersive Exhibit by Dare Coulter – in partnership with College of Design (student exhibit)
16. “The Ex-Chronicles: Brown Girls Book Panel Discussion”, in partnership with Brown Girls Publishing
17. “Simple Secrets for Presenting Yourself with Power in Every Situation”, Pan Afrikan Lunch and Learn – in partnership with UAB
18. Dr. Marc Lamont Hill, “Fighting for Freedom in an Hour of Chaos” – Pan Afrikan Week, in partnership with UAB and the College of Humanities and Social Sciences
19. Designing for Community: The Cultural, Civil and Collegiate Work of Phil Freelon Exhibit Opening and Reception – in partnership with College of Design
20. “Designing for Community: The Cultural, Civic and Collegiate Work of Phil Freelon” Student Lecture – in partnership with College of Design and Student Leadership and Engagement
21. Quiet Zone – in partnership with African Student Union (ASU)



22. The Annual Ebony Harlem Awards of Excellence: 25 Proverbs for 25 Years – in partnership with MSA and AYA Ambassadors

23. Red, White and Black Walk – in partnership with D.H. Hill Libraries and Africana Studies

On-Site Counseling – During 2015-16, the AACC provided on-site counseling for students. Donna Battle served in the counseling intern role. It should be noted that the counseling intern provided services three days a week on a part-time basis over the course of two semesters. She was unable to accommodate all requests due to limited availability.



- Number of clients: 31
- 26 female and 5 male
- Five clients reported having previously received mental health services
- All identified as African American or of African American descent
- All with the exception of two met with the intern on a weekly basis for either one full semester or for both semesters. This proved to be beneficial for building trust, rapport and tracking patterns. All of the clients who remained consistent showed progress.
- All clients placed a high value on genuine cultural competence and competent knowledge of spirituality within the therapeutic relationship.
- There was a wide range of diversity in the goals of clients, which included but was not limited to coping with racism, gender inequality, sexuality and past trauma.

The African American Cultural Center Library – The African American Cultural Center Library houses over 7,000 titles focused on African American, African and the African Diaspora incorporating autograph, audiovisual, folio and juvenile collections and housing over 2,000 unique titles.

From a marketing perspective, the library utilized the campus-wide IPTV to loop the library message and library contact information to students; the message; “History & Scholarship, Discover Ours; Create Yours”; is the message on the library brochure. Moreover, an article about the African American Cultural Center Library and Media Room was published in the *Diversity Digest*. The article highlighted the many treasures in the space. Lastly, the creation of bookmarks for the 25th Anniversary will be distributed beginning in August 2016.

The new book loan process that began in the fall of 2014 (book hold and transfer process) has continued and is showing an increase in library book/media circulation. This service enables students to request books to be placed on hold in person or online and the AACC Library will transfer the requested books directly to designated libraries. This service has helped students save time and eliminate campus proximity issues. Also, the AACC library coordinator was part of the Common Reading Selection Committee. The book *Just Mercy: A Story of Justice and Redemption* by Bryan Stevenson was chosen; three copies of the book were donated to the

library. Additionally, the library has acquired 140 new books and videos thanks to funds made available by D.H. Hill Library.

STEM – Wake Early College High School STEM continues to call the AACC Library and Media Room its home base outside of class. The AACC Library and Media Room houses the group of more than 50 students on a daily basis and 91 students (12th and 13th grades) check-in daily, resulting in an attendance rate of 98%. Moreover, STEM counselors conducted advisory meetings, math tutorial sessions, counseling group sessions, weekly internship meetings, college rep visits and internship interviews throughout the year in the media room, gallery conference room and gallery office.

This year, the STEM counselor intern partnered with the AACC library coordinator to create a “Who am I” exhibit (featuring African American scientists), which was part of the African American Family Science and Technology Day Event sponsored by Eastman Chemical. This partnership with Eastman and Dr. Frank Hunte, assistant professor in the department of Materials Science and Engineering at NC State, led to a successful science expo highlighting the work and creativity of the STEM students.

Facility Improvements/Equipment – The AACC Library’s 3M library security gates and an equipment maintenance contract was renewed. In addition, the library acquired (2) new Dell laptop computers as well as a mobile whiteboard for student group work.



During the 2015-16 academic year, efforts were made in assessing the physical space in the library, determining the need for facility uplift through carpeting, painting and lighting. It was determined that the sagging and unsafe shelving must be replaced very soon. Working with the university architects, the library’s physical space needs, shelving and furnishing were documented for future action.

Staff

Student Staff

- Marshall Anthony, Jr. – May graduate, presenting at the 2016 NCORE Conference, will be attending Florida State University in the fall
- Donna Battle – counseling intern
- Daniel Cozart – participated in AACC high school visits and 2016-2017 AYA ambassador, AACC work-study student
- Torisha Dozier – May graduate, University Scholars graduate, accepted into four law schools; will attend North Carolina Central University Law School in the fall. 2015-2016 AYA Ambassador, featured in the *Diversity Digest* and AACC work-study student
- Ada Evbuomwan – Poole College of Management Student Network Group mentor, member of the Black Business Students Association, featured in *Diversity Digest* and AACC work-study student
- Kenisha Harris – program assistant; president, AYA Ambassadors 2015-2016 and 2016-

2017; Blacks in Wax Chair; 2016 Ebony Harlem Chair

- Jamaal Harrison – May graduate, presenting at the 2016 NCORE Conference, will be attending Florida State University in the fall
- Danielle Marble – 2016 Ebony Harlem Committee member, participated in AACC high school visits, 2016-2017 Chair of the BlackTextiles Student Association, AYA ambassador and AACC work-study student
- De'Shanta Milan – participated in AACC high school visit panels, work-study student for three years
- John Miller IV – volunteer graduate student, participated in AACC middle and high school visits, assisted with 2016 Ebony Harlem Awards, participated in fall, spring and summer Red, White and Black Walks, AACC 25th Anniversary Oral History Project, 2017 Harambee partnership planning
- O'Licia Parker Smith – non-paid program project intern, 2016 Ebony Harlem Awards committee, AACC 25th Anniversary Oral History Project, 2016-2017 AYA ambassador
- Destinee Statum – past NPHC Chair, Zeta Phi Beta Sorority President 2016-17, AYA ambassador and has worked in the AACC for three years
- Brayndon Stafford – AYA ambassador, elected Student Government Association vice president, emcee of fashion show during Pan-African Week and AACC work-study student
- Ashley Williams -- co-chair of the BlackTextiles Student Association, co-chair of the Fashion Show during Pan-African, 2016-17 AYA ambassador, participated in the AACC high school visitations, Ebony Harlem Awards committee member and AACC work-study student
- Mathew Wright – design Intern, 2016-2017 PEACE Church Choir director, AYA ambassador, 2016 Ebony Harlem Awards Committee member responsible for design concept and delivery, emcee of fashion show during Pan-African Week.

Professional Staff

Frances D. Graham, director

- Serve as co-chair of the Culture and Community Sustainability Committee
- Served on the Mini-Grant Selection Committee
- Served on the Chancellor's Creating Community Awards Selection Committee
- Served on the Matthews Medal Selection Committee
- Completed Equal Opportunity Institute
- Completed Green Zone Training
- Completed Project Safe Training

Dawn Morgan, assistant director

- Student Leader Training Committee
- Tunnel of Oppression Steering Committee
- CSLEPS Associate Director Search Committee
- MSA Assistant Director Search Committee



Toni Thorpe, program coordinator

- Tour for new graduate students for Counseling Center that consisted of student and parent dialogue regarding the impact of AACC support for students
- Successfully engaged five new students throughout the semester who had not visited the AACC prior to this semester
- Participated in Undergraduate Admissions “Experience NC State.”
- Served on Student Media Board – 14th year
- Coordinated field trips and visits for: South East Halifax High School and North West High School
- Served as lead co-designer and speaker for the first African American Symposium for Students at Voyager Academy in Durham, NC
- Presented Black History Program for 100 elementary students at two elementary schools
- Awards and nominations: Jenny Lynn Outstanding Service Award nominee (Student Government)
- Toni Thorpe Cup (Awarded to Kappa Omicron Chapter of Alpha Kappa Alpha Sorority, Inc., at the Greek Awards)
- Featured in the 2016 Agromeck



Angela Jenkins, library coordinator

- Created and Attended STEM African American History and Science Day Event Exhibit
- Served on the Common Reading Selection Committee
- Selected 140 new book and video titles
- Participated in the Compass book club
- Participated in Traveling While Black... Study Abroad event
- Participated in the International Information Fair

Yazmeen Irving, office manager

- June 10, 2015 - April 29, 2016 (resigned)

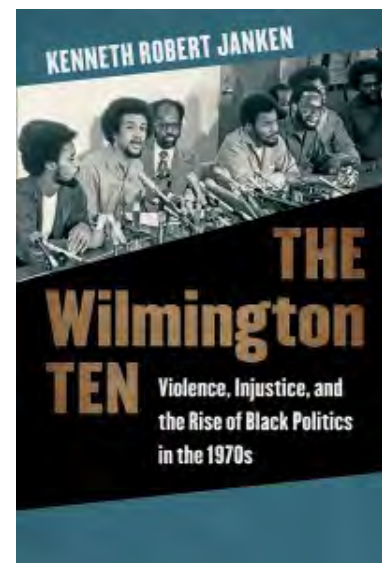
Alignment with NC State’s Strategic Plan Goals

1. Enhance the success of our students through educational innovation

- AYA Ambassador program
- Five (5) AYA ambassadors attended the Shelton Leadership Etiquette Training
- “Designing for Community: The Cultural, Civic and Collegiate Work of Phil Freelon” Student Lecture – College of Design and Student Leadership and Engagement
- “Simple Secrets for Presenting Yourself with Power in Every Situation” – Pan Afrikan Lunch and Learn – UAB

2. Enhance scholarship and research by investing in faculty and infrastructure

- Black Faculty Reception hosted with the college deans
 - African American Family Science and Technology Awareness Day, collaborative effort with Dr. Frank Hunte and STEM Early College High School
 - Conflict Styles & Difficult Conversations, collaborative effort with Roy Baroff, faculty ombudsman
 - Added 140 new book and video titles to the library collections
 - Friday Institute College of Education student workshop “Communicating as a Scholar” presented by Toni Thorpe
 - Black Faculty Focus Groups facilitated by Dr. Bridget Kelly, associate professor at Loyola University, a collaborative effort with Dr. Marcia Gumpertz
3. Enhance interdisciplinary scholarship to address the grand challenges of society
 - The Creative World of Synthia SAINT JAMES: “The Business of Art”
 - *Wilmington Ten: Pardon of Innocence* film and discussion
 - “Black Lives Matter: Exploring the Hashtag”
 - Blacks in Wax Live Museum
 - What’s on the Table weekly discussion group
 4. Enhance organizational excellence by creating a culture of constant improvement
 - Increased training and use of Google Drive
 - Offered tour training for all team members
 - Program evaluation
 5. Enhance local and global engagement through focused strategic partnerships
 - Traveling While Black... Study Abroad



Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: GLBT Center

Prepared By: Renee Wells, director

Introduction

The mission of the NC State GLBT Center is to engage, develop and empower members of the gay, lesbian, bisexual and transgender communities and their allies. To fulfill that mission, the center helps students connect to form social support networks, offers identity-based and health-related information and resources, consult with students individually and collectively on issues related to personal identity and academic success, refers students to a wide variety of resources on campus and in the local community, provide professional and leadership development opportunities and hosts educational events and programs. To fulfill this mission, the center works to:

- foster a safe and inclusive environment for students, staff, faculty and alumni of all genders and sexualities, for individuals exploring their sexual orientation and gender identity/expression and for allies of the GLBT community;
- affirm the identities of GLBT and questioning students, staff, faculty and alumni while also acknowledging and helping to raise awareness about the way the lived experiences of GLBT individuals vary and are influenced by their race, religion, ethnicity, age, ability status, social class and other social characteristics;
- collaborate with departments, offices and organizations across campus to engage members of the NC State community in conversations about issues of identity, diversity, community building, advocacy and social justice;
- promote awareness and provide education with respect to the issues faced by GLBT individuals and their allies to enable members of the campus community to play an active role in helping to combat sexism, genderism, transphobia, homophobia, biphobia and heterosexism;
- advise administrators on issues related to GLBT campus climate and advocate for inclusive policies and practices;
- provide information and resources to help staff and faculty develop GLBT-inclusive work and classroom environments and course curricula; and
- maintain an active and engaged community for GLBT and allied students, staff, faculty and alumni of NC State while networking with GLBT groups and organizations in the local area and throughout North Carolina.



