

**NC STATE**  
UNIVERSITY

# ANNUAL REPORT, 2011-12



Office for Institutional Equity and Diversity

# Mission

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 North Carolina State University (NC State). The OIED facilitates efforts to ensure equity and opportunity, increases awareness of diversity issues through education, and strengthens relationships across diverse groups. Through these efforts, the 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, the OIED prepares NC State students, faculty, and staff for local, state, national, and global collaboration.

# Vision

To foster an inclusive campus community of students, faculty, and staff who value and inspire personal, academic, and professional excellence.

# Goals

- Cultivate a community in which individuals demonstrate respect toward one another.
- Facilitate campus efforts to increase participation, retention, and success of students, faculty, and staff from historically underrepresented groups.
- Ensure that NC State is an equitable and inclusive environment, one that is free from prohibited discrimination and harassment.
- Provide effective awareness and enrichment programming to the NC State community.
- Work together, as units of the OIED, to provide a unified, campus-wide approach to ensure that students, faculty and staff learn and work within a campus defined by the best practices in equity, diversity, and inclusion.



# Vice Provost's Statement

Equity and diversity are important at NC State. As stated by Chancellor William Randolph Woodson, "In order to achieve our university goals and to prepare students for the global workplace that awaits them after leaving NC State, we must create a campus climate and overall sense of global awareness that encourages and embraces all forms of diversity."



As we celebrate the 125th anniversary of the founding of what was the "North Carolina College of Agriculture and Mechanic Arts," we are mindful of how far we've come in the last one hundred and twenty-five years. As NC State transformed from an initial class of 70 white males to a 21st century educational institution of 35,000 diverse students, the Office for Institutional Equity and Diversity has emerged as a key contributor in the university's efforts to build an equitable and inclusive campus community. NC State's commitment to diversity is affirmed by an equally strong commitment to non-discrimination and equal opportunity.

The creation of the Office for Institutional Equity and Diversity through the reorganization and realignment of several units (Office for Equal Opportunity, Office for Diversity and Inclusion, GLBT Center, Women's Center, Multicultural Student Affairs, African American Cultural Center, and Disability Services) underscores the university's commitment to creating and maintaining a living and learning environment that embraces individual difference. Ensuring that NC State's students are culturally competent is a high priority.

The following annual report of the new Office for Institutional Equity and Diversity reveals that much has been accomplished during 2011-2012. Yet, there is still a lot to be done! Because diversity is what makes our lives richer and gives us the chance to advance our university, the Office for Institutional Equity and Diversity will continue striving to help the university be more diverse in hopes of creating a culture that values empathy, respect, tolerance and equality for all.

**Joanne G. Woodard**

Vice Provost for Equity and Diversity

June 2012



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# Equal Opportunity and Equity

Prepared by Amy Circosta, J.D.,  
Assistant Vice Provost for Equal Opportunity.

[Data reported from May 1, 2011- April 30, 2012.]

## Programs

### Complaint Processing

In 2011-2012, Equal Opportunity and Equity (EOE) responded to 49 complaints. Of those complaints, 31 presented allegations of harassment, 11 presented allegations of discrimination, 2 presented allegations of retaliation, and the remainder were referred to another resource for resolution.

Individuals complained most frequently on the basis of sex (17 complaints), national origin (8 complaints), race (7 complaints), and sexual orientation (5 complaints). The remaining categories of complaints contained fewer than 5 complaints per category.

EOE responded to 100 percent of the complaints submitted. Of the complaints, 21 were dismissed by administrative closure or determination of no policy violation, 12 were referred to another NC State department for assistance, 4 individuals chose not to file a complaint or failed to respond to EOE's initial inquiry, 11 individuals reached a satisfactory resolution settlement, and 1 individual elected to withdraw the complaint.

Although EOE works to reduce incidents of discrimination and harassment within the NC State community, the unit firmly believes that addressing complaints effectively and efficiently supports the university's strategic plan goals of improving student retention, enhancing institutional pride, and encouraging diversity and inclusion.

### Equal Employment/Affirmative Action (EO/AA) Compliance

NC State's 2012 EEO Plan was updated using HR's J-CAT taxonomy and the Survey of Earned Doctorates to increase accuracy of various data analyses; e.g., workforce data, U.S. Census occupational codes, and faculty availability data. The Office of State Personnel approved the university's EEO Plan in July 2012. Reconfiguration of employee job groups is currently in progress for purposes of enhancing the affirmative action planning process for 2012-2013.

In addition, EOE launched an online template for Unit Action Plan Progress Reports in order to discern hiring trends and patterns within divisions and across the university. The online template also helped colleges and

divisions gain greater acceptance and understanding of the affirmative action planning process throughout the university. EOE staff also conducted presentations on the affirmative action planning process to educate the university community.

Technical assistance was provided to sister institutions (NCCU, ECU, ASU, and UNCG) in preparing an organizational affirmative action plan. In addition, based on personal experiences and the experiences of colleagues, staff provided user input and feedback to Peoplefluent product development staff regarding upgrades to AAPlaner Software Version 8.1.

The 2011 Faculty Exit Interview Report was developed and presented to the NC State Board of Trustees in Fall 2011.

EOE staff reviewed and approved over 1200 employment actions via the NC State Online Employment System (PeopleAdmin). Additionally, staff served as a resource to the Faculty Hiring Value Stream Mapping Team, a team called to increase efficiency within the recruitment and hiring process.

EOE partnered with DELTA Video Communications to complete production on a 14-minute video presentation entitled "We Make Good Decisions," which is intended to highlight recruitment best practices for university search committees.

### Title IX Compliance

EOE continued to follow through with its Plan to Improve Title IX Compliance at NC State University, provided to the Office for Civil Rights (OCR) following OCR's compliance audit in 2009-2010. As in the prior year, EOE conducted training on Title IX for various campus groups, provided a 3-hour course on Title IX for the Equal Opportunity Institute, and distributed promotional materials on Title IX for the NC State campus. In addition, EOE and the Office of General Counsel partnered to develop and present a workshop to relevant administrators, faculty, and staff on Title IX and Sexual Violence; the workshops will continue into the 2012-2013 academic year.

EOE continued to work with campus partners to implement OCR's recommendations to NC State, such as mandatory training for students on Discrimination and Harassment Prevention and Response (DHPR). Due to shifting priorities in the wake of strategic realignment, focus on



# Equal Opportunity and Equity

## Programs, continued

developing an online module for incoming students was delayed, but EOE intends to resume this project for the 2012-2013 academic year.

In addition, EOE worked to enhance its collaboration and partnership with the Office of Student Conduct, Campus Police, and the Women's Center in response to Dear Colleague Letter issued by OCR in April 2011, offering guidance with regard to sexual violence on college campuses. EOE consulted on revisions to the Student Grievance Procedures and Student Code of Conduct, participated as an advisor in student hearings related to sexual misconduct, and is in the process of developing materials explaining Title IX's protections with regard to sexual violence. EOE staff participated as members on committees such as the Alliance for Sexual Assault Prevention, Survivor Support Fund, and the Council on the Status of Women's subcommittee on Interpersonal Violence Prevention. EOE offered training on sexual harassment for The Movement, a sexual violence prevention peer education group.

### ADA Compliance

The responsibilities of Americans with Disabilities Act (ADA) Coordinator shifted to the assistant vice provost for equal opportunity following the retirement of the associate vice provost and director of disability services. With the Disability Services Office move to the new Division of Academic and Student Affairs effective July 1, 2012, ADA compliance responsibilities will remain with the Office for Institutional Equity and Diversity.

During the 2011-2012 year, 26 employees requested a determination of eligibility under the ADA. Of those, 25 employees were found to be eligible. Of the 25 employees eligible, those who were/are currently seeking accommodations either came to an accommodations agreement or remain engaged in the interactive process.

The ADA Coordinator is actively working to develop partnerships with relevant NC State units. One example is an ongoing collaboration with Human Resources, specifically Employee Relations and Benefits (Leave Administration) to clarify protocol in areas where roles may overlap. Another example is partnering with Public Safety to enhance communication, working to ensure that individuals with a higher propensity to encounter an emergency have an avenue by which to inform Campus Police. A final example is the quarterly meetings established between the ADA Coordinator, Director of Disability Services, IT Accessibility Coordinator, and Facilities ADA Program Manager to enhance communication, efficiency, and effectiveness.

## Trainings and Presentations

### Discrimination and Harassment Prevention Outreach

Sixty-two (62) live presentations on the topic of discrimination and harassment prevention and response (DHPR) were offered to 2,299 participants during 2011-2012, not including the material within the Equal Employment Opportunity Institute (EEOI). The prevention efforts of EOE contributed to many of NC State's Strategic Plan initiatives, such as improving student retention, recruiting scholars, enhancing institutional pride, encouraging diversity and inclusion, and increasing students' global knowledge.

EOE Staff presented to NC State University Academic and Administrative Units (including faculty, staff, and students). Many university departments requested DHPR training, including: Campus Police, Cooperative Extension, University Housing, and Facilities Operations. In addition, EOE conducted training for student groups, such as: University Tutorial Center, Orientation Counselors, Resident Advisors, International Student Orientation, and Sexual Assault Peer Educators. EOE, in collaboration with the McKimmon Center, also brought an educational program to Central Carolina Community College.

