THREE DECADES AGO, NC State University was significantly less diverse than it is today. Only 12% of students identified as being from an underrepresented group.1 Of the Bachelor’s Degrees conferred in 1985, 81% were earned by non-minority students.2

Much has changed in the world, the country, and here at NC State since then. More students than ever before have the opportunity to obtain a first-rate college education and become productive and successful members of global industry and academia. In 2012, over 16% of students identified as being from an underrepresented group, and non-minority students earned 82% of Bachelor’s Degrees.3

However, there is still much work to be done to achieve the proverbial and elusive “level playing field” sought after during the American Civil Rights movement and since. While major legislative victories of the 1960’s established a new baseline of equality for some groups, the residue of centuries of inequality and/or lack of acknowledgement still persists for many in ways that are less easily eradicated. For example, the percentage of Black students on campus has actually decreased since 1985, and other groups, particularly Hispanic and Native American students, have only increased by a very small margin compared to their representation in the general population.4 GLBT students have only recently begun to receive support and consideration of the ways in which their paths to success could be improved.5 While the number of women students has made great gains, women are still not equally represented among faculty and academic administrators.6

It is still as critical as ever to continue the expansion of diversity and equity programs and services at universities such as NC State to help attract, retain, and graduate deserving students who represent the diversity of the world around us, and to ensure that they go on to achieve to their fullest potential as global citizens.7

“Diversity and equity programs have helped identify who I am by allowing me to interact with different groups. Four years ago, I would not have seen myself as an ally for various populations, but the programs have made me realize and appreciate who I am; students are provided a safe space facilitated through the programs, and I believe that is an important aspect of students forming their identity. Professionally, I find that programs such as the Equal Opportunity Institute, a program offered through the Office for Institutional Equity and Diversity, tie back into my studies, and I hope to be able to advocate for equal opportunity along with my employer.”

Guadalupe Arce-Jimenez, ’14
Agriculture Extension Education with a concentration in Youth Leadership Development and minor in Spanish and Agriculture Leadership

“Diversity and equity programs provide an appreciation and understanding of the diversity that exists within the world and workforce. Students learn more about the internal similarities and external differences, based primarily on our experiences, enhance our teamwork, decision making process, and group dynamics. We learn that it is those differences that were initially sought to keep us separated that truly unite us in the end.”

Dena J. King, ’03
Business Management, Magna Cum Laude
Enforcement Attorney, Securities Division
North Carolina Department of the Secretary of State

“Office of Institutional Equity and Diversity
NC State University
Raleigh, NC 27695-7530

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How Can You Help?
The Diversity and Equity Fund at NC State University enables the Office for Institutional Equity and Diversity to provide programs and services for NC State students, faculty, and staff to achieve our mission within the University. Thank you for your support of diversity and equity at NC State!

Diversity and equity programs at NC State make possible, improve, and enrich the NC State experience because these programs provide an appreciation and understanding of the diversity that exists within the world and workforce. Students learn more about the internal similarities and external differences, based primarily on our experiences, enhance our teamwork, decision making process, and group dynamics. We learn that it is those differences that were initially sought to keep us separated that truly unite us in the end.”

1 Data from NC State University Planning and Analysis (www.upa.ncsu.edu), compiled by Dr. Marcia Gumpertz.
2 Diversity and equity programs at NC State enable us to foster an environment in which students, faculty, and staff are provided a safe space to learn, grow, and develop.

The Diversity and Equity Fund
NC State University
Raleigh, NC 27695-7530

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“The African American Cultural Center served as a home base for me, and I was inspired and motivated by the programs. Often, you can get lost and sometimes feel like a number at such a large university. I continued to go to programs held at the Center because of my sense of home and comfort. Knowing that I was among different students and staff for the same purpose of learning and educating together through diversity inspired me. I believe from my experiences at diversity programs at NC State, I am able to communicate and collaborate with an array of people. Diversity is the one thing we all have in common.”

Brittni Howard, ‘14
Psychology
Chancellor's First Year Student Leadership Program

“The Women’s Center became a home to me when I felt like I was without one, in a new city, away from everything I’d ever known. The Center has been one of the biggest support systems I’ve had throughout my college career. Not only have I learned what it means to be a woman today, but I have learned to never back down when a challenge arises. If there’s something I want, I have learned to follow through and work for it with pride. I stand for equality, justice, diversity, and strength, with the knowledge that we are all equal, no matter our age, gender, sex, or religion.”

Pherin Gregory, ‘13
Fashion and Textile Management with a concentration in Brand Management and Marketing
Production Coordinator, Kohl’s Department Stores

“Have you ever felt like a number at such a large university? Where you get lost sometimes? I have. When the African American Cultural Center served as a home base for me, and I was inspired and motivated by the programs. Often, you can get lost and sometimes feel like a number at such a large university. I continued to go to programs held at the Center because of my sense of home and comfort. Knowing that I was among different students and staff for the same purpose of learning and educating together through diversity inspired me. I believe from my experiences at diversity programs at NC State, I am able to communicate and collaborate with an array of people. Diversity is the one thing we all have in common.”

Chelsea Gardner, ’15
Communication with a concentration in Public Relations and minor in Journalism, Park Scholar

“The GLBT Center has given me the opportunity to present my true self. The environment of and the individuals within the Center have assisted me along this path of growing as both an individual and a member of a group of truly unique, loving, and supportive peers. As an employee of the center, I have come to understand the power of having open arms to others who are in need. The GLBT Center is probably one of the most stable support systems I have ever been a part of. Having the Center on campus allows GLBT students and allies to connect with one another through a community. We offer numerous means of assistance to students who are in need, whether that need be related to school or not.”

Jem Williams, ’17
Agricultural Science
Executive Board, GLBT Community Alliance

We make NC State even better.