Programs and Initiatives

Education and Awareness Workshops

The GLBT Center continued to offer ongoing, open-enrollment “Project SAFE” and “Trans 101” educational workshops for faculty, staff and students as well as by-request educational workshops for student leaders, academic departments, and campus partners.

Workshops that utilized existing training curricula:

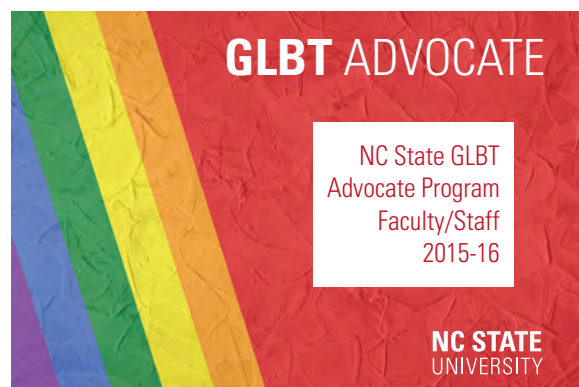
- “Project SAFE” workshops for the Women in Science and Engineering (WISE) Mentors, the Inter-Residence Council (IRC) E-Board, and University Police Officers;
- “Trans 101” workshops for TRIO staff and Upward Bound participants;
- “Project SAFE” and “Trans 101” workshops for the Counseling Center Mental Health Ambassadors and the Resident Directors and Resident Assistants in Housing
- “GLBT 101” and “Trans 101” workshops for participants in the Center for Student Leadership, Ethics and Public Service (CSLEPS) Leadership Development Series (LDS)
- “Safe Chapter” workshops for the Alpha Phi Gamma, Sigma Phi Epsilon, Lambda Theta Phi, and Leaders Among Men Bringing Opportunities and Service (LAMBOS) sororities and fraternities
- “Unlearning Diversity: Unpacking the ‘Cultural Baggage’ We’ve Been Taught” workshop for Orientation Leaders;
- “Creating an Inclusive Classroom Environment for GLBT Students” Lunch-and-Learn workshop for faculty and staff (with the College of Agriculture and Life Sciences).

By-request workshops for which new educational materials were developed:

- “GLBT-Inclusive Healthcare Practices” for Student Health Services staff;
- “Recognizing and Responding to Microaggressions” for Counseling Center staff;
- “Recognizing and Responding to Bias” for New Student Programs staff;
- “Becoming Comfortable with Discomfort: Engaging Students in Difficult Dialogues” for staff attending the Student Involvement and Leadership Drive-In Conference;
- “Serving and Supporting GLBT Students” for Disability Services Office staff;
- “Pre-Departure Orientation: Gender and Sexuality Considerations Abroad” for Study Abroad participants;
- “What is LGBTQ+?” for Pi Alpha Phi fraternity.

GLBT Advocate Program

Because the demand for educational opportunities is ongoing, the GLBT Center launched a new initiative for 2015-2016: the GLBT Advocate Program, a continuing education and engagement program for faculty and staff. Participants sign up on a yearly basis and agree to attend one GLBT Center workshop and attend one GLBT Center event each year. As part of the program, the GLBT Center developed and piloted five new workshops that were cross-listed as part of OIED’s Equal



Lectures and Presentations

- “Creating a GLBT-Inclusive K-12 Classroom” for ED 508 – Exploring Diversity in Classroom and Community;
- “Sexuality and Gender: Creating a Culture of Inclusion” for PRT 277 – Diversity and Inclusion in Parks, Recreation and Tourism Management;
- “Infinite Options: Gender and the Right to Self-Definition within the GLBT Community” for WGS 220 – Men and Masculinity;
- Volunteer Management” for SW 582 – Advanced Social Work Practice;
- “Working with GLBT Clients” for SW 561 – Administration and Supervision;
- “Sexual and Gender Diversity: Lessons for Future Leaders” and “Understanding Heterosexual and Cisgender Privilege” for ECD 225 – Foundations of Cultural Competence.



- “Transgender Athletes” webinar that was attended by colleagues from University Athletics and University Recreation;
- “Transgender Students: Serving, Supporting, Retaining” webinar that was attended by colleagues from departments across campus;;
- “LGBT and Greek” webinar for organizations within Fraternity and Sorority Life.

- National Coalition Building Institute's in-service workshop for facilitators;
- College of Veterinary Medicine's "Diversity in the Workplace" panel discussion;
- Poole College of Management's "GLBT Issues in the Workplace" panel discussion;
- Center for Family and Community Engagement (CFACE)'s "Learning to Support, Empower and Respect LGBT Youth in Foster Care" panel discussion;
- ECD 543 – Introduction to College Counseling;
- ECD 224 – Multicultural Peer Mentors;

- SW 201 – Community Social Services;
- two “Talk Back” discussions of the representation of gender in the plays *Leading Ladies* and *Jekyll and Hyde* following performances in the university theater (hosted with with Alpha Psi Omega National Theatre Honor Society).

Educational Events and Programs

The GLBT Center hosted a variety of educational events and programs:

- A major focus area was intersectionality. The center hosted several film screenings and discussions looking at the lived experiences of members of the GLBT community who have multiple marginalized identities, including *Out in the Night*, *Al Nisa: Black Muslim Women in Atlanta’s Gay Mecca*, and *Two Spirits*. Student participants in the GLBT Center’s VIP Program also collaborated with student leaders of The Movement (the peer education program in the Women’s Center) to host a workshop on “Intersectional Feminism.”
- Another major focus area was social justice and advocacy. The GLBT Center collaborated with the other OIED Campus Community Centers (Women’s Center, Multicultural Student Affairs, and African American Cultural Center) to host the second annual Social Justice January which featured a lecture on the #blacklivesmatter and #translivesmatter movements as well as a workshop for students on youth activism. The center took students to the 10th Annual Historic Thousands on Jones Street (HKonJ) People’s Assembly March, redesigned its annual Alternative Service Break (ASB) Trip to San Francisco to focus on Intersectional Social Justice, and hosted a Week of Action which included both “Public Art as Activism” and “Social Media Activism” workshops.
- A third focus area was health and wellness: the center raised awareness about eating disorders in the GLBT community at Southern Smash and about GLBT-inclusive safer sex and sexuality at Sex Ed Boot Camp. The center also provided a workshop on “Navigating the Coming Out Process” for members of the GLBT Community Alliance (GLBT-CA) leading up to National Coming Out Day and partnered with Wake County Human Services on an advertising campaign related to STI risks and testing resources for college men who have sex with men.
- A fourth focus area was sexual violence prevention and response; GLBT Center staff facilitated several of the “Respect the Pack: Campus SaVE Act” presentations for New Student Orientation, discussed sexual violence within the GLBT community at the annual Take Back the Night Rally, and served on the panel for the “It’s On Us: Sexual Assault Prevention and Response” Student Government Roundtable Discussion.
- One final focus area was affirmation and education about GLBT identity and history; the center hosted a series of events in October for GLBT History Month, including a “Forgotten Queer History”



lecture and a “Queer Zine” workshop where students got the opportunity to turn their coming out stories into zines that will become part of the GLBT Center’s new Special Collections Archive. The center also hosted Trans Awareness Week in November, which included a fundraiser for the Trans Lifeline and a Rally for Transgender Day of Remembrance.

Outreach and Engagement

- In terms of on-campus outreach and engagement, the GLBT Center participated in the New Student Orientation Info Fairs, the International Student Information Fair, the Graduate Student Information Fair and Campus Connections in order to connect with incoming students and provide information about campus resources and support services.
- The center hosted its second annual GLBT Symposium and its annual Open House during the 2015 Welcome Week to bring together new and returning students and help orient them to the center and the campus. The center also participated in University Open House and the Experience NC State and Transfer Experience Info Fairs in order to engage prospective and accepted students and provide information about the center’s resources and services.
- The center hosted one luncheon during the fall and spring semesters for members of the GLBT Faculty and Staff Network as well as monthly meetings and socials in order to connect GLBT faculty and staff, help them form community, and provide a space for conversations about campus climate and ways to support both GLBT colleagues and students. The center also hosted a Holiday Potluck that brought together GLBT faculty, staff and students prior to Thanksgiving break, and hosted its annual Lavender Graduation ceremony at the end of the academic year.
- The center launched two new engagement initiatives during 2015-2016: Monday Movies and Mingling and the Volunteer, Internship and Practicum (VIP) Program. The center stays open late (from 5:00-7:00 p.m.) every week for Monday Movies and Mingling, an unstructured, multipurpose drop-in time for students who want to study, connect with friends, watch a movie, play games or meet other GLBT and ally students. The VIP Program is designed for students who want to engage with and serve the GLBT and Ally community at NC State. Participants can complete for-credit or non-credit internships or volunteer each week while working on a variety of high-impact projects. Some of the VIP initiatives being led by participants include connecting with and building a database of GLBT alumni, contacting all the high schools in North Carolina to identify and outreach to existing Gay-Straight Alliance (GSA) student groups, developing and facilitating peer education workshops and cataloging materials for the new GLBT Center archive that will

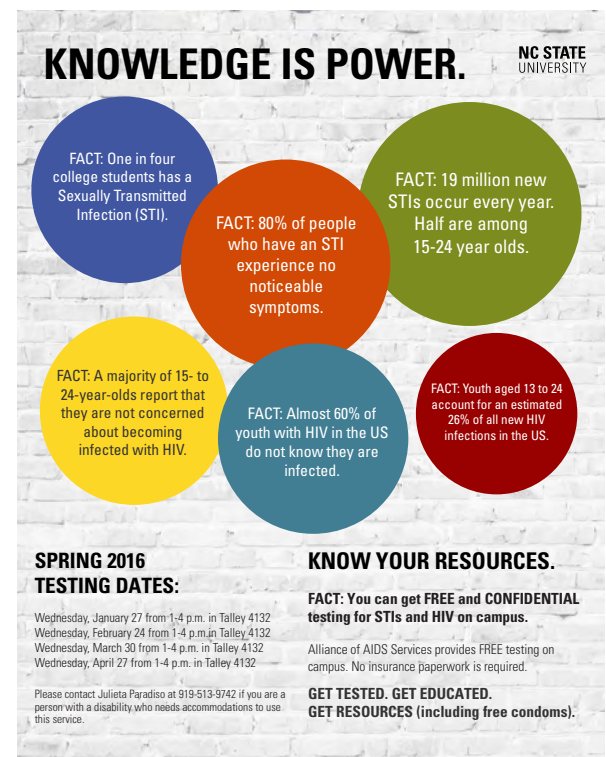


be housed in the Special Collections department of University Libraries.

- In terms of off-campus outreach and engagement, the GLBT Center brought students to the annual NC Pride Parade and Festival, attended the Crape Myrtle Festival (CMF) Harvest Tea and the CMF Red Ribbon Social, volunteered at the annual Crape Myrtle Tennis Classic and CMF Host Party and had a table at the annual Out! Raleigh festival hosted by the LGBT Center of Raleigh.

Resources and Support Services

The GLBT Center provides individual consultation for students to address a wide range of concerns, including identity development, the coming out process, coping with lack of support from family and friends, issues of harassment, academic success, accessing transgender-inclusive resources and services and navigating the job search process as a member of the GLBT community. The center's staff provide direct support services and refer students to on-campus and local resources. The center also collaborates with campus and community partners by hosting weekly Drop-In Counseling Hours (provided by clinicians from the Counseling Center) and monthly free and confidential STI and HIV testing (provided by the Alliance of AIDS Services - Carolina). Students are able to obtain information and resources in the GLBT Center lounge related to identity development, advocacy organizations, safer sex, crisis support and welcoming faith communities in the area. In addition, the GLBT Center works with the Counseling Center to promote the GLBT-specific support services they offer, including the LGBTQQ Counseling Group and the Transcending and Connecting Support Group. The GLBT Center also collaborated with student leaders on two new initiatives during 2015-2016: student leaders hosted live streaming and discussions of all the presidential debates and hosted study hours from 7:00-9:00 p.m. in the center every Thursday and Sunday night.