### Student Orientations

New Student Orientation sessions remained a valuable venue for educating over 5,000 incoming first year and transfer students about what one's equal opportunity rights are and where to obtain assistance for equal opportunity-related concerns. The Office of International Services (OIS) again included harassment prevention in its new student orientations; a total of approximately 900 international students attended the fall and spring orientations. The Graduate School distributed a flyer to every

student at the orientation notifying students of NC State's harassment-related policies and encouraging the students to participate in the online training module.



EOE participated in a new program through the First Year College that offers special topics to students through their residential advisors resident programming. Through expanded student outreach efforts, EOE reached over 500 students in addition to orientation programs (these numbers do not include the number of students who participate in EOI).



# Equal Opportunity and Equity

## Trainings, continued

### New Employee Orientation

Seven hundred and fifty-three (753) new employees attended unlawful workplace harassment training during orientation at a program entitled "Discrimination and Harassment Prevention and Response (DHPR)."

### Open Enrollment and HR Academy

Training sessions on unlawful workplace harassment were provided through the Equal Opportunity Institute, HR Academy (a Human Resources series), and Open Enrollment; the programs were entitled "Discrimination and Harassment Prevention and Response." Forty-two participants took advantage of training on unlawful workplace harassment through these vehicles.

### Discrimination and Harassment Prevention and Response Online Training Module

This year, 858 participants completed the Discrimination and Harassment Prevention and Response online training module.

### Equal Employment and Affirmative Action

Staff conducted over 71 EEO-related training sessions for various campus units, including 56 search committee orientations for NC State departments recruiting new employees in 2011-2012.

Staff facilitated training sessions of the Office of State Personnel's Equal Employment Opportunity Institute (EEOI) on the NC State campus resulting in exposing managers and supervisors to this Office of State Personnel mandated training.

## Initiatives, continued

demographic Support Program for Student Athletes regarding compliance issues employees may face when working with student athletes.

EOE staff collaborated with other OIED staff to develop a course on cultural competence for the ACE "At Home in the World" initiative. The collaboration resulted in the creation of ECD 296: Foundations in Cultural Competence – Developing Cross Cultural Skills for Professional Success. Twelve students completed the course, and it is scheduled to be offered for the next three semesters. As a result of efforts made on this class, OIED staff has been asked to present lessons learned about creating and delivering the course in conjunction with presenters from ACE at the American Association of Colleges and Universities Conference in October 2012.

### Grant Submissions

Proposals were submitted to fund two projects in the equal opportunity area. Funding was sought from two granting entities for a student initiative to foster cultural competence on the NC State campus and bring best practices back to campus from local industry partners.

Additionally, OIED staff collaborated to submit a proposal to the University Foundation for a study abroad experience to complement the existing cultural competence course.

### Publications

Two new pamphlets were created for distribution and education about 1) the complaint process for employees, and 2) how to recognize discrimination and harassment for students.

**Can You Recognize... When Discrimination and Harassment Happens?**

**DISCRIMINATION**

"I always knew you people couldn't do this kind of work." The words seemed to hang in the air. Was she serious? "Everyone knows that Mexicans are good for two things, and two things only!" She scowled as she deleted everything I had just typed into the spreadsheet. I didn't know what to say. Tears filled my eyes. I couldn't let her see me cry. I got up and walked to the door. All I could muster was a feeble protest, "I'm from Bolivia." Never turning to see if she had even reacted, I shut the door behind me.

**What Discrimination Looks Like**

At NC State University, discrimination is the unequal or unlawful treatment of people based upon their:

- race,
- color,
- religion,
- creed,
- sex,
- age,
- disability,
- national origin,
- veteran status,
- genetic information, or
- sexual orientation.

**HARASSMENT**

"That will be the last phone call you make here!" He glared over the rim of his glasses as my outstretched arm froze in place just inches from the guest phone receiver on the side table of his office. "Is that a threat?" I retorted, partly in confusion and partly in disgust. His response was as cold. "It's not a threat, Love. It's a promise." With that, he turned his back and looked casually out of his window. The courtyard below was littered with students scrambling to and fro. "Why me?" I thought. "Why now? I'm so close to graduation. I need this reference for grad school. Maybe if..." I finally broke the silence that had enveloped the room. "No one will find out, right?" I could see a smug grin crawling across his face.

**What Harassment Looks Like**

At NC State University, harassment is unwelcome conduct based upon:

- race,
- color,
- religion,
- creed,
- sex,
- age,
- disability,
- national origin,
- veteran status,
- genetic information, or
- sexual orientation.

that either 1) creates a hostile or intimidating work environment, or 2) creates a hostile or intimidating work environment.

**Don't Let This Happen to You!!**

No one deserves to be treated unfairly. If you think that you have been harassed, discriminated or retaliated against, you should contact the Office for Institutional Equity & Diversity (OIED) immediately at 919-515-3148.

**If you feel like you may have been discriminated against or harassed:**

- Find out your rights! Visit the Discrimination & Harassment section of the OIED website at [www.ncsu.edu/oied/harassment.php](http://www.ncsu.edu/oied/harassment.php).
- Keep a record of the dates, places, times, and witnesses of the discriminating or harassing behavior.
- Seek help. Contact OIED, Student Conduct, or an advisor right away.

For more information, visit the OIED – Equal Opportunity website at [www.ncsu.edu/oied/harassment.php](http://www.ncsu.edu/oied/harassment.php).

To file a complaint, go to [www.ncsu.edu/oied/harassment/grievant.php](http://www.ncsu.edu/oied/harassment/grievant.php) and click on the "File A Complaint" link.

**CONTACT INFORMATION**

The Office for Institutional Equity & Diversity works to ensure that the university and its agents engage in practices that are compliant with the equal opportunity laws and policies. OIED is a neutral entity which does not favor either side (student or faculty, management or employee), but instead works to find facts and rectify any known policy violations.

**Office for Institutional Equity & Diversity**  
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Website: [www.ncsu.edu/oied](http://www.ncsu.edu/oied)

**WE MAKE NC STATE EVEN BETTER.**

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## Initiatives

EOE staff created a new course entitled "Leading a Diverse Workforce," a two-hour class offered as part of the Equal Opportunity Institute. The class was modified to create custom programs as requested by the College of Textiles, the College of Management, and the FREEDM Center. Additionally, a course was created for the Aca-

# Equal Opportunity and Equity

## Initiatives, continued

human resources practitioners, experts in multicultural affairs, and other professionals interested in research, best practices, and policy-oriented issues related to transforming institutions of higher education.

This year, OIED staff, as part of NC-DIP leadership, offered two professional development opportunities to diversity and inclusion professionals in the state. On December 2, 2011, NC-DIP hosted a conference entitled “Diversity in Higher Education: In Pursuit of Excellence.” On April 13, 2012, NC-DIP, with the support of OIED staff, hosted an informal networking opportunity. Both the conference and the networking opportunity were well-attended and received positive feedback. NC State will take the lead on organizing events for NC-DIP in the 2012-2013 academic year, including a conference planned for December 7, 2012 at the McKimmon Center.



## Diversity

Task Force on Staff Diversity – Members of this task force were reconvened to review the group’s recommendations and prioritize them for implementation strategies. The results of the 2009 initiative that began under different leadership are being completed under the direction of the realigned efforts surrounding equity and diversity outreach.

## Staff

- Assistant Vice Provost for Equal Opportunity and ADA Coordinator (EPA, 1.0 FTE): Amy Circosta
- Director of Disability Services (EPA, 1.0 FTE): Mark Newmiller – See Disability Services Office Annual Report for Staff Listing
- Assistant Equal Opportunity Officer (EPA, 1.0 FTE): Carson Cook
- Assistant Equal Opportunity Officer (EPA, .75 FTE): Ursula Hairston
- Administrative Support Associate (SPA, 1.0 FTE): Seprina Justice

## Staff

### Recognitions

- Ursula Hairston and Seprina Justice graduated from the Equal Opportunity Institute.
- Ursula Hairston was certified as an Equal Employment Opportunity Institute facilitator.
- Mark Newmiller received “Friends of the Academic Support Program for Student Athletes” award.