Student Leadership and Professional Development

- The GLBT Center advised five student groups during the 2015-2016 academic year: the GLBT Community Alliance (GLBTCA), T-Files (a closed group for transgender, gender non-conforming, genderqueer, non-binary and gender-questioning students), the Graduate Student and Young Professionals Network (GSYPN), Out in Science, Technology, Engineering and Mathematics (oSTEM) (the NC State chapter of the national professional organization for GLBT students and professionals in STEM fields) and the new Queer People of Color (QPOC) group.
- The center hosted three, day-long leadership retreats for the GLBTCA e-board and one day-long leadership retreat for the oSTEM e-board in order to provide team building opportunities, strengths-based learning related to collaboration, and skill-building related to student organization management and community building. In addition, the cen-

ter collaborated with Biogen (a local biotech company) to host a diversity and inclusion panel featuring Biogen employees and executives designed to help students understand what to look for in terms of finding a GLBT-inclusive employer and to provide them with the opportunity to practice networking with GLBT employees and corporate executives.



Consultation and Policy Advocacy

The GLBT Center provided both consultation and policy advocacy for on-campus departments and administrators as well as off-campus partners:

- The center worked with New Student Programs and Campus Life's Conference and Guest Services to revamp the Housing check-in process during New Student Orientation to avoid dividing students by gender.
- The center collaborated with staff and administrators (representing Information Technology, Shared Services, Educational Technology Services, Enterprise Application Services, Student Information System, Human Resources, Registration and Records and Academic Outreach and Entrepreneurship) to develop and test a new Preferred Name system that will launch in fall 2016 and will allow students, staff, and faculty to update the name that displays across university data systems.
- The center is currently drafting a proposal to submit to the State Health Plan to advocate for the inclusion of transition-related healthcare coverage in the state employee health plan.
- The center is currently collaborating with staff from University Housing on an IRB-approved study to collect benchmarking data from other institutions about their gender-inclusive housing options and to interview NC State students who identify as transgender about their experiences with on-campus housing.
- The center is currently mapping the locations of all the restrooms on campus and collecting data on single-occupancy spaces as part of a collaboration with the University Architect's Office to ensure all single-occupancy spaces are labeled as such and a comprehensive list is available for all students, staff and faculty who would prefer to use them.
- The center provided a series of trainings for managers and employees of the Office of Information Technology (OIT) and Centennial Campus partner LexisNexis related to "Supporting Employees in Gender Transition" and provided an accompanying resource manual for HR staff and managers to NCSU's Human Resources and University Communications departments as well as HR staff at LexisNexis and WakeMed. The Center provided "GLBT-Inclusive Healthcare Practices" training for staff at WakeMed, "Transgender-Inclusive Healthcare Practices" training for staff at Rex Healthcare, and "Project SAFE" training for staff at Centennial Campus partner U.S. Department of Agriculture – Animal and Plant Health Inspection Service (USDA-APHIS).
- The center has also fielded a high volume of questions and concerns from current NC State students, staff and faculty as well as prospective students, staff and faculty related to campus policies, resources and climate subsequent to the passage of HB2. The center has facili-

tated several open forum information sessions to help members of the campus community understand both HB2 and Executive Order 93, what they mean for members of our campus, and what resources are available for individuals who have questions or concerns.

- The center also provided consultation for academic areas, including Poole College of Management and Materials Science and Engineering, about ways to serve and support transgender students.

Staff

Renee Wells, director, 1.0 FTE

Professional development - Renee attended the LGBT in the South Conference and the North Carolina Diversity & Inclusion Partners (NCDIP) Conference, and she gave two presentations (“Supporting and Serving GLBT Students Part I: Understanding the Spectrum of Sexual Orientation and Gender” and “Supporting and Serving GLBT Students Part II: Campus Climate, Institutional Barriers, and Action Strategies”) at the regional Southern Association of Student Financial Aid Administrators (SASFAA) Conference and two presentations (“Recognizing and Responding to Microaggressions” and “Cultural Values about Gender and Violence in the Trans Community”) at the National Conference for Race & Ethnicity in American Higher Education (NCORE). She was a graduate scholar of OIED’s Equal Opportunity Institute and attended several HR workshops related to Training and Organizational Development as well as a Transgender Name Change Clinic hosted by Lambda Legal.



Service - She served on the Title IX Committee and the University Diversity Advisory Committee (UDAC) and chaired the Tunnel of Oppression Room Development subcommittee. She also chaired the search committees for the Assistant Director of Native American Student Affairs and the Assistant Director of African American Student Affairs in Multicultural Student Affairs (MSA) and served on the search committees for the Associate Director of the Center for Student Leadership, Ethics and Public Service (CSLEPS) and for the Director of the Women’s Center. Finally, she served as advisor for three student organizations: the GLBT Community Alliance (GLBTCA), Out in Science, Technology, Engineering and Mathematics (oSTEM), and Theta Nu Xi Multicultural Sorority, Inc.

Natalie Nguyen, assistant director, 1.0 FTE

Professional development - Natalie attended the National LGBTQ Task Force’s annual Creating Change Conference on LGBTQ Equality and gave one presentation (“Queering Masculinity”) at the National Conference for Race & Ethnicity in American Higher Education (NCORE). She also completed OIED’s Equal Opportunity Institute.

Service - Natalie served on the Leaders Under Construction planning committee and as a reviewer for the Leader of the Pack award. She served as staff facilitator for the Queer People of Color (QPOC) student group and as advisor for three student organizations: the GLBT Community Alliance (GLBTCA), Asian Students in Alliance (ASIA), and Kappa Phi Lambda (the Asian

interest sorority). Kudos to Natalie for being offered a position on the Student Affairs and Affiliated Professionals committee of the National Advisory Council (NAC) for the National Conference on Race and Ethnicity in Higher Education (NCORE) and best of luck to her in her future endeavors.

Andy DeRoin, program coordinator, 1.0 FTE

Professional development - Andy attended the National LGBTQ Task Force's annual Creating Change Conference on LGBTQ Equality and the North Carolina Diversity & Inclusion Partners (NCDIP) Conference. They also completed OIED's Equal Opportunity Institute.

Service - Andy served on the Universal Human Rights Day planning committee, the Collaborative Pathways to Addressing Youth and Young Adult Suicide: A Community Response conference planning committee, the OIED Full Staff Meeting planning committee, as chair of the Tunnel of Oppression Assessment Subcommittee, as a reviewer for the Chancellor's Creating Community Awards and as a cluster facilitator for the LeaderShape Institute. They are currently serving on the Respect the Pack planning committee, the Diversity, Retention and Recruitment Committee of the Social Work Department, and on the search committee for the Assistant Director of the GLBT Center. They served as staff facilitator for T-Files, the Graduate Students and Young Professionals Network (GSYPN), and the Positive Loving Empowered Advocates for Sexual Education (PLEASE) student groups. Finally, they served as field supervisor for two BSW interns, Glenn Burrell and Graecie Vrchota. Kudos to Andy for joining the GLBT Center as a full-time staff member in July as the first GLBT Center program coordinator.



Julie Paradiso, administrative support associate, 1.0 FTE

Professional development - Julie completed OIED's Equal Opportunity Institute and the Compass Administrative Professional Certificate. She also completed training for the Travel Center, Expense Coding, Quickstart, Wordpress, and Google. Kudos to Julie for joining the GLBT Center in August as the new Administrative Support Associate.

Graecie Vrchota, Spring 2016 BSW intern, 25 hrs/week

Graecie Vrchota served as a program and student engagement intern under Andy DeRoin, program coordinator. During Spring 2016, Graecie completed her 420-hour Bachelor's of Social Work Field Placement with the GLBT Center. Graecie assisted with the preparation for the GLBT Center's involvement in the Historic Thousands on Jones Street (HKonJ) Mass Moral March in February. She also provided administrative support to the student organization Positive, Loving, Empowered Advocates for Sexual Education (PLEASE) and assisted in the collaboration between PLEASE, the GLBT Center, and Student Health Services to ensure as sex-positive and GLBT-friendly as possible Sex Ed Boot Camp presented by two outside speakers. Graecie took on a lead role in developing a relationship with Haven House, a community agency serving youth and their families experiencing homelessness and/or crisis. Graecie also played a key role in relaunching the Safe-to-Pee Project in response to the passage of HB2. Finally, Graecie researched and created a 2-hour presentation for future use in the GLBT Advocate Program to increase awareness of Implicit Attitudes and Associations.

Professional development - Graecie completed Project SAFE, Trans 101, and other workshops offered through the GLBT Advocate Program. Thank you, Graecie, for your hard work and dedication to the GLBT Center.

Glenn Burrell, Spring 2016 BSW Intern, 20 hrs/week

Glenn Burrell served as a policy and research intern under Andy DeRoin, program coordinator. During spring 2016, Glenn completed a 420-hour Bachelor's of Social Work Field Placement with the GLBT Center and Legal Aid of North Carolina with 311.65 hours completed with the GLBT Center. Glenn took on two major projects for the GLBT Center: 1) Drafting a proposal for a request for benefits change to the State Health Plan to include transition-related healthcare coverage and remove exclusions from the Plan and 2) Assisting the Gender-Inclusive Housing Working Group to prepare an Institutional Review Board Study Proposal for benchmarking research. Glenn's main focus was on the proposal for the State Health Plan and the research of past efforts to establish equity in healthcare coverage for transgender students and employees. Her work culminated in a meeting with four representatives from the State Health Plan to discuss the proposal's contents and current political climate. The literature review created for the proposal will be used to summarize the compelling reasons why transition-related healthcare coverage is an essential factor in transgender employees' wellbeing.



Professional development - Glenn completed OIED's Equal Opportunity Institute. She also completed many of the workshops offered by the GLBT Center, including Trans 101, Interpersonal Violence and Sexual Violence in the GLBT Community, and Addressing Offensive Behavior. Thank you, Glenn, for your commitment to socially just policy and advocacy.

Alignment with NC State's Strategic Plan Goals

While the work of the GLBT Center is an ongoing effort to fulfill its own mission, vision and goals, it is also designed to align with the university's strategic goals.

1. Enhance the success of our students through educational innovation

The staff of the GLBT Center provides individual student support related to academic success, helping students develop effective study and time-management strategies and referring them to on-campus academic resources. Because GLBT-identified students often face challenges that impact their academic performance and have higher rates of attrition, the GLBT Center recognizes the need to implement strategies to ensure these students receive the ongoing support they need. This year the GLBT Center worked with student leaders from the GLBT Community Alliance (GLBTCA) to keep the center open late two nights each week for study hours.

2. Enhance scholarship and research by investing in faculty and infrastructure

Part of the mission of the GLBT Center is to provide ongoing support for GLBT faculty and

staff on campus. To fulfill that mission, the GLBT Center continued its coordination of the GLBT Faculty and Staff Network, which gathers each semester for a luncheon, holds monthly business meetings and provides opportunities for faculty/staff and their partners/spouses to connect and form community through monthly socials. The center also developed and piloted five new educational workshops for faculty and staff as part of the new GLBT Advocate Program, a continuing education and engagement program.



3. Enhance interdisciplinary scholarship to address the grand challenges of society

Within the scope of the work done by the GLBT Center, one of the grand challenges is the lack of awareness, knowledge and inclusive policies and practices with respect to the transgender community. The GLBT Center has recently been granted IRB approval for a joint study that will be conducted by staff from the center as well as from University Housing. GLBT Center staff will conduct one-on-one interviews with transgender students about their experiences with on-campus housing, and University Housing staff will conduct benchmarking research to gather information about the gender-inclusive housing options offered at other institutions. The goal is to assess how well transgender students' needs are being met, determine what the current best practices are with respect to gender-inclusive housing, and advocate for any changes that need to be made to current policies or practices.

4. Enhance organizational excellence by creating a culture of constant improvement

The GLBT Center launched two new major initiatives for 2015-2016: the GLBT Advocate Program, which is a continuing education and engagement program for faculty and staff, and the Volunteer, Internship, Practicum (VIP) Program, which provides a flexible range of opportunities for students to engage with the center through for-credit or no-credit internships or as volunteers, enabling them to hone their leadership, outreach, research, presentation and peer support skills. In addition, the GLBT Center staff have incorporated professional development as part of their bimonthly staff meetings: staff members share about on- or off-campus professional development sessions they attended, resources they acquired and key lessons they learned. The center staff also discusses a common reading, typically a research article related to the needs of underrepresented students, once a month to ensure they are staying current with respect to best policies and practices.