### Partnerships, Committees, and University Service

- Campus Police
- College of Management
- DELTA
- Human Resources – Employee Relations, Training and Organizational Development, Leave Administration
- New Student Orientation
- NC Diversity and Inclusion Partners
- Office of International Services
- OIT – Assistive Technology
- Office of State Personnel
- Office for Student Conduct
- University Housing
- ACE “At Home in the World” Team
- Alliance for Sexual Assault Prevention
- Campus Mobility Advisory Committee
- Disability Compliance Advisory Team
- Equal Employment Opportunity Advisory Committee
- Harassment Prevention Advisory Committee
- NC-DIP Planning Committee
- NCORE Committee
- New Employee Orientation Advisory Committee
- New Student Orientation – Wolfpack Values Program Committee
- Physical Environment Committee
- Provost’s Advisory Council on the Status of Women
- SPA Grievance Panel Chair
- Search Committee for Disability Services Assistant Director
- Search Committee for Multicultural Student Affairs Director
- Search Committee for Women’s Center Scholar in Residence
- Staff Senate Diversity Committee
- Survivor Fund Advisory Council
- University Mini-Grants Review Committee

### Staff Development and Professional Activities

- Classification and Compensation (NC State)
- Design for Non-Designers (NC State)
- Digital Media and the Science of Attention (NC State)



# Equal Opportunity and Equity

## Staff, continued

- EEO Technical Assistance Program (Chapel Hill, NC)
- Equal Employment Opportunity Institute Facilitator Training (Raleigh, NC)
- Introduction to Teaching (NC State)
- NC Diversity and Inclusion Partners Conference (Durham, NC)
- NC Diversity and Inclusion Partners Networking Event (Chapel Hill, NC)
- Overcoming Obstacles to Active Learning (NC State)
- Responding to Student Writings (NC State)
- Strategies for Distance Education (NC State)
- TurnPoint Clickers (NC State)

### Webinars, Audio-Conferences and Online Courses

- ACE: Sexual Assault and Campus Climate
- ATIXA Civil Rights Investigation Model
- Engaging White Men in the Diversity and Inclusion Discussion
- Judicial Affairs and Disciplinary Board Training: Once the Policy is Written, How to Effectively Implement Your Disciplinary Policy
- Reasonable Accommodations under the ADAAA: A Practical Approach for Your Agency
- Survivor-Centered Response Training for Law Enforcement
- Using New Student Orientation to Prevent Sexual Violence
- Writing Learning Outcomes

### Staffing Changes

- Amy Circosta took on the role of ADA Coordinator, in addition to serving as Assistant Vice Provost.
- Dr. Cheryl Branker retired from her position as Director of Disability Services on September 1, 2011.
- Seprina Justice was hired on September 26, 2011 as an Administrative Support Associate.
- Mark Newmiller was hired as the Director of the Disability Services Office on February 10, 2012.

## Policies, Regulations and Rules

EOE has proposed revisions which would consolidate the Affirmative Action Policy Statement into the Equal Opportunity and Non-Discrimination Policy Statement. In addition, EOE has proposed updates to the Interpersonal Relationships Policy Among Faculty, Staff, and Students. Changes made resulting from the PRR Review process are anticipated to go into effect in the 2012-2013 fiscal year.

## Recommendations and Concerns

Looking ahead to 2012-2013, EOE intends to dedicate time to guiding the NC State community beyond educa-

tion about equal opportunity into action. EOE currently provides ample educational

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opportunities, but there is a disconnect between learning and applying the information. EOE envisions coaching ambassadors at the college and division levels to strengthen the voice of equal opportunity throughout NC State (e.g., implementing unit affirmative action plan priorities, speaking up during search committee meetings, identifying and reporting conduct inconsistent with the Equal Opportunity and Non-Discrimination Policy Statement).

Another area of focus for the upcoming year will likely be engaging students in understanding equal opportunity, including its foundation and its current applicability. EOE intends to update its existing online training module, creating versions specific to student and employee populations, that will be more attractive to the target audiences and deliver important messages in a more effective manner. A long term goal for EOE is 100% student and employee participation in some form of "Discrimination and Harassment Prevention and Response" education.

Now that the ADA Coordinator resides separately from the Disability Services Office, EOE intends to focus on building partnerships throughout the NC State community on issues related to access for students, employees, and community members. To help move toward that vision, EOE has proposed funding an ADA Coordinator position, a position which will exclusively work to ensure ADA compliance through communication and partnerships (e.g., Architect, Transportation, Information Technology, Registration and Records, Leave Administration, Academic and Student Affairs, etc.).

Overall, EOE wishes to enhance positive visibility about equal opportunity throughout NC State as a resource for the value of equity (i.e., not just where you go for complaints, but a source for important information that is current, interesting, and relevant). The challenges EOE anticipates all fall under the area of resources, whether it be staff time or funding for new initiatives. As a compliance unit, there are certain activities that must be undertaken to ensure that NC State is operating in a legally responsible manner. Efforts to enhance current work require additional resources in time spent (or employees added) as well as the financial resources to implement new ideas.

# Faculty Diversity

Prepared by Marcia Gumpertz, Ph.D.,  
Assistant Vice Provost for Faculty Diversity

## Programs

1. **The Task Force on Staff Diversity Final Report** has been submitted to Chancellor Woodson. The recommendations have been prioritized and form the foundation for new Director of Staff Diversity Deb Luckadoo's program planning.
2. **The Developing Diverse Departments (D3) Leadership Development Workshop Series** has become quite popular. This year, 17 faculty participated in the workshop series, including one faculty member from St. Augustine's College. This is the largest group ever. Participants included Kelly Albada (Associate Professor, Communication), Jade Berry-James (Associate Professor, Public Administration), Natalie Bullock Brown (Associate Professor, Head, Film and Media Studies, St. Augustine's), Maria Correa (Associate Professor, Population Health and Pathobiology), Joel Ducoste (Professor, Civil, Construction and Environmental Engineering), Karey Harwood (Associate Professor, Philosophy and Religious Studies), Audrey Jaeger (Associate Professor of Higher Education), Wendy Krause (Associate Professor, Textile Chemistry Engineering and Science), Traci Lamar (Associate Professor, Textile and Apparel Technology and Management), Marian McCord (Associate Professor, Textile Engineering Chemistry and Science), Juliana Nfah-Abbenyi (Professor, English), Paola Sztajn (Professor, Elementary Education), and Laurel Williams (Associate Professor, Clinical Sciences). Several ADVANCE Scholars and Leadership Workshop alumnae have taken on leadership roles this year: Montse Fuentes (ADVANCE Scholar, Leadership Workshops, Climate Workshops) became Head of Statistics July 1, 2011; Paola Sztajn (ADVANCE Scholar, Leadership Workshops) became College of Education Assistant Dean for Diversity January 2012; Paola Sztajn will become Head of Elementary Education July 1, 2012; Traci Reid (ADVANCE Scholar)



Human Rights Day Declaration Signing Ceremony

will become Chair of Political Science July 1, 2012.

3. This year, in addition to the usual **Developing Diverse Departments Climate Workshop Series**, the College of Physical and Mathematical Sciences requested a series for the department heads in that College. Thus two climate workshop series were held this year. The series hosted and funded by PAMS included all 5 department heads in that college. The PAMS heads have had particularly good discussions, and this pilot may be used as a model for offering the workshop series to some other colleges.
4. The **2010-11 Diversity Fact Book** was made accessible for the visually impaired this year. It contains information on student, faculty, and staff demographics; applications, admissions, retention, and graduation rates for students; and hiring, retention, and turnover rates for staff and faculty. The Fact Book is online at [www.ncsu.edu/oied/diversity/diversity\\_fact\\_book\\_2011.php](http://www.ncsu.edu/oied/diversity/diversity_fact_book_2011.php).
5. A record crowd of 360 people registered for the **2012 Sisterhood Dinner**. The annual Sisterhood Dinner is hosted by the Council on the Status of Women and celebrates the contributions and accomplishments of NC State women.
6. The **Building Future Faculty (BFF) Program** is a three-day workshop aiming to motivate and prepare graduate students and postdoctoral scholars from underrepresented groups to pursue faculty careers. It also introduces NC State faculty to talented graduate students and postdocs from underserved populations. The number of BFF participants has grown from 11 in 2006 to 34 in 2012. About 200 graduate students and post docs have applied to the BFF program in each of the past two years. Over the past two years, successful applicants have come from universities across the country such as Duke, Georgia Tech, Harvard, Howard, NC AandT, Purdue, Texas AandM, University of Illinois – Urbana-Champaign, UNC – Chapel Hill, University of Southern California, and Virginia Tech.
7. **Human Rights Day:** Chancellor Woodson signed a proclamation declaring December 10, 2011 to be Human Rights Day at NC State.



# Faculty Diversity

## Initiatives

1. **The Council on the Status of Women worked with the University Architect's Office to identify about a dozen spaces on campus that can be converted to lactation rooms.** The Architect's Office and the Provost's Office have committed funds to provide paint, furniture, door locks, and signage for the new lactation rooms. Opening these new facilities will approximately triple the number of lactation rooms on campus. The new lactation rooms will be outfitted and ready for the public in summer and fall 2012.
2. **ADVANCE Scholar Montserrat Fuentes introduced an initiative into the Faculty Senate to develop a regulation providing for parental leave for graduate students.** Background research and discussion of this idea had been done by the Council on the Status of Women over the past two years. The new regulation providing graduate student parental leave was officially adopted by NC State on May 1, 2012.



3. **The Council on the Status of Women worked with Betsy Brown, Vice Provost for Faculty Affairs, to make the wording of the Tenure Clock regulation more inclusive.** The tenure clock regulation was revised to include language explicitly recognizing domestic partners as family members. The new language went into effect on May 1, 2012.
4. **Presentations and discussions about faculty diversity have been incorporated into guidelines for faculty searches in the Chancellor's Faculty Excellence Program.** The guidelines include the following:
  - a. At the first search committee meeting: A presentation given by a college dean on the case for faculty diversity and presentation of tools for finding diverse applicants,
  - b. At the first search committee meeting: A search committee orientation given by a member of the OIED staff,

- c. At a meeting of the search committee near the time when applications are due: A discussion of interrupting bias in the faculty search process led by one or two faculty associated with the Developing Diverse Departments project.
  - d. Tools for search committees: A template for position announcements that emphasizes diversity.
5. **The Developing Diverse Departments project offered an External Mentoring Mini-Grant pilot program this year,** in which assistant professors competed for funds up to \$1200 to allow them to visit a mentor at another institution, invite a mentor to visit NC State, initiate a collaboration with a colleague from another institution, or participate in other mentoring activities. The program was enthusiastically received and the funds were quickly exhausted. Nine external mentoring grants were awarded:
    - a. Yun Jing, Mechanical Engineering
    - b. Chase Beisel, Chemical and Biomolecular Engineering
    - c. Kimberly Allen, 4H and Family and Consumer Sciences
    - d. Min Liu, Civil, Construction, and Environmental Engineering
    - e. Melissa Pasquinelli, Textile Engineering, Chemistry and Science
    - f. Hong Wang, Physics
    - g. Eric Laber, Statistics
    - h. Temple Walkowiak, Elementary Education
    - i. Sarah Carrier, Elementary Education
  6. **GEP Diversity Course Development Fund:** This year OIED was able to offer a mini-grant program to faculty and staff for developing courses that will satisfy the Diversity GEP requirement. Funds were offered for developing the following six courses:
    - a. ENG 268: Multicultural American Literature, Keely Byars-Nichols
    - b. HI 453 US-Latin American Relations since 1823: Rich Slatta.
    - c. ENG 267: LGBTQI Literature in the United States, Gene Melton
    - d. HI 346, 446: Civil War and Reconstruction, Susanna Lee
    - e. COM 392: International and Cross-Cultural Communication, James Kiwanuka-Tondo
    - f. T 101: Introduction to the College of Textiles, Liz Moran.

# Faculty Diversity

## Initiatives, continued

7. **Institutionalization of Leadership Development Workshop Series and the Climate Workshop Series for Department Heads.** The D3 Leadership Development Workshop Series and the D3 Climate Workshop Series for Department Heads, which have been funded by the NSF ADVANCE Developing Diverse Departments grant, have been adopted by the Provost's Office and will be offered by the Office of Faculty Development starting in the 2012-13 academic year.
8. **Creation of Faculty Liaison system:** Four Faculty Liaisons to OIED were appointed this year: Monica Leach, focusing on recruitment and retention of African American faculty and developing an external advisory board for OIED, Juliana Nfah-Abbenyi, and Maria Correa.
9. **Site visits to departments.** Ming Trammel and Rebecca Brent of the D3 project initiated visits to a selected set of NC State science and engineering departments to interview faculty and department heads about departmental practices related to faculty recruiting, mentoring, and support of faculty. They will collect and disseminate best practices of departments that have been most successful in recruiting and retaining diverse faculty.
10. **Resources for recruiting diverse faculty have been collected into the "Faculty Search Toolbox" available online** at [oied.ncsu.edu/advance/resources/faculty-search-toolbox-resources-for-recruiting-diverse-faculty](http://oied.ncsu.edu/advance/resources/faculty-search-toolbox-resources-for-recruiting-diverse-faculty).



Building Future Faculty Program, March 2012

## Diversity

Everything pertaining to this group is related to diversity.

## Staff

### 1. Manuscripts and presentations:

- a. Trammel, M. and Dilihunt, M. (2012). *Black girls talking back: How black girls use Facebook and blogs to resist the margins*. In Michelle Bae and Olga Ivashkevich (Eds.), *Girls, Cultural Productions, and Resistance*. Peter Lang: New York.
- b. Ming Trammel has been invited to present research on barriers and factors in success of women faculty of color in STEM disciplines at the National Science Foundation Joint Annual Meetings (JAM) in June, 2012.
- c. Gumpertz, M.L., 2012. *Developing Diverse Departments (D3) at North Carolina State University*. To be presented at American Society for Engineering Education Annual Conference, June 12, 2012, San Antonio.

### 2. Awards:

- a. Marcia Gumpertz received the NC State Statistics Department Cavell Brownie Mentoring Award, May 2012.

### 3. Grants:

- a. NSF DMS-1136920. 2012 Joint Statistical Meetings Diversity Workshop and Mentoring Program. PI: Brian Millen, co-PIs: Keith Crank, Marcia Gumpertz. \$20,000.
- b. Eli Lilly. Award ID 100219216. Diversity Workshop and Conference Mentoring Program. PI: Marcia Gumpertz. \$2,000.

### 4. Kudos:

- a. Bill Hall completed his Ed.D. in Higher Education Administration in August 2011. His dissertation was titled, "The Economic Context of Undergraduate Retention at Public Universities."



# Faculty Diversity

## Staff, continued

### 5. Committees, university, and national service:

#### a. Wendy Giddens, committee support

- i. American Indian Advisory Committee
- ii. University Diversity Advisory Committee
- iii. Chancellor's African American Advisory Committee
- iv. Council on the Status of Women

#### b. Marcia Gumpertz, university committees and service

- i. Chair, 2012 Common Reading Selection Committee
- ii. Council on the Status of Women – liaison from Provost's office to the CSW
- iii. Faculty advisor to We Connect Now, student organization for allies and students with disabilities

#### c. Marcia Gumpertz, national service

- i. American Statistical Association Section on Statistics and the Environment. Served on Distinguished Medal nominations and selection committee.
- ii. Served as a reviewer on the editorial board of the Thailand Statistician.
- iii. American Statistical Association. Member of the Committee on Minorities in Statistics.
- iv. Coordinated JSM Conference Mentoring Program at the Joint Statistical Meetings (JSM) in Miami Beach, August 2011.

representation on the faculty has stagnated or declined in recent years.

3. Create a competitive hiring program to increase faculty diversity. Faculty responded enthusiastically to the Chancellor's Faculty Excellence call for proposals for interdisciplinary cluster hiring. A similar approach could be used to engage faculty in the effort to diversify the faculty. The current approach is not working; increases in faculty diversity are slow to nonexistent, depending on which particular group you look at. No education can be complete without significant engagement with diversity in the curriculum and in the faculty and student bodies.
4. Continue to support the ADVANCE Scholars in some way and/or create a new cohort of faculty like the ADVANCE Scholars to continue the activity that has just been started on leading discussions about interrupting bias with faculty search committees.

### 5. OIED staffing needs

- a. Diversity Program Assistant. Responsibilities would include assisting with coordinating, promoting, and hosting diversity initiatives and programs, interacting with program participants, managing the application processes, managing some website content, keeping applicant and alumni databases, drafting reports, assisting with campus visits by K-12 students, and correspondence with program participants and campus partners.
- b. Data analyst. Having a data analyst, part or full time, would help OIED assess where the campus is with respect to its goals of increasing student, staff, and faculty diversity. Providing information to the campus about the status and trends of diversity is important to promoting and motivating change and to determining the important issues where focused efforts might be most productive.

## Recommendations and Concerns

1. The Faculty Salary Equity Study was put on hold in 2010. The salary equity study should be done at least every three years to keep the university moving toward its equity goals and ensure that gains in salary equity are not eroded. A Staff Salary Equity Study was promised about two years ago, but has never been completed.
2. Institutionalize the Building Future Faculty program and add some incentives for departments to use the program to recruit alumni of the program for faculty positions. This is a simple thing that could be done to accelerate the diversification of the faculty. The numbers of black, Native American, and Hispanic/Latino faculty are very small. Black and Native American



2012 Building Future Faculty Program

# Faculty Diversity

## Recommendations, continued

6. New Employee Orientation is moving to an online format. They will continue to run face-to-face sessions through fall 2012 but want all of the NEO content online to be able to deliver to employees who work outside of Raleigh or who prefer an online format. New Employee Orientation provides an important opportunity to talk with employees about diversity and the culture at NC State. New ways of doing this will need to be developed.

## Alignment with Strategic Plan

### 1. Enhance the success of our students through educational innovation

- a. Diversity GEP Course Development Fund

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

- a. Developing Diverse Departments External Mentoring Fund
- b. New guidelines, procedures and tools for faculty searches to broaden the pools of applicants and raise awareness about unconscious bias in evaluating candidates.
- c. New provisions for parental leave for graduate students.
- d. Developing Diverse Departments (D3) Leadership Development Workshop Series
- e. Inclusion of domestic partners in definition of family or household in the tenure clock regulation.
- f. Creation of lactation rooms at convenient locations throughout campus.

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

- a. Diversity GEP Course Development Fund
- b. New guidelines, procedures and tools for faculty searches as part of the Chancellor's Faculty Excellence Program.

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

- a. The Task Force on Staff Diversity Final Report provides recommendations that form the foundation for new Director of Staff Diversity Deb Luckadoo's program planning.
- b. The Developing Diverse Departments Climate Workshop Series for Department Heads is structured around a climate survey of staff and faculty in the participating departments. The department heads each create an action plan to address issues uncovered by the survey.