5. Enhance local and global engagement through focused strategic partnerships

The GLBT Center engages with a variety of community partners. The Alliance of AIDS Services - Carolina collaborates with the center to offer monthly free and confidential STI and HIV testing for members of the campus community in an effort to provide preventative education, increase safer sex practices and ensure access to treatment. The center also provides consultation and training to a wide range of community businesses and organizations to increase awareness and promote more inclusive policies and practices. Some of the community partners the center provided educational outreach for during the 2015-2016 academic year include the USDA Animal and Plant Health Inspection Service (APHIS), LexisNexis, WakeMed and Rex Healthcare.

Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: Multicultural Student Affairs

Prepared By: Jennifer M. Brown, Ph.D., interim director

Introduction

Multicultural Student Affairs (MSA) researches, designs and implements unique programs that promote the pursuit of academic success, retention and graduation of students from NC State University, with a particular emphasis on three historically underrepresented groups: African Americans, Native Americans and Hispanics/Latinos. The programs and services expand students' cultural horizons while honoring their respective cultural experiences. MSA works in conjunction with a number of university departments and colleges to conduct programs related to recruitment, orientation, retention and graduation, in addition to academic, personal, professional and cultural development, which foster skills and strategies for being successful at NC State. Target populations are determined by differences in retention and graduation rates for historically underrepresented groups, as well as anticipated demographic shifts within the state of North Carolina, regionally and nationally.

Programs and Initiatives

Academic Enhancement

- Symposium for Multicultural Scholars – Previously, MSA held three symposia (i.e., African American Symposium, Native Symposium and Hispanic Symposium) over six days. During 2015-16, the three symposia were joined together to form the Symposium for Multicultural Scholars, which was held on August 12-17. Of the 460 incoming first-year African American, Native American and Hispanic/Latino students, 272 (59%) registered for the Symposium and 229 (50%) attended. The registration and attendance for the specific targeted student populations consisted of: 188 of the 244 (77%) incoming African American (AA) students (and multiracial students who selected AA as one of their identities) registered to attend and 158 of 244 (65%) attended the program; 14 of the 14 (100%) of the incoming Native American/Indigenous (NA/I) students registered to attend and 9 of 14 (64%) attended the program; and 70 of the 202 (35%) incoming Hispanic/Latino (H/L) students registered to attend and 58 of 202 (29%) attended the program. Additionally, 200 parents or family members attended on the first day. The annual analysis of academic performance shows that the cumulative GPA was 3.04 for African American attendees (compared to 3.02 for non-attendees), 2.73 for Native American attendees (compared to 3.01 for non-attendees) and 2.917 for Hispanic/Latino attendees (compared to 3.06 for non-attendees).



- **Peer Mentor Program (PMP)** – The Peer Mentor Program’s 106 mentors voluntarily served 286 mentees throughout the 2015-2016 academic year. The ethnic demographics of the upperclass mentors were as follows (self-reported): 84 (79%) African American/Black, 6 (6%) Hispanic/Latino American, 2 (2%) Native American, 11 (10%) Bi/Multiracial and 3 (3%) Caucasian/White. The average grade-point average for all peer mentors was 3.17. Also, 49 new mentors enrolled in one of the four ECD 224: Peer Mentoring and Student Development course sections. Programs sponsored by the Peer Mentor Program included the PMP Mix & Match Convocation (August 2015), Annual PMP Cookout (September 2015) and the Spring Fling (April 2015).
- **Freshman Honors Convocation** – During the 21st annual Freshman Honors Convocation, 346 out of 565 students (61%) of the targeted freshman class were honored. Nine out of ten colleges received achievement awards for having 50% or more of the targeted freshmen class within their college to achieve a 3.0 or greater grade point average after the first semester (Fall 2015). The college awards were presented to: College of Education (82%), College of Natural Resources (73%), College of Engineering (71%), College of Design (69%), College of Management (69%), College of Textiles (67%), College of Sciences (61%), College of Humanities and Social Sciences (56%) and University College - Exploratory Studies (52%). The speaker for the event was an alumna, Dr. Andrea Hernandez Duhon, who is currently an associate professor of Mathematics at Marshall University in Huntington, West Virginia. Approximately 300 student, faculty, staff and family members attended the convocation event.
- **W.E.B. Dubois Honors Society** – NC State’s Chapter of the W.E.B. Du Bois Honor Society inducted a total of 72 new members at the fall induction ceremony during the 2015 Multicultural Recognition Ceremony. The executive board coordinated two organizational bonding trips for the members: The Civil Rights exhibit at the COR Museum and the SPARKcon festival. The organization co-sponsored several activities, one being the “Networking Workshop” with Northwestern Mutual and the Association of Latino Professionals for America (ALPFA), National Association of Black Accountants (NABA) and Black Business Students Association (BBSA). In addition, the organization co-hosted the Freshman Honors Convocation with Multicultural Student Affairs. Finally, the W.E.B. Dubois Honor Society collaborated with several student organizations on programs throughout the academic year: Multicultural Young Educators Network (Black History Month program “Survey Square-Off”) and Student Mentor Association (Peer Mentor Program Fall Study Jam).
- **Student Success Series** – This program series aims to provide current students with personal and professional development opportunities that foster strategies for academic success. During the relaunch of the program in 2014-2015, the Student Success Series



consisted of four workshops. This year, MSA collaborated with the TRIO Programs - Student Support Services Programs (SSS Programs). Through this partnership, eight workshops were offered during the 2015-16 academic year. The Student Success Series workshops had a total of 150 student attendees. The first workshop focused on "Graduate School Prep: GRE Exam Prep." The two-evening series gave students an opportunity to take a sample timed GRE test and receive scores to know their baseline. A Kaplan representative facilitated a discussion regarding test-taking strategies for the math and verbal sections of the GRE. The second and third workshop consisted of two topics: MetaCognition and Study Skills - Cookie Recipe. During these workshops students learned about the conscious awareness and understanding of one's own thinking and cognitive processes, what it means in relation to their intellectual abilities and how to improve their self-understanding of their own learning style. Students then applied this knowledge to developing a study strategy. The final workshop of the series for the fall semester was facilitated by the Counseling Center staff. This workshop educated students on how to keep calm and manage test anxiety utilizing strategies that work for test anxiety and anxiety in general. The spring 2016 semester series of workshops began with a partnership of MSA and the BASF Corporation. During the Career Prep 101 workshop, students were able to engage with experts about career exploration strategies such as interviewing etiquette, preparing for basic interview questions, life after college, preparing for the workforce and various social media strategies. During the second part of this workshop, "Career 101 - Part 2," representatives from BASF Corporation facilitated roundtable discussions on the following topics: interview preparation, resume writing, networking for career development and personality styles at work. The goal of the seventh workshop, "High Impact Practices," was to help build a campus culture of participating in high impact practices at NC State. Campus partners from the offices of Undergraduate Research, Study Abroad, Career Development and the Center for Student Leadership Ethics and Public Service, Service Learning and Internships were provided the opportunity to talk with students about the high-impact educational activities they offer. LaTosha Williams, graduate student in Higher Education, presented her research entitled "Diversity in Study Abroad." During the dinner portion of the program, a panel of seven multicultural students (Sidney Gaston Sanchez, Karli Moore, Megan Codallo, Ryan Barnes, Cristian Del Valle, Cristal Vivanco and Jessica Gallo) talked with the participants about the high-impact activities they have engaged in while at NC State which included learning communities, undergraduate research, diversity/global learning, service learning, community-based learning and internships (co-ops). The final workshop of the series was a partnership with Northwestern Mutual. "Money, Money, Money," facilitated by Johnathan Williams (financial advisor), educated students on how to develop skills in budgeting, saving, paying off debt and investing.



- Tunnel Of Oppression –The Tunnel of Oppression program was held March 15-16, 2016.

The Tunnel of Oppression is an educational program consisting of dramatized oppressive interactions. This year's program consisted of eight rooms: Introduction Room - Privilege checklist exercise, Xenophobia Room, Intersectionality - Cissexism/Mental Health Oppression Room, Islamophobia Room, Racism Room, Empowerment Room and Debrief Room. The program was held in the Talley Student Union Coastal Ballroom and engaged over 300 participants. The planning committee was comprised of university partners that include the GLBT Center, DASA, Center for Student Leadership, Ethics and Public Service, University Housing, Arts NC State, Women's Center, Counseling Center and the Office for Institutional Equality and Diversity.

Cultural Awareness and Reaffirmation

- Hispanic Heritage Month (HHM) – There were a total of 14 events on the 2015 HHM Calendar. A call for programs was sent out to the NC State community to have other areas' programs added to the calendar. MSA worked with NCSU Libraries and North Carolina Museum of History to secure a \$10,000 grant that brought 3 programs to NC State. The first program was a documentary film screening, *Latino Americans: Prejudice and Pride*, in which assistant professor Kristy Ulibarri of East Carolina University's Department of English and Ethnic Studies Program led a post-film discussion. Another documentary film screening included the film *Latino Americans: Peril and Promise* with Professor José Villalba of Wake Forest University's Department of Counseling, who led a post-film discussion. Lastly *The Walk of the Immigrants: The Photography of Saul Flores* was a presentation by artist Saul Flores, an NC State student, cataloging a journey of more than 5,000 miles through 10 Latin American countries. Flores returned to campus to share the photographs from that project and talk about what he learned from his remarkable journey.
- In addition, MSA collaborated with several student organizations in hosting 3 HHM events: Salsabor, a signature HHM event, was done in collaboration with Mi Familia, the Latino Cookout was a collaborative effort with Mi Familia and Society of Hispanic Professional Engineers (SHPE) and the Taste of Latin America which was a partnership with Latin@ Collaborative and University Dining.
- Native American Heritage Month (NAHM) – NAHM programming consisted of fifteen events, with eleven sponsored by an NC State department, office or student organization and four held by outside organizations. The major programs were the Native American Heritage Month Reception (partnership with Peer Mentor Program), Indigenous Speaker Series featuring Dr. Alfred Bryant, Pulse of the Pack: A Drumming Workshop, Native American Culture Night (co-sponsored with Student Government), *Two Spirits* film viewing (co-sponsored with GLBT Center), and a Dreamcatcher workshop (co-sponsored with Cisco Systems, Inc.). The planning, organizing and implementation of the



2015 calendar of events consisted of a collaboration between MSA, NASA executive board, NC State staff and alumni.

- Kwanzaa – NC State’s 25th annual Kwanzaa Celebration was held on December 2, 2015 and featured guest speaker Louisha Barnette, a 2006 graduate of NC State with a Bachelor’s of Science in Biochemistry, Microbiology and Multidisciplinary Studies with a concentration in African American History and Community. In addition to her grassroots organizing, Ms. Barnette is the creator and owner of Peach CobblerYoga, a Durham-based practice through which she strives to challenge students physically, create a space for holistic healing and elevate consciousness. Ms. Barnette combined her experience in social justice activism and her expertise in mental and physical wellness for a thought-provoking and uplifting discussion of how we can practice the principles of Kwanzaa throughout the year. The program was a collaborative effort with the Union Activities Board - Black Students Board and the African American Cultural Center. The program was held in Witherspoon Cinema and was followed by the traditional Karamu feast. Seven students served as presenters of the seven principles of the Nguzo Saba and cultural attire models. Approximately 200 students, faculty, staff and general community members attended the event.
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- Black History Month Calendar of Events – All colleges, departments, campus units and student organizations were encouraged to submit programs to be listed on a uniquely designed commemorative calendar. The calendar received over 20 submissions to include film screenings (such as *Out in the Night* hosted by the GLBT Center and *Timbuktu* hosted by UAB, NCSU Libraries and the Global Training Initiative). The month also included lectures highlighting the various aspects of black culture (such as “We Gon’ Be Alright,” a lecture on Black-Indigenous relations) and discussions of contemporary issues (such as “True Beauty Discussion: Colorism” hosted by Theta Nu Xi Multicultural Sorority, Inc. We were also happy to see collaborations from academic departments such as the Africana Studies department in collaboration with AACC for the film screening and discussion on *Pardons of Innocence: The Wilmington 10* and also the College of Agriculture and Life Sciences tribute to Black Scientists in Agriculture. Next year, we hope to have even more events on campus and collaborate with NC State’s university calendar coordinators to advertise on a larger scale.
 - Native American Pow Wow – The 26th Annual NC State Pow Wow was held on Saturday, April 2, 2016 in Carmichael Gymnasium. With approximately 500 attendees, participants and volunteers, this year’s Pow Wow included traditional dancing, drumming and foods as well as a hand drum competition and a special performance by Miss Lumbee. NC State’s own drum team, Miska Waya, made up of NC State student drummers and

singers, performed during several Pow Wow dance numbers. Chancellor Woodson also made a guest appearance at the event.

Recruitment Activities

- Undergraduate Admissions Recruitment Events – The MSA staff provided assistance to the Office of Undergraduate Admissions with several outreach and recruitment events. The Pack Previews were held in the following North Carolina cities: Raleigh, Pembroke and Fayetteville. On October 17, 2015, the Office of Undergraduate Admission hosted its annual Open House program, which provided our staff with the opportunity to connect with approximately 200 visitors. On October 28, 2015, MSA participated in the HBCUs and Underrepresented Minority Programs Fair at the North Carolina School of Science and Mathematics. During the spring 2016 semester MSA staff presented at the five Experience NC State visitation days hosted by the Office of Undergraduate Admissions. In addition, MSA staff and students also participated in the College of Humanities and Social Sciences Open House events on March 5 and 14, 2016.

Student Leadership Development and Student Organization Advising

- Civil Rights Alternative Service Break – On October 8 -11, 2015, the Alternative Service Break trip was offered in partnership with the Women's Center and Center for Student, Leadership, Ethics and Public Service (CSLEPS). MSA sponsored two students and Nelson Santiago (assistant director Hispanic/Latino student affairs) who served as the faculty/staff co-advisor for the trip. The fall break service trip included site visits and volunteering opportunities to the International Civil Rights Museum in Greensboro, NC, Girls Inc. Experience, 2015 Historical Westside Cultural Arts Council (HWCAC) Festival of Lights, the Center for Civil and Human Rights, the Historic MLK birthplace site in Atlanta, GA, Ebenezer Baptist Church, Hosea Feeds and Sister Song: Women of Color Reproductive Justice Collective.
- African American Student Advisory Council (AASAC) – AASAC is a student extension of the Office of African-American Student Affairs (AASA). Its purpose is to function as a forum for the exchange of ideas and the dissemination of information to all Afrikan or Afrikan American-centered student organizations. In 2015-2016, AASAC was composed of 23 active student organizations, with no new organizations joining this year. AASAC took a supportive role in the on-campus demonstrations and efforts to give voice to student feelings about challenging local and national events. The AASAC Organization of the Year was recognized during the Annual Ebony Harlem Awards of Excellence Celebration (collaboration with the AACC). This year, in selecting the organization of the year, the winner had to focus on the 2015-16 AASAC goal which was Ujima - Collective Work and Responsibility. The organization selected had to clearly demonstrate how to build and maintain their community together and to make their sisters' and brothers' problems their problems and solve them together. The two nominees were Kappa Omicron Chapter of Alpha Kappa Alpha Sorority, Inc. and the Society of Afrikan American Culture. The 2015-16 AASAC Organization of the Year Award went to the Society of Afrikan American Culture.
- Mi Familia – The purpose of Mi Familia is to provide a social, cultural and political forum for the students of NC State and the surrounding community interested in experiencing

and promoting the richness of the international Latino and Hispanic community/culture. Mi Familia provided multiple events throughout the academic year: General Body Meetings, Cereal Night, Mi Placita and Somos. Mi Familia hosted another successful Somos as the end-of-the-year celebration with 175 people in attendance. Somos incorporated live performances, skits, senior recognitions and awards to celebrate Hispanic/Latino students on campus. In addition, Mi Familia hosted a Somos after-party in conjunction with Sube Ritmo and La Ley radio station. It was held in the Witherspoon Sankofa Room. The event was broadcast live and La Ley served as the DJ for the event.

- The Latin@ Collaborative (LC) – LC was developed as a formal opportunity for Latino student leaders to meet monthly and share ways to help keep the Latino community united at NC State. LC consists of 12 student organizations. The LC has kept the community aware of organizations' program schedules and has helped to bring awareness of issues facing the Latino community at NC State and beyond.
- UNIDOS - UNIDOS serves as a way to facilitate communication and collaborative community service efforts between the three founding universities in the Triangle Area: NC State, UNC-Chapel Hill and Duke University. This year, NC State hosted the 13th Annual UNIDOS Gala. This year's awards banquet featured guest speaker Lisabeth Arias, a former recipient of the UNIDOS scholarship and a 2014 graduate of NC State with a Bachelor's in Textiles. The 2016 scholarship recipient was Jair Nino-Espino.
- Native American Student Association (NASA) - NASA hosted several events this academic year including "1490-Who", a panel and display of Native American culture in commemoration of Indigenous Peoples' Day, a networking workshop (facilitated by Senecca Jacobs, a graduate of NC State), two frybread sales and a potluck. NASA partnered with MSA on Native American Heritage Month planning of events, the 26th annual Pow Wow, and the annual Native American Student Leaders Banquet. In addition, NASA collaborated with the American Indian Science and Engineering Society (AISES) on the annual Welcome Back Cookout.
- Multicultural Leaders Collaborative (MLC) – The Multicultural Leaders Collaborative exists to create a collaborative space that encourages productive dialogue and partnerships within the Wolfpack community. Multicultural Student Affairs hosts monthly meetings for student leaders from multicultural-based organizations to discuss collaborative opportunities, upcoming events and current issues facing multicultural communities. During the 2015-16 academic year, six meetings were held and some of the topics of focus for the group included campus climate, collaborative cultural programs and study abroad opportunities for multicultural students. The MLC was honored to be a select group of campus leaders that met with Provost Arden and Chancellor Woodson to continue the conversations introduced at NC State University's Racial Climate Townhall. The

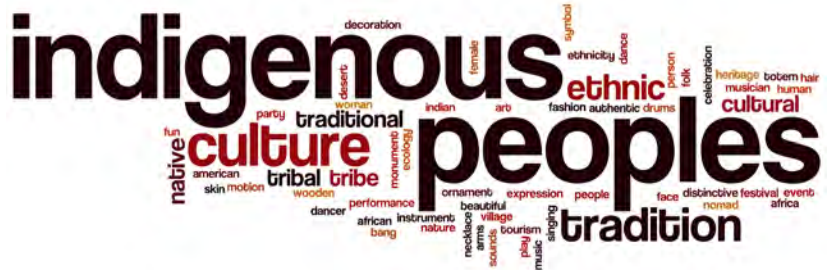
To commemorate
Columbus Day
means to deny the genocide
of Native peoples
that Columbus initiated
while celebrating its consequences.

MLC was a co-sponsor for the Student Success Series: High Impact Practices program. In addition, a grant from the Chancellor's Greatest Need Fund was used to support Catherine Rivera's 2016 study abroad trip to Spain. Ms. Rivera will do a presentation on her study abroad experience at a MLC meeting in the fall of 2016 and will participate in the 2016-2017 Student Success Series: High Impact Practices program.

- **Student Mentor Association (SMA)** –The Student Mentor Association (SMA) serves as a student-led programming unit for the Peer Mentor Program and its participants. The SMA goals for the 2015-16 academic year were to create a better marketing plan for advertising events/programs, increase fundraising efforts and provide more events for the mentors and mentees. The SMA executive board planned a variety of activities for PMP participants including Hispanic Heritage Month Latin Dance Workshop (collaboration with Sube Ritmo), Native American Heritage Month Reception (collaboration with NASA), a Study Jam (collaboration with W.E.B. DuBois Society), Microaggressions workshop (Diversity Education Week program), and a Zumba Class entitled New Year, New Me.

New/Revived Initiatives

- Inaugural commemoration of Indigenous Peoples' Day (October 12, 2015) – Due to the advocating efforts of a few students, particularly Native American Student Association's (NASA) own Karli Moore, Indigenous Peoples' Day was brought to the NC State campus, an historical first. The Indigenous Peoples' Day movement was first introduced in Student Government. After hours of debating, the senators finally passed the legislation to change Columbus Day to Indigenous Peoples' Day. This day of celebration consisted of three events hosted by MSA, NASA and Student Government:



- Petition signing: Student representatives from both NASA and Student Government stood in Wolf Plaza educating the campus community about the importance of the day while garnering signatures to submit to the city of Raleigh in support of ending the city's sanction and celebration of Columbus Day. Around 300 signatures were collected.
 - Indigenous Meal at Clark Dining: Clark Dining Hall hosted an indigenous-themed meal featuring foods native to tribes both state- and nationwide.
 - 1490 Who?: To commemorate Indigenous Peoples' Day, a panel of three Native professors spoke about the colonization of the Americas, the conquest of Columbus and the resiliency of Indian peoples.
- Counseling center walk-in hours – MSA collaborated with the Counseling Center by hosting weekly walk-in counseling hours. This campus partnership allowed for students to have a safe and supportive space to share concerns or discuss topics that were relevant to them (which often include academic, financial, social and family stressors), build relationships with the clinicians from the Counseling Center, learn about the Counseling

services and resources, learn coping strategies and enhance personal growth and development.

- Native Space – MSA partnered with University Housing to design an initiative that would create a supportive and culturally engaged housing experience for Native American first-year students beginning in fall 2016. Students will live together in Wood Residence Hall with live-in upperclass mentors. The Native Space students will partner with NASA on planning for Native American Heritage Month and Pow Wow and will participate in the Peer Mentor Program and the 2016-17 Student Success Series. MSA will collaborate with Dr. Judy Kertesz, director of the Native American Studies Minor, and other Native American faculty in developing the academic component for Native Space. In addition, a non-cognitive intervention research project will be incorporated in the curriculum for the housing initiative.



Staff

The 2014-15 Multicultural Student Affairs staff consisted of:

Jennifer M. Brown, Ph.D., interim director, 1.0 FTE (appointed August 2014)

- University recognition – 2016 Equal Opportunity Institute Graduate with Special Recognition (10 or more classes) and 2016 Ebony Harlem Awards Partnership Award.
- University committee assignments: African American Coordinating Committee, AASAC Organization of the Year Selection Committee, American Indian Advisory Council, Ebony Harlem Awards of Excellence Planning Committee, First Year Experience Work Group, GLBT Center Program Assistant Director Search Committee (Chair), Hispanic-Latino Advisory Group, New Student Orientation Advisory Committee, Tunnel of Oppression Steering Committee (Co-Chair) and University Diversity Advisory Committee.

Jasmine Omorogbe, M.Ed., assistant director for African American student affairs, 1.0 FTE

- Employment end date: October 14, 2015
- University committee assignments: African American Coordinating Committee (Chair of African American Symposium Sub-Committee), Tunnel of Oppression Steering Committee, Student Leader Training Committee, OIED Technology and Innovation Committee and National Coalition Building Institute Leadership Team and a Staff Senator for District 15A.

Nelson Santiago, M.Ed., assistant director for Hispanic student affairs, 1.0 FTE

- Employment end date: January 21, 2016
- University committee assignments: Earth Day Steering Committee, Hispanic-Latino Advisory Group (Co-chair), OIED All-Staff Planning Committee and Pack's P.A.C.T. Men of



Color Initiative Member.