**ADVANCE 2011 Annual Retreat**

# Student Diversity

Prepared by Tracey Ray, Ph.D.,  
Assistant Vice Provost for Student Diversity

## Introduction

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 the diverse student body. In addition, student diversity efforts promote cultural competence, 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

**University Mini-Grants:** Tracey Ray and Ursula Hairston initiated a call for proposals for the annual University Diversity Mini-Grant Program sponsored by OIED. 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 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 faculty, staff, and OIED staff. Members included: Tracey Ray, Ursula Hairston, Carson Cook, Marcia Gumpertz, Ming Trammel, PJ Adams (University Counseling Center), and Clifford Griffin (CHASS). There were 23 proposals submitted. Ten proposals were funded, which included:

- Extended Support for Achieving Success through Challenges in Engineering and Technology (ASCENT)  
*Principal Investigators: Susan D'Amico and Marilyn Anselmi*
- Examining the Diversity in the Counseling and Counselor Education Ph.D. Program  
*Principal Investigator: Sejal Parikh*
- Increasing the Presence of Women in Civil Engineering at North Carolina State University  
*Principal Investigator: Emily Zechman*
- Community Needs Assessment for a Certificate in Cultural Competence  
*Principal Investigator: RaJade M. Berry-James*
- Main Enrichment Designed to Increase Achievement and Networking (MEDIAN)  
*Principal Investigators: Allison Mitchall, Eileen Williams, Karen Keene and Allison McCulloch*
- 2012 College Day: A Collaboration with North Carolina State University, Shaw University, St. Augustine's College and Bugg Elementary School  
*Principal Investigator: Kimberly Bush*
- 2012 Parks, Recreation and Tourism Management (PRTM) Diversity Forum and Undergraduate Student Poster Symposium  
*Principal Investigator: Kimberly Bush*
- U.S. Holocaust Memorial Museum and National Great Blacks in Wax Museum Experience  
*Principal Investigator: Melissa Simpson*
- University Housing Uniting Under One Roof  
*Principal Investigator: Yulisa Lin*
- GLBT and Ally Student Summit  
*Principal Investigator: Justine Hollingshead*

February 19-24, 2012 is  
**Diversity Education Week**  
at NC State University!



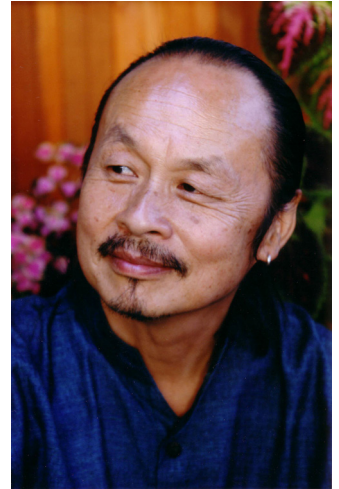
# Student Diversity

## Programs, continued

**Fall Diversity Dialogue:** The Fall Diversity Dialogue was coordinated by Jo-Ann Robinson (Assistant Vice-Provost for Staff Diversity and Outreach) and Tensie Taylor. It was held on October 26, 2011 and featured student Doa'a Dorgham and Mr. Eric Etheridge, author and journalist, presenting about the 1961 Freedom Riders. Dorgham was 1 of 40 students selected nationally from over 1,000 applicants to participate in the PBS's American Experience, the 2011 Student Freedom Ride, recognizing the 50th Anniversary of the Freedom Riders. Eric Etheridge is the author, journalist, and photographer behind the recently published *Breach of Peace: Portraits of the 1961 Mississippi Freedom Riders*, a "then-and-now" memoir of the individuals who took part in the Freedom Riders of 1961. An intimate luncheon and discussion with Doa'a Dorgham, Eric Etheridge and select student leaders, faculty, and staff preceded the formal event. Over 200 students, faculty and staff participated in the formal program. Provost Warwick Arden provided closing remarks at the event.

**Diversity Education Week featuring Lee Mun Wah:** OIED hosted the 2nd Annual Diversity Education Week. Tracey Ray provided coordination of the calendar of events for the week, which included 15 events. They were as follows:

- Theatrical production of the play "Rent" sponsored by Arts NC State.
- GLBT and ALLY Student Summit, sponsored by the NC State GLBT Center.
- Tunnel of Oppression, a three-day event coordinated by the Department of Multicultural Student Affairs in collaboration with the Women's Center, GLBT Center, Campus Activities, CSLEPS, University Housing, Student Conduct, Campus Recreation, Student Government, The Movement, Disability Services, Equal Opportunity, and the University Counseling Center. This event simulates the effects of oppression, showing how labels based on gender, race, class, sexual orientation, and ability limit the quality of interaction possible.
- If These Halls Could Talk: Film and Discussion with Lee Mun Wah, sponsored by OIED.
- Faculty and Staff Training: Unlearning Racism in Schools with Lee Mun Wah, sponsored by OIED.
- Spring Dialogue on Diversity: Only a World Away, with Lee Mun Wah. Lee Mun Wah is a renowned documentary filmmaker, author, poet, Asian folk teller, educator, community therapist and master diversity trainer.
- Student Dialogue Group: How to have a Dialogue Across Cultures, facilitated by Lee Mun Wah. Speaker Lee Mun Wah engaged students in a workshop on how to dialogue successfully cross culturally.
- University Sisterhood Dinner, sponsored by the Council on the Status of Women.
- Equal Employment Opportunity/Affirmative Action Workshop, sponsored by OIED. This program addressed disparate treatment and disparate impact discrimination under all of the federally protected categories. Participants learned how to enhance their management style in dealing with EEO related issues.
- Chat with the Chancellor, sponsored by the Chancellor's Office in Nelson Hall, Port City Java. This was an opportunity to chat with the Chancellor on topics of diversity and other student interests.
- "Stop the Hate," lecture and discussion by Keith and AlToney, the first and only Same Sex Couple to sue the United States Federal Government DOMA law and win. This was a frank talk about stereotyping groups of people and the effect it has on all of us in school. The event was sponsored by the GLBT Center.
- Title IX: Gender Equity in Higher Education, sponsored by OIED. This workshop taught participants about Title IX's history, Title IX's progress and Title IX's presence in educational institutions.
- "Gay Marriage: Is this the Civil Rights Issue for Today's College Students," lecture and discussion by Keith and AlToney. The event was sponsored by the GLBT Center.
- Beyond the Veil, sponsored by the Women's Center and the Muslim Student Association.
- Drag BINGO, sponsored by the NC State GLBT Center to promote awareness regarding the GLBT community in a fun, safe environment playing bingo. Admission was free. All proceeds went to Protect NC Families.



**Lee Mun Wah, Diversity Dialogue Speaker**

# Student Diversity

## Programs, continued

**University Diversity Awards Program:** The 6th Annual University Diversity Awards Program was held on April 26, 2012 and coordinated by Tracey Ray and Tensie Taylor. A call for nominations was sent to the campus 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)
- Outstanding Staff Award (\$500 cash award to recipient and \$500 in discretionary funds to recipient's department)
- Outstanding Student Award (\$500 cash award to recipient)
- Outstanding College/Division Award (\$1,000 discretionary funds award)
- Outstanding Student Organization Award (\$500 cash award to recipient)

One award was given in each area. Staff from each of the units that comprise OIED provided input and feedback regarding improvements to the program. OIED staff and other university employees whose key job responsibilities connect with equity, diversity, and inclusion were not eligible for these awards. In addition, student organizations focused on equity, diversity, and inclusion could only be nominated for the award if their activities exceeded the scope of their organization's mission and objectives. Detailed criteria were established for each of the award categories. In addition, monetary awards were given for each of the award categories and are noted above.

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. 2012 award winners included: Dr. Paul Bitting (Faculty), David Churchill (Staff), Gina Maria Pomann (Student), College of Agriculture and Life Sciences (College/Division) and Student Government (Student Organization). Advisory groups and councils of OIED, Diversity Training participants [Equal Opportunity Institute (EOI), Project Safe, National Coalition Building Institute (NCBI), and Opening Doors], The College of Education, Dr. Ellen Vasu, Chancellor and Mrs. Woodson (Gateway of Change Portrait), Evelyn Q. Reiman, and Dr. Thomas Stafford were among those receiving special recognition at the program.

The program concluded with the announcement that the program would be renamed the "Chancellor's Creating Community Awards" in 2013.

**Student Recruitment Activities:** Tracey Ray participated in the Fall Pack Previews Recruitment Reception in Raleigh. She also provided welcome remarks at the 6 spring semester "Admitted Students Visits" facilitated by in Talley Student Center by Stacy Fair, Director of the E. Carroll Joyner Visitor's Center. The welcome remarks focused



**2012 Diversity Award Recipients**

on the University's theme, "Locally Responsive, Globally Engaged," and highlighted NC's State's national rankings and the need for all students to gain cultural competence during their time at NC State, while also developing a sense of community at the university. Each of the visitation days yielded approximately 500-600 students, parents and family members in attendance (Total ~3,000+). Tracey Ray and Tensie Taylor hosted several campus group visits that could not be accommodated by the Visitor's Center. Groups included, but were not limited to, Carrboro High School, Barwell Elementary School, and Capital Area Teen Court. Tracey Ray traveled with an NC State Team to recruit and build relationships with the Eastern Band of Cherokee (October 2011). Team members included Derek Oxendine (Multicultural Student Affairs), Thomas Griffin (Admissions), Dana Troutman (Admissions), Brett Locklear (Graduate School), Roger Callanan (Division of Undergraduate Academic Programs), Owen Hooper (Summer Start Program) and Tiffany McLean (College of Natural Resources). Tracey Ray represented NC State at the Institute on Teaching and Mentoring (Sponsored by the Southern Regional Education Board or SREB) in Atlanta, GA October 2-23, 2011 and hosted a recruitment table.

# Student Diversity

## Programs, continued

Graduate School recruitment materials were shared with undergraduate scholars; information about the Building Future Faculty Program was provided to doctoral candidates. Current job vacancies and general employment opportunities was also provided. Scholars representing the following groups were in attendance:

- Alfred P. Sloan Foundation Minority Ph.D. Program
- Gates Millennium Scholars Program
- National Institutes of General Medical Sciences, MARC Program
- National Science Foundation/Alliances for Graduate Education and the Professoriate (NSF/AGEP)
- Ronald E. McNair Postbaccalaureate Achievement Program
- Southern Regional Education Board (SREB)
- Western Interstate Commission for Higher Education (WICHE)

**CHAMPS Program:** Jo-Ann Robinson hosted a group of students for the Cultivating High Achieving Motivated Professionals and Scholars (CHAMPS) program in October 2011. The CHAMPS program is a partnership, led by OIED, in collaboration with the United Negro College Fund (UNCF) Institute for Capacity Building Enrollment Management Program and NC State's Graduate School. The CHAMPS Program exposes undergraduate students from private Historically Black Colleges and Universities (HBCU's) to graduate degree programs as well as undergraduate research opportunities available in five colleges at NC State including CALS, College of Engineering, College of Physical and Mathematical Sciences, College of Veterinary Medicine, College of Textiles, and College of Humanities and Social Sciences. The main goals of the project are to:

- Encourage and create opportunities for members of underrepresented groups to participate in summer undergraduate research opportunities at NC State
- Expose members of underrepresented groups to graduate education at NC State and encourage them to consider one of the graduate programs of study.
- Build a network among the 39 private HBCU's to promote graduate education at NC State.

## 29th Annual Association for the Concerns of African American Graduate Students (ACAAGS) Banquet: Tracey Ray

coordinated undergraduate participation for the annual ACAAGS Banquet sponsored by the Graduate School. 537 undergraduate students were invited to the banquet to be recognized for their academic achievement. Those were sophomore, juniors, and seniors with a 3.0 or higher cumulative grade point average. Special undergraduate award recipients included:

- Senior Class Award: Justin Jattan
- Junior Class Award: Teal Russell
- Sophomore Class Award: Diamond Jones
- Tony K. Williamson SAAC Leadership Award: Jazzmine Small



**Department of Multicultural Student Affairs:** The position of Assistant Director for African American Student Affairs was vacant for the 2011-2012 academic year. A national search was conducted and the position will be filled in June 2012. A national search was conducted during the Spring 2012 semester to also fill the position of Director of Multicultural Student Affairs. Roderick Bradley began serving as the Director of Multicultural Student Affairs in late May 2012. Tracey Ray, Assistant Vice-Provost for Student Diversity, assisted the department and coordinated/co-coordinated some programs in Multicultural Students due to staff vacancies. Those programs included the African American Symposium, Annual Student Leaders Retreat, Salute to Higher Education Tour sponsored by K97.5, ECD 224: Introduction to Student Development, and Peer Mentoring course instruction (Section 004), Guaranteed 4.0 Academic Boot Camp - Fall Break, Kwanzaa, Freshman Honors Convocation and the annual Ebony Harlem Awards Program.

## Initiatives

**ECD 296: Foundations of Cultural Competence - Developing Cross-Cultural Competence for Professional Success:** This course initiative was launched in Spring 2012 to meet objectives of the "At Home in the World" Project. OIED Vice Provost Joanne Woodard and Associate Vice Provost and Director of Study Abroad Ingrid Schmidt served as the facilitators of the "At Home in the World" Initiative.



# Student Diversity

## Initiatives, continued

NC State University was selected with 7 other universities by the American Council on Education (ACE) for the At Home in the World project. The purpose of this 2-year project is to enhance collaboration between international and diversity/multicultural programs on campuses. This newly developed 3-credit hour course engages students in the process to work effectively with diverse populations to develop cross-cultural competencies and identify culturally appropriate strategies in the work place and life. This course was team taught by Tracey Ray, Ursula Hairston and Beverly Williams. Course development was facilitated by a larger team that included Dr. Jade Berry-James (CHASS), Dr. Clifford Griffin (CHASS), and Allison Mitchell (College of Education). The instructors of this course utilized presentation of relevant news reports, books, essays, research, video, shared personal experiences, guest speakers/presenters, video, class discussions, and small group activities, in addition to objective evaluation and individual projects to facilitate student achievement. This course will be offered again in Fall 2012 and will have a permanent course number by Spring 2013.

**Campus Religious and Spirituality Climate Survey:** A campus religious and spirituality climate survey was launched in February 2012 in partnership with Dr. Alyssa Rockenback (NC State University), Dr. Matthew Mayhew (New York University) and the Interfaith Youth Core. The survey will inform OIED on how students perceive various spiritual and religious facets of campus life, safe spaces for diverse religious and non-religious identities, beliefs and practices, positive aspects of campus climate, challenges and opportunities for improvement as well as how students are engaging in curricular and co-curricular interfaith action, dialogue, and service.



**Norma Wright Garcia,  
1944-2012**

**Norma Wright Garcia Study Abroad Scholarship:** A \$500 corporate/alumni gift was solicited and received to kick-off the Norma Wright Garcia Study Abroad Scholarship. Norma Wright Garcia was the first African American female undergraduate to live in a residence hall at NC State and to complete an undergraduate (history) degree (1966). She went on to obtain a master's degree in German from Wake Forest University and was multilingual, having lived in Germany, Spain, and Mexico

and traveling the world extensively. She passed away on January 9, 2012 and was a loyal alumna over the years. Establishing a study abroad scholarship in her name was befitting to her legacy as an educator and world traveler. The gift was presented to the university at the 2nd Annual Black Culture Rocks program (dedicated to Norma Wright Garcia), sponsored by the Society of Afrikan American Culture in April 2012.

### **Witherspoon and Clark Fundraising Capital Campaign:**

A \$400,000 capital campaign to honor the legacies of Dr. Augustus M. Witherspoon and Dr. Lawrence Clark is underway in partnership with University Advancement, the Alumni Association, OIED, and the Black Alumni Society. The initiative was launched through the leadership of alumnus Brigadier General Leodis T. Jennings. The campaign is scheduled to begin by 2013 and concludes in 2015. Liz McFarlane from University Advancement is leading the effort through a committee of representatives.

**Interdisciplinary Grant:** Ashley Simons-Rudolph and Tracey Ray were among 12 faculty awarded a \$1,000 Interdisciplinary Grant by the Department of Interdisciplinary Studies (CHASS). The goal of the grant was to facilitate collaboration in a colleague's classroom. Guest lectures were provided for *ECD 296: Foundations of Cultural Competence - Developing Cross-Cultural Competence for Professional Success* and *WGS 200-601: Introduction to Women's and Gender Studies*. The funding supported a student field trip and interactive teaching materials.

**Ronald E. McNair Postbaccalaureate Achievement Program:** Marsha Pharr (TRIO Programs), Tracey Ray (OIED) and Sheila Smith-McKoy (AACC) are working as a team to submit 2 program proposals (General Program and STEM Program) to the Federal TRIO Programs Office with the Department of Education by June 8, 2012 to bring a Ronald E. McNair Postbaccalaureate Achievement Program to NC State. Each program would serve a minimum of 25 scholars. Awards will range from \$220,000-\$368,000 per program. Programs will be notified of their status by September 2012.

## Diversity

Jo-Ann Robinson presented a 40th Anniversary Proclamation to the NC Commission on Indian Affairs at their November meeting hosted by NC State University, on behalf of the Chancellor and Provost. She was accompanied by Tracey Ray, Derek Oxendine (Multicultural Student Affairs), and several faculty and staff from across the university, including the Office of Admissions.

# Student Diversity

## Diversity, continued

**Rule of Law Conference:** On February 10, 2012, students represented NC State University at the Post-Secondary Rule of Law Conference for Undergraduates organized under the auspices of the World Justice Project and hosted by the North Carolina Central University Law School. NC State University was among 18 public and private colleges/universities invited to send a delegation of 5 students. Tensie Taylor accompanied the students. The student delegation included: Jasmine Brown, Donald Brenton, Glen Edwards, Bryan Lopez, and Matt Woodward.



**Diversity Awards attendees, including Lisa Pierson, Joanne Woodard, and Toni Thorpe of OIED**

**African American Coordinating Committee:** The African American Coordinating Committee met on a monthly basis from September 2011 to May 2012. 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, Distance Education and Learning Technology Applications (DELTA), Multicultural Student Affairs, and the African American Cultural Center.

**Hispanic/Latino Advisory Group:** The North Carolina State University Hispanic/Latino Advisory Group (HLAG) is both a working group and an advisory group comprised of students, faculty, staff, administrators, and community leaders that ensures the needs of current and future Hispanic/Latino students are met. This group is convened by the Department of Multicultural Student Affairs to promote collective work effort across the university, while also fostering relationships with community organizations and school districts to make NC State University, the "University of Choice" for Hispanic/Latino students and families.

The group was co-chaired by Tracey Ray and Abraham Dones and met on a monthly basis for internal partners and met during the fall semester with the external partners. The committee's mission statement was revised throughout the spring semester to incorporate the realignment structure of Multicultural Student Affairs with the Office for Institutional Equity and Diversity.

## Staff

The staff for Student Diversity in the Office for Institutional Equity and Diversity included Tracey Ray, Assistant Vice Provost for Student Diversity, Tensie Taylor, Program Assistant, and Wendy Giddens, Executive Assistant. JoAnn Robinson, Assistant Vice Provost for Staff Diversity and Outreach (July 1-December 1, 2011) coordinated the CHAMPS program and the Fall Diversity Dialogue to assist with transition and realignment efforts for OIED.