Brittany Hunt, M.S.W., assistant director for Native American student affairs, 1.0 FTE

- University committee assignments: American Indian Advisory Council (co-chair) and Student Leader Training Committee

Jussani Brown, program assistant, 1.0 FTE

Melissa Betancur (February 3, 2016 - May 25, 2015), temporary employee, 40hrs/week

Olivia Bullard (March 28, 2016 - current) - Peer

Mentor Program graduate assistant, 20hrs/week

Christian Gray (employment dates: August 10, 2015 - October 1, 2015)

Maria Tudela (employment dates: October 12, 2015 - March 3, 2016)

Alignment with NC State's Strategic Plan Goals

1. Enhance the success of our students through educational innovation
 - Symposium for Multicultural Scholars, Peer Mentor Program, Student Success Series
2. Enhance scholarship and research by investing in faculty and infrastructure
 - Collaboration with University Housing in implementing a non-cognitive intervention research project within Native Space which will take place during the 2016-17 academic year
3. Enhance interdisciplinary scholarship to address the grand challenges of society
 - Civil Rights Alternative Service Break Trip, Black History Month programs and activities, Hispanic Heritage Month programs and activities, Native American Heritage Month programs and activities, Indigenous Peoples' Day and Tunnel of Oppression
4. Enhance organizational excellence by creating a culture of constant improvement
 - Hispanic-Latino Advisory Group, American Indian Advisory Council and African American Coordinating Committee
5. Enhance local and global engagement through focused strategic partnerships
 - Civil Rights Alternative Service Break Trip

Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: Women's Center

Prepared By: Lisa LaBarbera-Mascote, interim director

Introduction

As a campus community center within the Office for Institutional Equity and Diversity (OIED), the NC State Women's Center mission is to be a catalyst and resource advancing gender equity. The Women's Center achieves this mission through education, advocacy and leadership development. The Women's Center envisions a Wolfpack community that champions gender equity and promotes respect for all and is not satisfied until gender equity reaches everyone in our community.

Programs and Initiatives

NC State Women's Center programs focus on gender equity and are summarized by primary mission (education, advocacy, leadership development).

Education

- ASB Atlanta (October 8-11, 2015) – In partnership with Multicultural Student Affairs and the Center for Student Leadership, Ethics and Public Service (CSLEPS), a team of 13 students traveled to Atlanta, GA, visiting several civil rights historical sites looking at gender equity and doing service work. This four-day adventure spanned from Greensboro, NC to Atlanta, GA. The group visited/volunteered with: National Conference for Community and Justice of the Piedmont Triad, Inc. (NCCJ), the International Civil Rights Museum, MLK's birthplace site, Boys and Girls Club/Salvation Army, Sister Song: Women of Color Reproductive Justice Collective (www.sistersong.net), Historic Westside Festival of Lights and Ebenezer Baptist Church. New this year: Girls Inc. was added as a site partner, resulting in well-received discussions and activities focused on gender equity. The group engagement with the Festival of Lights site partner increased as well through student assistance with survey research. A photo blog project was also added. This assignment allowed for students to reflect on their experiences in both words and pictures. A few examples of the photo blogs can be found at the following websites: <https://docs.google.com/a/ncsu.edu/document/d/1Dg4eLC4Bg23dDhWaJXzWy6S0BRRi9dR9iEtBqAxEnWs/edit?usp=sharing> or <https://drive.google.com/a/ncsu.edu/file/d/0B-8cJ-ER3iT0eDM1bW1weUtDNkh0Z3hDYVA3TF9zdWtSbElr/view?usp=sharing>.
- Beyond the Veil (February 1, 2016) – The Women's Center continues to partner with the Muslim Student Association to host Beyond the Veil. We provide the venue and some



marketing for the event. 60 students were in attendance this year.

- Black Girls Movement Conference (Columbia University, Harlem NY, April 7-9, 2016) – Associate Director Jennifer Castillo and Assistant Director for University Housing Fatou Mbye accompanied 3 NC State students (1 graduate and 2 undergraduate) to the Black Girls Movement Conference. “The focus of this conference was to bring together artists, activists, educators, policymakers to address the disadvantages that black girls face in the United States.” (iraas.columbia.edu/Event/black-girl-movement-conference)
- Chocolate Festival (September 11, 2015) – The Women’s Center hosted the 12th annual Chocolate Festival, combining breast cancer awareness and wellness with chocolate sampling and a silent auction. The event was a kickoff event for Parents and Families Weekend. We had 30 chocolatier and health and wellness vendors, 1,200 attendees and 100 volunteers and raised \$5,000 for Women’s Center programs and the KayYow Cancer Fund. The Chocolate Festival is a campus tradition and is designated #39 on the “Top 54 Things to Do at NC State” list. The Chocolate Festival website: oied.ncsu.edu/chocolate provides more information. New this year: The Chocolate Festival moved back to Talley Student Union. We increased our partnership with Rave Catering to include them hosting our chocolate fountain and donating all the services associated with running the fountain. Also, the Division of Academic and Student Affairs (DASA) helped us with setting up our first photo booth at the Chocolate Festival. Attendees could take photos at the booth and see them projected on the screen during the event.
- Domestic Violence Awareness Month (October 2015) – The Silent Witness Project was on display in Talley Student Union in October and individual silhouettes were “adopted” by various departments, including Athletics, Honors Village, Sullivan Hall, Thomas Hall and Welch Hall throughout the remainder of the year. These Hands Don’t Hurt (October 13, with 96 attendees) encouraged the campus community to stamp their hands against violence. New this year: The Women’s Center featured guest speaker Radar Anderson for an event named “When Bullets Don’t Kill” on October 29, 2015 at noon (19 attendees). Ms. Anderson is a native of Forest, Virginia and a published author. Ms. Anderson is a seminar speaker who focuses on domestic violence and has taught in women’s shelters, centers and conferences. In addition, The Movement Peer Educators, with the Women’s Center’s support, kicked off Domestic Violence Awareness Month with “SlutWalk: A Walk to End Victim Blaming” on October 1, 2015 (250 attendees). This event was sponsored by the GLBT Center, Women of Welch, the Arts Village and OIED. SlutWalk aimed to critique rape culture and highlight the issue of victim blaming. The event attracted local television coverage.
- Don’t Cancel That Class and The Movement Workshops – The Women’s Center continues to offer free and engaging workshops for all members of the NC State community, led



by both trained peer facilitators and/or professional staff members. Workshops may be requested by faculty, staff or students. Regarding professional staff workshops, during the spring semester, Dr. C. Ellen Washington facilitated 6 sessions of “Laws Impacting Women,” for a total of 110 attendees. In addition, The Movement Peer Educators (a student group advised by Sara Forcella, rape prevention education coordinator) continued to facilitate workshops for peers. This year, we facilitated a total of 51 The Movement workshops, 32 of which were pre-planned and 19 of which were requested. We had a total of 440 attendees at these workshops. New this year: The Movement facilitated pre-scheduled workshop 3-4 times a month. The Movement also added one new workshop, partnering with the One Love Foundation; this workshop featured a movie facilitation of *Escalation*, which focuses on relationship violence and bystander intervention. The Movement also added a Stalking 101 workshop.

- Educational Partnerships –The Women’s Center partnered with the Health Center for multiple events this year. Southern Smash was held on September 16, 2016 (30 attendees) on the Brickyard and encouraged students to have a positive body image. We also partnered for Candy, Condoms, Consent, to pass out candy, condoms and cards about consent on October 30, 2015; we reached approximately 70 students. The Women’s Center partnered with DIVE to organize a Women of Color Intersectionality Panel held on November 18, 2015 (50 attendees), which looked at ways that women from different backgrounds shared similar yet different experiences. The Women’s Center also partnered with Alphi Phi Gamma to hold an Asian American Pacific Islander Intersectionality Panel on March 22, 2016 (50 attendees).
- North Carolina Council for Women – 2nd Annual Women and Girls Initiative (August 2015). Women’s Center staff including Associate Director Jennifer Castillo were invited to present at North Carolina Council for Women’s (CFW) 2nd Annual Women and Girls Initiative at the Governor’s Executive Mansion. The purpose of the event was for CFW to inspire a lifetime of confidence, competence and courage in girls and women. This was accomplished through networking, dialogue, exchange of ideas, mentoring and collaboration amongst the attendees.
- Sexual Assault Awareness Month (April 2015) – The Women’s Center hosted Sexual Assault Awareness Month Activities, including a lecture by Sofie Karasek, on April 14, 2016 (116 attendees). A well-known survivor-activist and co-founder of End Rape on Campus, Sophie addressed campus and also spent time with The Movement Peer Educators after her talk. The Clothesline Project was displayed in Talley Student Union for the entire month of April. Survivors of interpersonal violence were given the chance to create their own t-shirts on April 8, 11, 14 and 15 (25 attendees). We held our 29th annual Take Back the Night to raise awareness about sexual assault and support survivors on



campus on April 21, 2016 (182 attendees). Take Back the Night rally speakers included Sara Forcella (rape prevention education coordinator, Women's Center), Jessica White (assistant director, Student Conduct), Chris Jefferson (Fraternity and Sorority Life), Sgt. Timothy Hammonds (Campus Police), Rachel Berry (counselor, Counseling Center), Renee Wells (director, GLBT Center) and Maggie Schroder (The Movement). Speakers opened the night, discussing various reporting options that survivors of sexual assault could utilize on campus. This was followed by a march around campus, led by The Movement Peer Educators. The evening ended with a Survivor Speakout. The Women's Center had a table for International Denim Day on April 19 in Wolf Plaza and passed out buttons. We partnered with Alpha Phi Gamma to raise awareness about interpersonal violence at this event. The Women's Center held a series of interpersonal violence workshops lead by The Movement Peer Educators on April 7, 12, 20 and 28. The Women's Center had a table for the national It's On Us campaign on April 5 in Talley Student Union to raise awareness about sexual assault. The Women's Center and The Movement Peer Educators held Carry That Weight in Wolf Plaza on April 13, 2016 (approximately 50 attendees). This campaign was inspired by a survivor-activist who carried her mattress around campus while her rapist attended school with her. New this year: Take Back the Night featured tables hosted by campus partners and student groups such as the GLBT Center, the Health Center, Students Advocating for Gender Equity, The Movement Peer Educators and Alpha Phi Gamma. For the Clothesline Project, the Women's Center partnered with the Arts Village and the Counseling Center to ensure that all survivors who completed a t-shirt received a bag filled with information regarding survivor group counseling, art therapy, a coloring book and colored pencils and affirmations. The Women's Center displayed the Clothesline Project for the entire month, including at Take Back the Night. The Women's Center partnered with Sigma Phi Epsilon to help plan their Sexual Assault Awareness Week; proceeds from the week went to the Women's Center's Survivors' Fund. The Women's Center partnered with General Counsel and the Wake County District Attorney's office to host "Crimes and Punishments: Real Talk about Sexual Violence" presented by Meredith Parris, assistant district attorney, and moderated by Eileen Goldgeier, vice chancellor and general counsel.



- Sisterhood Dinner (February 29, 2016) –The Women's Center continues to partner with the Council on the Status of Women for the Sisterhood Dinner. The Women's Center assisted with the table decorations as well as hosting the silent auction. We raised \$1,500 from purchases of the silent auction items. New this year: The Women's Center worked with Arts NC State to advertise for artists to create pieces associated with the theme of the Sisterhood Dinner to be donated and auctioned during the silent auction.
- Women's History Month (March 2016) –This past Spring, the Women's Center put forth a calendar of events in celebration of Women's History Month. This was the first time the center has put out a calendar for a number of years. The theme of the month was:

One Pack, Many Voices. The offerings were intended to bring awareness about the many different experiences of women, both on the NC State Campus and globally. Program offerings included a Women Leading Change speakers panel and the unveiling of “The Beautiful Project” in the Women’s Center, a photo activist display that focused on the experiences of women of colors; a screening of the movie, “Girl Rising;” a visibility project highlighting International Women’s Day, and the co-sponsorship of an Asian American Women’s Panel focused on perceptions, values and stereotypes. The calendar and programs were well received and attended.

- Yoga –The Women’s Center continues to provide two low-cost weekly hatha yoga classes for NC State faculty and staff. The Stress Management/Mindful Yoga classes include many of the techniques of yoga tradition that have become scientific/medical stress reduction formats. We had 51 attendees throughout the course of the semester. New this year: The Women’s Center worked with E.S. King Village to offer the evening yoga class at a more convenient location at E.S. King Village as well as offering the class to E.S. King Village Residents.