### Professional Development:

#### Tracey Ray

- National Coalition Building Institute: Train-the-Trainer Workshop (September 23-25, 2011), Durham, NC
- The Compact for Faculty Diversity, The Institute on Teaching and Mentoring, sponsored by the Southern Regional Education Board or SREB), October 2-23, 2011, Atlanta, GA
- Finding Funding for the Scholarship of Teaching and Learning, sponsored by the Office of Faculty Development (November 2011)
- NC Diversity and Inclusion Conference, sponsored for North Carolina Diversity and Inclusion Partners (NC DIP), Duke University, December 2, 2011
- North Carolina Diversity Inclusion Partners Networking Opportunity, hosted by UNC Chapel Hill (April 2012)
- Summer Shorts in Instructional Technologies, sponsored by DELTA (May 2012)
- 2012 National Conference on Race and Ethnicity in Higher Education, New York (May 29- June 2, 2012)

#### Tensie Taylor

- Completed all requirements for the Equal Opportunity Institute (EOI) Certificate program.
- Complete coursework in EAC 538-601: Instructional Strategies in Adult and Higher Education.

# Student Diversity

## Staff, continued

### Teaching and Presentations:

#### Tracey Ray

- ECD 224: Introduction to Student Development and Peer Mentoring (Section 004) - Fall 2011.
- AFS/ARS 346: Black Popular Culture (Distance Education) - Fall 2011, Spring 2012.
- ECD 296: Foundations of Cultural Competence, Spring 2012, co-taught with Beverly Williams and Ursula Hairston.
- AFS 497: Special Topics in Africana Studies - Gullah/Geechee Nation Service Learning (Distance Education), Spring 2012
- "Confronting Racism" 2012 National Black Student Leadership Conference, sponsored by the Williams Leadership Education Foundation, Raleigh, NC.
- "Diversity at NC State" presented to Early-College Program Counselors, sponsored by the Office of Admissions (October 2011).
- Co-facilitated the Red, White and Black Tour with Dr. Walter Jackson (History Department), sponsored by D.H. Hill Libraries in partnership with the African American Cultural Center (March 2012).



**Tracey Ray prepares for the 2012 Ebony Harlem Awards**

### Committees:

#### Tracey Ray

- Brooks Scholarship Review Committee (College Foundation of North Carolina)
- Study Abroad Scholarship Review Committee
- Chancellor's Leadership Awards Scholarship
- (Liaison) James Stewart Scholarship
- (Liaison) Black Alumni Society Undergraduate Scholarship
- (Liaison) Augustus M. Witherspoon Graduate Scholarship
- Council on Athletics (Athletics Compliance Subcommittee)

- African American Coordinating Committee
- Hispanic/Latino Advisory Group (HLAG), Co-chair
- American Indian Advisory Council
- State Employees Combined Campaign (area captain)
- University Values and Ethics Administrative Advisory Committee
- University Diversity Advisory Committee
- National Coalition Building Institute Team Member
- At Home in the World Team Member
- National Conference on Race and Ethnicity in Higher Education (NCORE) - Campus Team Member
- Respect the Pack Planning Committee (sponsored by Student Government)

## Recommendations and Concerns

Resolving staff vacancies in Multicultural Student Affairs alleviates most challenges faced during the 2011-2012 academic year. Multicultural Student Affairs reports to the Assistant Vice Provost for Student Diversity. Tensie Taylor was a temporary employee of the Office for Institutional Equity and Diversity. Creating a permanent, full-time position to support functions of Student Diversity, along with Faculty and Staff Diversity, is imperative. Efforts are underway to do so.

## Alignment with Strategic Plan

### 1. Enhance the success of our students through educational innovation

- Rule of Law Conference
- ECD 296: Foundations of Cultural Competence course initiative
- At Home in the World Grant Team Initiatives

### 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

- Interdisciplinary Liaison Grant

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

- Improvements to the Annual University Diversity Awards Program and its transformation to the Chancellor's Creating Community Awards

### 5. Enhance local and global engagement through focused strategic partnerships

- At Home in the World Grant Team Initiatives



# Multicultural Student Affairs

Prepared by Abraham Dones, M.S.,  
Interim Director for Multicultural Student Affairs,  
and Tracey Ray, Ph.D.,  
Assistant Vice Provost for Student Diversity

## 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 ethnic 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 regionally and nationally.

## Programs

### A. Academic Enhancement

- **African American Symposium:** The African American Symposium maintained its 2-session model and a late session was held in August just prior to the start of the academic year for the entire freshman class cohort. 217 of 342 (63%) African American students in the freshman class attended. This yield was slightly lower than previous years. A new registration process was employed that used Qualtrics. The registration process will be revised to allow immediate feedback to students that register and provide timely reminders to students that are not registered. The annual analysis of academic performance and satisfaction is in progress.
- **Native American Symposium:** There were 23 self-identified Native American students in the 2012 freshman class. Seventeen students (70.83%) participated in the Native American Symposium. This exceeds the targeted yield for this program of 50% (13 students) or more. Dr. Judy Kertesz, professor of Native American Studies in the History Department, facilitated the cultural presentation.

- **Hispanic Symposium:** The second annual Hispanic Symposium took place in August, prior to the start of the academic year. 63 of 202 (31%) students in the freshmen class attended. This yield was higher than 2010 (17%) and is expected to reach a minimum of 50% by 2012. This year's symposium format was altered from the initial year. The cultural presentation "Orgullo Latino/Latino Pride" was presented by two faculty members, Dr. Maria Correa (College of Veterinary Medicine, OIED faculty liaison) and Dr. Maria Hoyos-Oliver (Department of Chemistry). An additional change that was incorporated into the symposium involved the parents sessions. The Spanish language and English language sessions were combined so there would be a consistency of information shared for both native Spanish-speaking families and those who are English speakers.
- **Peer Mentor Program (PMP):** The Peer Mentor Program's 239+ mentors voluntarily served three targeted populations (and others who requested mentor assignments). The ethnic demographics of the mentors were: Bi/Multi-Racial (6), Native American (16), Caucasian (2), Hispanic/Latino (26), and African/African American (189). The mean grade point average for the Fall 2011 semester was 2.9, with 68 mentors on the Fall Dean's List! Spring 2012 data collection is in progress. All new mentors were required to enroll in *ECD 224: Introduction to Student Development and Peer Mentoring*. It



### Peer Mentor Program Spring Fling 2012

was offered in four sections, which included an online/independent study section. The classes served 145 first year mentors. Programs sponsored by the Peer Mentor Program include the PMP Convocation, which facilitated the initial meeting of Mentor/Mentee pairs and attracted over 500 persons.

# Multicultural Student Affairs

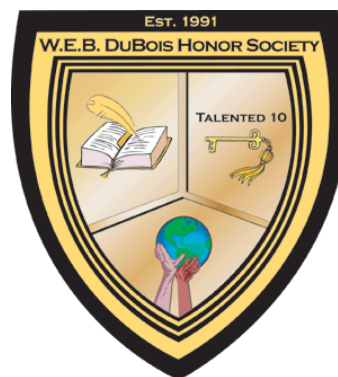
## Programs, continued

The Annual Fall Seminar, required for all mentors and recommended for mentees, was attended by over 200 students and featured a guest speaker and alumnus of NC State's PMP Program, NCCU faculty Roshaunda McClean. The Annual Spring Training, also mandatory for mentors, served as the initial preparation for newly recruited Peer Mentors as well as returning mentors and was provided to 200+ attendees. Other service and activities co-sponsored by the Peer Mentor Program included Native American Culture Night, Kwanzaa Karamu Celebration, Freshman Honors Convocation, and the Annual Fall Mentor/Mentee Cookout. The year concluded with the Annual End-of-Year Awards and New Mentor Induction known as the Spring Fling, "A Night in Paris." Students, faculty, and staff celebrated servant leadership, scholarship, and mentorship, as they enjoyed a variety of cultural music and reception foods.

This year's Ujima Award, which recognizes individuals outside of PMP who are voluntarily dedicated to mentoring students, was presented to Mrs. Mitzi Horton (Greek Life). This year's PMP recruitment activities included the traditional advertisement methods of flyers, banners, Wolfline posters, student organization meeting attendance, listserv postings, and personalized letters to attract students to this servant-leadership opportunity. 175 new Peer Mentors were recruited and a record number of current mentors (96) were retained for the 2012-13 academic year!

- **Freshman Honors Convocation (17th annual):** A record 330/669 students (49%) of the targeted freshman class were honored during the annual Freshman Honors Convocation. Eight colleges received achievement awards for having 50% or more of the targeted freshman class within their college to achieve a 3.0 or greater first semester grade point average. Those colleges were as follows: the College of Design, (87%), College of Education (63%), College of Management (60%), College of Engineering (59%), College of Textiles (57%), College of Agriculture and Life Sciences (55%), College of Natural Resources (53%), and the College of Humanities and Social Sciences (53%). The event featured motivational keynote speaker Ms. Dee Marshall. Dee Marshall is the President of Raise the Bar, LLC, a coaching, training, and development practice. Approximately 500 people attended this event.