Advocacy

- Beautiful Project –The Beautiful Project used photography and reflective workshops to give girls and women an opportunity to confront positive and negative portrayals of black girls and women in the media and in their communities. During the fall semester, Jamaica Gilmer, founder and co-director of the Beautiful Project, ran a workshop with women from NC State. Through this workshop, she helped to create a circle of image makers who rallied to take up their cameras and their pens. Wielding the power of these tools, a series of stirring images and ideas were created by women who made the commitment to be fully present in the space we created together. The outcome of this workshop was a series of photos that are now displayed in the Women’s Center. This photo exhibit was meant to be a reflection of how past experiences and present passions can reveal where our activism lives. The unveiling and celebration of this work took place as part of the Women’s History Month calendar of events and included presentations by the African American Cultural Center’s “Blacks in Wax” student leaders.
- Interpersonal violence advocacy: The Women’s Center continued to provide crisis advocacy, financial assistance, academic/housing advocacy, accompaniment to law enforcement agencies accompaniment to court and/or student conduct hearings and referrals as appropriate. Between August, 2015 and May 2016, the Women’s Center served nineteen survivors of interpersonal violence. The Women’s Center also led the Case Sharing Team from August 2015 to March 2016. New this year: The Women’s Center joined the campus Sexual Assault Response Team (SART) and will be leading it as of June 2016. The Women’s Center has taken a leadership role in organizing and planning the New Student Orientation which focuses on Campus SaVe and Title IX compliance. The Women’s Center has transformed the crisis line for survivors of



interpersonal violence formerly known as the Relationship and Sexual Violence Phone Line. It now has a new university phone number. We will be rolling out a new marketing plan over the summer.

- The Movement Peer Educators (The Movement) are a trained group of NC State student activists and peer educators who facilitate workshops on issues of interpersonal violence and bystander intervention. The members all go through a six-week training process to join. The Movement currently has approximately 30 members. New this year: The Movement has partnered with the Elizabeth Foundation to facilitate workshops about interpersonal violence and healthy relationships to high school students in an after-school program. The Movement has brought campus partners such as Heather Vernier from Student Health and Sgt. Jason Dye from Campus Police to discuss campus reporting options and services for survivors of interpersonal violence.

Leadership Development

- “It’s Time to Unwind, Sis - Activists Must Practice Self Care” (April 16, 2016) – This event was sponsored and co-hosted by the Women’s Center, College Women Lead and the Union Activities Board. Students were given the opportunity to take a study break and practice self-care via the arts such as cap decorating and vision boards. Healthy snacks and affirming conversations took place with 22 students in the African American Cultural Center.
- The Chancellor’s First Year Leadership Program was placed on hold for the 2015-2016 Academic Year.
- Read to L.E.A.D. fosters personal and social responsibility and provides opportunities for all participants to develop their critical thinking and diversity-related competencies



in an asset-based mentoring model between university staff/students and youth from the Raleigh community. This program is not meant to be solely focused on gender equity, but to raise awareness of social justice issues. From the Social Change Leadership Model perspective, it also allows students to grow in their leadership abilities individually as well as collectively. This year, 24 year-long mentors participated at 5 different site locations, (WES Boys and Girls Club, Neighbor to Neighbor, Haven House, East Cary Middle School and Alexander Family Y plus assisted with TRIO

as needed). Eight mentors serving at multiple sites throughout the semester. This year, Read to L.E.A.D. mentors gave 1,391 volunteer hours year (a \$10,084.75 investment in the community based on \$7.25/hour minimum wage rate). New this year: Haven House was added as a site location. The Women’s Center partnered with Tara Hall from NC State Dance to allow Read to L.E.A.D. mentors to meet with Dr. Chuck Davis. Mentors joined Dr. Davis in learning dance and about his role in abolishing female circumcision in parts of West Africa. Leadership Raleigh invested over 200 hours and \$600 into planning our second annual spring College and Careers Campus Visit Day. Lesson plans were added

that addressed body image, healthy relationships, women/girls in international context, dialogue on diverse faiths, and abilities. Photo blogs were added to Read to L.E.A.D. reflections to help students creatively reflect on their experiences in more relevant ways and provided for immediate feedback regarding the mentoring relationship.

Staff

The Women's Center is comprised of a number of highly qualified full time (1.0 FTE) staff members. The staff members include:

- Jennifer Castillo, M.S., associate director of the Women's Center, links diversity, equity and leadership development initiatives in the context of community-based learning/engaged scholarship. This year's accomplishments and committees included: participation in the HLAG Committee, Community Hope Steering Committee, Youth Thrive, Vocational and Civic Development Action Team. Jennifer was also a requested presenter for NC Council of Women's Women and Girls Initiative (August 2015), was honored as a woman "who inspires and leads with compassion and integrity" through Emerging Women NC (Spring 2016) and was named Volunteer of the Year, by the Boys and Girls Clubs (12/2015). Jennifer also attended trainings facilitated by Organizing Against Racism.
- Sara Forcella, M.A., is the rape prevention education coordinator in the Women's Center. She advises the student group The Movement Peer Educators and trains all incoming members. She also advises Alpha Phi Gamma. She acts as an advocate for survivors of interpersonal violence and works collaboratively with campus and community stakeholders. This year, Sara served as the marketing chair for Tunnel of Oppression, was on the planning team for Sex Ed Boot Camp, served as a member of the search committee for the GLBT Center program coordinator position. Sara also served as the lead for case sharing meetings during the fall semester, partnering with Fraternity and Sorority Life to train Sigma Phi Epsilon, advised the planning of Women of Color Intersectionality Panel and Asian American Pacific Islander Panel. Sara also writes blogs for See The Triumph focused on interpersonal violence services for survivors of interpersonal violence on campuses. Sara has been accepted into a Masters of Social Work program at UNC Chapel Hill and will be working towards that degree beginning in the fall.
- C. Ellen Washington, Ph.D. is the assistant director of Leadership Development and Scholar-in-Residence. This past year, Dr. Washington presented 9 professional presentations focusing on topics of leadership, diversity and women in STEM fields. Presentations of particular interest include; Washington, C. E., Taylor, O. Mack, K. Engerman, K., and Watson, C. 2015. "Opportunities for Underrepresented Scholars in STEM," National Science Foundation, Washington, D.C., Washington, C. E. 2015. "Women in STEM: Higher Education, Gender Summit, Cape Town, South Africa, Washington, C. E.



2016. "Diversity in Higher Education" University of Arkansas Black Alumni Association, University of Arkansas, Fayetteville, AR, Washington, C. E. 2016, "Succession Planning in Higher Education," Leadership Excellence and Gender Symposium, Purdue University, West Lafayette, Indiana. In addition to presentations, Dr. Washington is also working on a number of writing projects including: Washington, C. E., Watson, C., Arrendondo, P., Luster-Teasley, S., & Engerman, K. (in progress); book chapter: STEM Diversity in Operation: Maximizing the Value of Scientific Human Capital, Mack, K., Hodges, A. Washington, C. E., Watson, C., Arrendondo, P., Luster-Teasley, S., & Engerman, K. (in progress) Book: *Women Called to Lead*, Dr. Washington also served as a National Science Foundation Graduate Research Fellowship Reviewer and Association of American Colleges and Universities Practiced to Published consultant. Dr. Washington also redesigned [The Impact Leadership Village Course] SLC 201: Community Leadership. The course was approved and is now listed in the University Course Leaf for the fall 2016 semester.

- Kimberly Zugay, B.A. serves as university program associate for the Women's Center. Kimberly assists the center with all of its programming, services and leadership development opportunities, including Chocolate Festival.



In addition to full time staff, the Women's Center also had a part-time interim director for the spring semester.

- Lisa LaBarbera-Mascote, MSW, served as the interim director for the Women's Center starting late December 2015. Lisa assisted the center through the transition of being down staff members in the spring semester. She assisted with partnership development specifically around IPV services, served as a member of the OIED leadership team and represented the Women's Center on the Fraternity and Sorority Life Implementation team.

Alignment with NC State's Strategic Plan Goals

In relation to NC State's Strategic Planning goals, the NC State Women's Center provides opportunities that cover many of these goal areas. The community-based, diversity education model used for the Read to L.E.A.D. program addresses both Goals 1 and 5 by creating educationally innovative opportunities for our students while at the same time pulling in local community partners to help address a societal need (literacy education and intersectional learning). The interpersonal violence prevention services at NC State highlight a culture of constant improvement as mentioned in Goal 4. This past year, a Sexual Assault Response Team (SART) has been formed on campus to enhance the services and connection of campus practitioners working through issues surrounding interpersonal violence. In addition, evaluation of effectiveness has led to a revamping, remarketing and the creation of a new (campus-based) phone number to be used for 24-hour sexual violence assistance and advocacy.

Office for Institutional Equity and Diversity

2015-16 Unit Annual Report: Outreach and Education

Prepared By: Beverly Jones Williams, director of outreach and education

Introduction

Outreach and education provides opportunities for the campus community to gain understanding of equal opportunity, equity and diversity. Programs equip faculty, staff and students with knowledge and skills to work effectively in our increasingly diverse working and learning environments.

Programs and Initiatives

Equal Opportunity Institute (EOI)

The Equal Opportunity Institute experienced another record year. Registration closed before the first orientation session due to high demand. Seventy-five (75) new participants attended EOI orientation. The program had a total of 110 participants and the largest graduation class to date. There were 86 individuals recognized at the EOI graduation celebration on April 27, 2016. Sixty-two (62) first-time graduates were recognized with a certificate, gift and honor cord (for students). This total included 30 special recognition graduates who completed 3 additional workshops beyond the 10 required. Forty-four (44) of the EOI participants were faculty/staff and 18 were students. The total number of graduate scholars this year was 24 (3 students, 21 faculty/staff). This was 10 more than last year. Six (6) of these 24 graduate scholars were multi-year graduate scholars. Graduate scholars are past EOI graduates who return to continue their learning and professional development.



EOI graduates continue to gain great insights from the program. These comments from final reflection journals demonstrate the new knowledge, information and skills participants' received.

"Some specific strategies I plan to use are: 1) Build relationships through increased understanding and trust 2) Create space for staff to share their stories/ experiences and interests outside of the office 3) Ensure all staff members' voices are heard and each member has an opportunity to take part in the decision making and planning process."

"I learned that having a conversation and asking questions opens the door for change. I was reminded that knowledge is power and researching topics will enable me to be a better informed ally and advocate."

"I have begun to notice my own prejudices, biases and microaggressions. With this self-awareness, I have learned how to not only see issues of discrimination

but strategies on how to have the hard conversations and address issues regarding equal opportunity.”

The keynote speaker for this year’s EOI graduation celebration was Dr. Tashni-Ann Dubroy, president of Shaw University. Dr. Dubroy shared insights and personal examples of taking positive direct actions to create inclusive communities. Dr. Dubroy contributed greatly to the huge success of this event. Our theme this year was “You Write the Future” to encourage our graduates to create a better future for themselves and others by utilizing the information they learned in EOI.

The EOI Advisory team continues to make a positive impact on this program. The membership on the team changed this year to include campus and community individuals who are EOI graduates. The committee met on July 21, 2015 and made the following recommendations: add at least 1 new course each year, reorganize Moodle site, share ground rules for all programs in orientation, consider having level 1 and level 2 EOI experiences.

OIED Open Enrollment Workshops

This year, Outreach and Education sponsored 45 sessions on 23 different workshop topics for 789 participants. Workshop topics included equal opportunity, leading a diversity workforce, intersectionality, exploring oppression and diversity lenses. Green Zone Training was added to the list of other workshops that provide the NC State community the opportunity to explore a variety of topics related to equal opportunity, equity and diversity. Green Zone Training focuses on the experiences and needs of veteran students.



The Equal Employment Opportunity Institute sponsored by Office of State Human Resources (OSHR) was not offered on campus this year. The course is currently under revision. The new course should go from being a 1½ day in-class workshop to an online pre-course module and a one-day in-person workshop. The new title of this training will be Equal Employment Opportunity and Diversity Fundamentals. The goal is that OSHR will have revisions by this summer and the revised workshop will be available at NC State in the fall. Ursula Hairston and Beverly Williams have been working with the team making revisions to this important training.

National Coalition Building Institute (NCBI)

This has been another busy year for the NCBI team. The team facilitated 41 workshops for 1,069 participants. The total hours of training provided was 158.75. The team began the year working with the College of Veterinary Medicine (CVM) to train all faculty, staff and students. This was an ambitious goal but progress was made. The NCBI team conducted 7 sessions for the college, including training all first-year and second-year students. The team also facilitated a conflict resolution workshop in response to a grant from the American Veterinary Medical Association.

Modeling after the CVM, the College of Textiles also committed to train all faculty and staff this year. The team facilitated 3 large sessions for this college. The College of Natural Resources and the College of Agriculture and Life Sciences are also making efforts to utilize NCBI to train faculty and staff. Other groups that received training this year included returning groups like

summer REU, summer START and new groups such as Panoramic Dance Project and counseling center staff.

To better utilize the team's volunteer facilitators, the team required that requested workshops be for at least 2 hours and have a minimum of 15 participants. This used our volunteer resources more effectively.

The USC 240 class based on NCBI principles continues to make an impact. Twenty (20) students completed this class in fall semester with instructors Roger Callanan, Erin Robinson and Joy Tongsri. Twenty-six (26) students completed the course in the spring semester with instructors Beverly Williams, Melusian Wright and Karen Young. Students continue to report changes in perspective and actions based on this course. These examples from final reflection papers demonstrate the changes that take place.

"One important thing that I learned from this class is to look beyond race, not ignore it. By ignoring someone's race, you may be unintentionally discriminating against that person because their race is a large part of their identity, and therefore it demands to be acknowledged. However, by looking beyond their race, you acknowledge it, recognize that it is a part of them and part of their culture and can then begin to look deeper into what makes that person who they are. It allows you to begin to know them personally rather than superficially, as we most often do."

"For most, this reflection is looking back over notes, doing practice problems, rereading textbooks, and going over old exams. For this class, reflection feels a little different. It is remembering the first day of class with a room full of strangers and having no idea that they would soon be your good friends. It is recalling those precious, heartbreaking stories filled with truth and openness that your classmates shared about their own experiences and struggles. Reflection for this class involves growing. Looking back on all the realizations and epiphanies and now realizing that the class is coming to a close and it is time to decide what you are going to do with all of this new knowledge."

USC 240 is now part of the new minor at NC State created by the General Shelton Leadership Center. The 15-hour undergraduate minor is titled, "Leadership: Cross-Disciplinary Perspectives" and is a cross-disciplinary approach to broaden student perspectives of leading cross-functioning teams in future situations.

The national NCBI organization has experienced transitions this year. Robert Dungey, who was the national director for campus programs, has stepped down to take on different priorities. The organization is in discussion about reorganizing the position. In the meantime, our new campus liaison is Idella Glenn, who has served as the long-term director of the Carolina Coalition. Beverly Williams, the director of the NC State University NCBI team, began serving in the role of campus liaison for University of Iowa and Medical College of Wisconsin in February.



The NCBI Carolina Coalition also experienced transition this year. Tia Doxey stepped down from the role of assistant affiliate director. Beverly Williams is now serving in this role and Valerie Ball from our NC State team is serving in the new role of treasurer. In the role of assistant affiliate director, Beverly co-facilitated the October 2-4, 2015 Carolina Diversity Coalition Train-the-trainer. NC State hosted the 3-day workshop this year and was able to train 10 new facilitators. Other participants included individuals for Wofford College, The Citadel, University of Alaska and Virginia Commonwealth University. Continued partnership with the Division of Academic and Student Affairs (DASA) helped to cover the cost of this training. The following individuals were trained:

- Jackie Bruce, College of Agricultural and Life Sciences
- Tyron Fisher, NC State University Cooperative Extension
- Kendall Hageman, Institute for Emerging Issues
- Ana McClanahan, graduate student, Higher Education
- Katherine McKee, Office of Faculty Development
- Chrystal McMichael, University Housing
- John Miller IV, graduate student, Higher Education
- Roberta Morales, College of Veterinary Medicine
- Delisha Smith Hinton, College of Textiles
- Sheronda Witter, NC State University Cooperative Extension



It is important to train new facilitators each year due to turnover of team members from student graduation and job changes. This year, the team was impacted with the loss of the following team members: Seprina Justice, Jasmine Omorogbe, Allison Mitchall, Ana McClanahan, Roger Callanan, Katherine McKee, Chrystal McMichael and Robert Davis.

The NC State University NCBI Team remains strong. The team continues to develop through monthly meetings that enhance facilitation skills and deepen understanding of issues of diversity. This year the team participated in developments on leadership, gratitude, giving feedback, challenges and strategies for facilitation, work/life integration, being a GLBT ally, emotional intelligence, daily application of NCBI principles, bystander behavior and intervention and internalized oppression. The team extended the May development activity to the campus community. The topic was HB2 and over 40 faculty and staff participated in the forum. The team was glad to extend the development to others on campus and is making plans to continue this practice.

The following team members took on the additional responsibility of serving on the leadership team. This group helps to plan team meetings and makes decisions to build a stronger NCBI program. The following individuals served on the leadership team: Valerie Ball (assistant affiliate director), Joy Tongsri (secretary), Jasmine Omorogbe, Erin Robinson, Mary Medina, Garry Morgan and Tremaine Brittan.

NC State is recognized as a leading team among NCBI campus affiliates. The team was invited to present at the November national campus conference about the USC 240 course based on the NCBI model. The presentation was enthusiastically received and other campus are requesting more information. Erin Robinson and Beverly Williams presented at the conference and brought back best practices to the team, which included NCBI principles in daily life, which was offered as a team development, and using NCBI to deal with controversy on campus, which will be part of the Carolina Coalition 2016 spring retreat. Beverly Williams, NC State team affiliate director, has consulted with University of Iowa department of social work and Louisiana State University, sharing information about NCBI.

NC State sponsored the spring 2015 Carolina Coalition spring retreat. The online retreat was facilitated by Joy Tongsri, Erin Robinson and Beverly Williams. Team members from NC State University, Greenville Technical Community College, The Citadel and Virginia Commonwealth University were present via Collaborate. The theme was facilitating in difficult situations. NC State University will also sponsor the 2016 retreat and host the 2016 Train-the-trainer.

Office-Wide Assessment Planning and Reporting

OIED staff has improved each year in assessment reporting. Working with the assessment intern this year, a presentation was shared to clarify and discuss the assessment process. Assessment reports are due June 30, 2016 from all OIED units.

Staff

There have been staff transitions in Outreach and Education this year. Seprina Justice ended her position as administrative associate in June 2015. Denise Daloisio served as temporary program coordinator from July through December 2015. Erin Morant was hired as program coordinator beginning January 2016. Erin has been an excellent addition to OIED.

John Miller IV, a graduate student in Higher Education, volunteered with OIED this year to assist with assessment planning and reporting.

Beverly Williams served the University by participating in the following:

University Service

- Internal demo for outreach computer registration system (AIMS steering committee)
- At Home in the World (AHITW) Team
- Facilitator for Park Scholars Implicit Bias Training
- Facilitator for Park Scholars Diversity Academy
- Guest speaker in "Student Development in Higher Education" class
- Guest speaker in "Diversity in Higher Education" class
- Working with campus police to develop bias training
- Office of State Human Resources EEOI workshop revision committee

Mediator for:

- OSHR (8/24/2016)
- NC State University (9/4/2016)

Beverly Williams participated in the following OIED initiatives:

- OIED diversity video
- Chair, associate vice provost search committee
- Instructor for ECD 225: Foundations of Cross-Cultural Competence
- Faculty and staff diversity training team



Alignment with NC State's Strategic Plan Goals

1. Enhance the success of our students through educational innovation
 - EOI and NCBI workshops, which are open to students
 - ECD 225 and USC 240 classes, innovative approaches to teaching students to work effectively in diverse environments
3. Enhance interdisciplinary scholarship to address the grand challenges of society
 - USC 240 partnership to be an offering for the new leadership minor
4. Enhance organizational excellence by creating a culture of constant improvement
 - NCBI partnerships with College of Veterinary Medicine and College of Textiles to train all staff



2015-16 Unit Annual Report: OIED Communications

Prepared By: Elizabeth Snively, senior communications technologist

Introduction

OIED Communications strives to be the voice of OIED through the creation of clear, concise and on-brand publications, marketing materials, websites, social media, photography and video for the seven OIED workgroups (Equal Opportunity and Equity, Diversity and Inclusion, Training and Education, African American Cultural Center, GLBT Center, Multicultural Student Affairs and Women's Center).

Programs and Initiatives

Summary

Projects	Qty	Notes
Website redesigns	2	(OIED main website and DHPR training)
Website update requests	23	(various of our 17 sites)
Publication requests	87	(some included multiple components)
Photography requests	36	(see oied.smugmug.com)
Video requests	6	(see OIED's YouTube channel)
Diversity Digest newsletters	37	(available online at oied.ncsu.edu)

Websites

We began the year with 14 redesigned websites completed during 2014-15, when we rebranded all of OIED's sites using a template approved by University Communications. OIED was an early adopter of the university-wide branding requirements. As other offices on campus adopted the brand, we sought to emulate some of the more effective brand implementations by updating our template to include more of the brand components, such as the NC State branding bar and secondary color palette. The recent redesign of the main OIED website exemplifies our updated style. This summer, we will be implementing this updated style to all OIED websites, which now number 17.

Publications

We continued to design and produce promotional materials, including images, brochures, postcards, flyers, posters, promotional items and billboards for all OIED units. Due to Talley's marketing guidelines that

We invite survivors and allies to come make your own t-shirt!

NC STATE UNIVERSITY
WOMEN'S CENTER ARTS NC STATE

The Clothesline Project

April 8
12:00 - 4:00 p.m.
Talley 5210

April 11
4:00 - 7:00 p.m.
Talley 5210

April 14
9:00 - 11:00 a.m.
Talley 5210

April 15
12:00 - 4:00 p.m.
Talley 5210

SEXUAL ASSAULT AWARENESS MONTH

Please contact the Women's Center at 919-515-2012 as soon as possible if you need accommodations to attend this event.

eliminate the use of printed flyers, we have noted a decrease in requests for flyers from our Talley units. Conversely, requests for e-flyer images for electronic use as well as billboards and banners have increased.

Photography

We noted that in previous years, not all of the photography we produced was being used. In addition, the number of images captured was too excessive for units to easily review and manage. To remedy these problems, we attempted to be more resource-efficient in both attendance and quantity of photography, aiming for utility while still satisfying all photography needs. We covered 36 events this year.



Video

This year, we produced six videos featuring GLBT faculty and staff profiles, a video of panelists for the Sisterhood Dinner, an EOI promotional video, a video of EOI Graduation keynote speaker and Shaw University President Tashni-Ann Dubroy, a new Diversity video and a video documenting the Women's Center's Read to L.E.A.D. College Campus Visit Day.

Newsletter and Social Media

The *Diversity Digest*, OIED's weekly digital newsletter, was redesigned again this year and increased its subscriber base from 1165 to 1304, an 11.9% increase over last year. The average open rate was 48.5% over the last 90 days of the year, about the same as last year. We may need to consider enhancing the variety of our content next year to encourage higher readership among existing subscribers.

Media	2014-15	2015-16
E-newsletters	37	37
<i>Diversity Digest</i> subscribers	1165	1,304
Twitter followers	365	661
Instagram followers	46	103

We continued to increase our social media presence, posting announcements, photos and links to our articles on Twitter 608 times (as of May 23, 2016) and increasing our number of followers from 365 to 661. On Instagram, we increased our followers to 103 from 46 and reached 37 cumulative photo posts, generally 1-2 images posted in real-time during OIED events.

Other

- New online request process for units to submit project requests
- Website analytics provided to units to determine website efficiency and effectiveness
- Assessment planning and reporting

- OIED annual report design, editing and formatting
- Posting of OIED events on NC State calendar
- Delivery of OIED content and marketing to other campus organizations

Staff

OIED Communications consists of two permanent staff members:

Elizabeth Snively, senior communications technologist (.8 FTE)

- StateComm member
- Billboard Community member
- 2016 EOI Graduate Scholar
- Member, Program Coordinator Search Committee
- Chair, Senior Director Search Committee
- Clery Act online training

Jacqueline Perry, communications technologist (1.0 FTE)

- StateComm member
- Billboard Community member
- 2016 EOI Graduate Scholar
- OIED Full Staff Planning Team member
- Clery Act online training

Undergraduate interns

- Meron Habtemariam (10 hours/week, design/photography/video)
- O'Licia Parker-Smith (10 hours/week, PR/social media/marketing)

Alignment with NC State's Strategic Plan Goals

OIED Communications assists each OIED unit as it in turn supports the university's strategic plan goals. We provide educational innovation through delivery of online content and media; scholarship and research through the publication of articles; interdisciplinary scholarship by publicizing OIED's work with campus and community partners; organizational effectiveness by continually seeking more efficient communication methods; and global engagement as we inform our constituents, peer institutions and the world at large about OIED's diversity and equity initiatives.