- **Guaranteed 4.0 Academic Boot Camp:** The Guaranteed 4.0 Academic Boot Camp is a structured workshop on how to strategically maximize your academic success to achieve and maintain a 4.0 grade point average. There is no registration fee and it is open to all continuing students. This 15 hour program was only offered during the university's fall break this year due to staff vacancies throughout the Spring semester. There were 86 students that participated in the Fall Break Boot Camp.
- **Hispanic/Latino Advisory Group (HLAG):** The North Carolina State University Hispanic/Latino Advisory Group (HLAG) is both a working group and an advisory group comprised of students, faculty, staff, administrators, and community leaders that ensure the needs of current and future Hispanic/Latino students are met. This group is convened by the Department of Multicultural Student Affairs to promote collective work effort across the university, while also fostering relationships with community organizations and school districts to make NC State University, the "University of Choice" for Hispanic/Latino students and families. The group met on a monthly basis for internal partners and met during the fall semester with the external partners. The committee's mission statement was revised throughout the spring semester to incorporate the realignment structure of Multicultural Student Affairs with the Office for Institutional Equity and Diversity.
- **W.E.B. DuBois Honor Society:** The W.E.B. Du Bois Honor Society (national headquarters at Florida State University; incorporated in 2008) continued with its objectives and was under the leadership of their first executive board. Established to honor the memory of Dr. William Edward Burghardt DuBois, the society promotes the pursuit of academic excellence in all fields of higher education, to engage in service to others, and to recognize the outstanding achievements of the Society's members. To be eligible for membership, students must be at the sophomore level or higher, with a 3.3 cumulative grade point average and in the top 20% of their class. A fall 2012 induction ceremony of new members is anticipated.



# Multicultural Student Affairs

## Programs, continued

### B. Recruitment Activities

- Staff from Multicultural Student Affairs provided support to the Office of Admissions with their Fall recruitment reception "Pack Previews" across North Carolina (Raleigh, Charlotte, Greensboro and Lumberton) as well as participating in the spring, "Pack Premiere" events hosted in Charlotte and Raleigh.
- All Multicultural Student Affairs staff coordinated multiple full and partial day campus visits for middle and high school students from within North Carolina (i.e., Student Action Farmworkers, Citizens School – Durham, NC), when the groups could not be accommodated through the visitor's center.
- MSA Staff and 2012 Symposium Counselors assisted at the annual Multicultural Visitation Day: "Embrace NC State" on April 14. In an effort to accommodate Hispanic/Latino Spanish speaking families, MSA, in conjunction with the Admissions Office offered a Spanish only session for students' families.
- On March 24, 2012 the Office of Undergraduate Admissions hosted its second annual Wolfpack Pathways program. This program yielded 49 participants. Prospective students, parents, and chaperones received vital information about the college selection process and NC State University. The participants spent the remainder of the day at the NC State Powwow.

### C. Cultural Awareness and Reaffirmation

- **Hispanic Heritage Month:** Programming for Hispanic/Latino Heritage Month included the following eight activities: 1) La Fiesta Del Pueblo (September 18, 2011) - sponsored by El Pueblo, a community-based event where NC State students perform community service; 2) El Salsabor! (September 15, 2011) – a cultural exhibition of food, dance, and drama, co-sponsored by Mi Familia; 3) The Motorcycle Diaries: Film and Discussion (October 4, 2011) – co-sponsored by Union Activities Board; 4) Hispanic Heritage Soccer Tournament (September 30, 2011) – co-sponsored by Mi Familia; 5) Hispanic Achievement Conference (October 14 - 15, 2011) – sponsored by the NC Society of Hispanic Professionals. Students and staff volunteered and presented workshops at the conference; the Office of Institutional Equity and Diversity provided financial support for this event to be held at the McKimmon Center; 6) Latinization of America Lecture and Discussion (September 26, 2010) – co-sponsored with Lambda Theta Phi Latino Fraternity Inc.; 7) The Mis-Education of Columbus Lecture and Discussion (October 14, 2010) – co-sponsored with the African American Cultural Center and Native American Student Affairs; 8) It's ZUMBA Time! (September 20, 28 and October 11, 2011) – Physical fitness sessions to help students incorporate the art of dance with aerobic activity;
- **Native American Heritage Month:** Programming for Native American Heritage Month included the following eight activities: 1) Heritage Month Kick-Off (November 2, 2011); 2) American Indian Science and Engineering Society National Conference (November 10-11, 2011) in Minneapolis, MN; 3) "Do I Look Illegal?" Lecture and Discussion (November 14, 2011) co-sponsored by Native Student Affairs, Hispanic Student Affairs, and the African American Cultural Center; 4) "Older than America" Film and Discussion (November 15, 2011); 5) Drum Workshop (November 16, 2011); 6) Native American Culture Night (November 17, 2011) – a cultural exhibition of food, customs, singing, and drumming, sponsored by the Native American Student Association, Student Mentor Association and Native American Student Affairs; 7) American Indian Heritage Celebration (November 19, 2011) – sponsored by the NC Museum of History; and 8) Dreamcatcher Workshop (November 28, 2011). The annual Governor's American Indian Heritage Month Proclamation Ceremony, traditionally scheduled during November, was held on March 21, 2012 with American Indian faculty, staff, students, and senior University administration present.
- **Kwanzaa:** The Annual Kwanzaa Celebration was held on November 29, 2011 and featured filmmaker Cindy Hurst and the Documentary, "Remembering A Forgotten First: The Charlie Granger Story." The program was held in the Witherspoon Cinema and was followed by the traditional Karamu feast in the Washington Sankofa Room. Over 30 students served as presenters of the seven principles of the Nguzo Saba, cultural attire models, and/or dance performers. Approximately 150 students, faculty, staff, and the general public attended the event.





# Multicultural Student Affairs

## Programs, continued

- **Black History Month Calendar of Events:** The Department of Multicultural Student Affairs released a campus-wide call for event submission in November and compiled a calendar of campus Black History Month programs again this year. All colleges, departments, campus units, and student organizations were encouraged to submit programs to be listed on a uniquely designed Commemorative Calendar. This year's calendar offered its readers several contemporary reading options centering on Black History in the U.S. The Annual Black History Month Calendar was available in full-color, 14x8½ posters and was published in electronic format on the MSA website and listservs, multiple campus/community listservs, and distributed through the Office for Institutional Equity and Diversity's "Diversity Digest," advertising 17 events offered throughout the month.
- **Native American Pow Wow:** The 22nd Annual NC State Powwow was held on March 24th, 2012 in Carmichael Gymnasium with approximately 1,123 visitors. This year's competition powwow offered a grand total of \$4,320 in cash prizes to 1st, 2nd, and 3rd place divisions in each category.

### Student Leadership Development and Student Organization Advising

- **Website/Listservs:** Multicultural Student Affairs launched a redesigned website in August 2011. It maintained its 5 listservs, which served the African American, Native American, Asian and Pacific Islanders, Hispanic/Latino, and "General" campus communities. The listservs disseminated announcements on internships, scholarships, campus and community programs and events.

- **Student Leadership Development:** The annual Multicultural Student Affairs Student Leaders Retreat was held in September 2011 at the E.S. King Village Commons. Invited student leaders from the African American Student Advisory Council (34 organizations), the Native American Students Association, American Indians in Science and Engineering, Society of Hispanic Professional Engineers, Mi Familia, Lambda Theta Alpha Sorority Inc., Lambda Theta Phi Fraternity Inc., Lambda Pi Chi Sorority Inc., and Sube Ritmo attended. Approximately 40 student leaders attended. The UNIDOS consortium in partnership with the University of North Carolina Chapel-Hill and Duke University met throughout the year in an effort to continue fundraising activities. Through this partnership, students were able to fund a second scholarship for freshmen entering any institution of higher education.
- **Civil Rights Alternative Service Break:** this Alternative Service Break trip was offered in partnership with the Center for Student Leadership, Ethics and Public Service. Mr. Edward Brown served as the Faculty/Staff Advisor for the trip, which included visits to the Civil Rights Museum in Greensboro, NC, the Historic MLK Site in Atlanta, GA, and several other culturally significant locations.
- **Gullah/Geechee Nation Service Learning Alternative Service Break:** This partnership between the African Studies Program, Multicultural Student Affairs, and the Center for Student Leadership, Ethics and Public Service continued during the 2011-2012 academic year. It extended 3 academic credits for an Alternative Service Break (ASB) trip to Charleston and St. Helena Island, SC during the university's spring break (March 2011), embedded in *AFS 497: Special Topics in Africana Studies - Gullah/Geechee Service Learning* and taught by Tracey Ray. This service-learning course provided interdisciplinary and experientially based opportunities for students to engage in both (online) classroom and

community based exploration that examined issues of relevance of history, literature, language and cultural preservation to African American people/communities in the African Diaspora through the lens of the Gullah/Geechee Nation. Students examined historical accounts, as well as aspects of language, literature, culture, and social justice. Students paid an additional fee of \$300 each for the ASB experience which included ecological projects at Huntington Island, SC. Twelve students were enrolled in the course.



Gullah/Geechee Nation Service Learning

# Multicultural Student Affairs

## Programs, continued

- **African American Student Advisory Council (AASAC):** AASAC was composed of 36 active student organizations this year. Leadership from AASAC served on (Student Government Association) President's Roundtable, Chancellor's Liaison Committee, Tuition and Fee Committee, and the Chancellor's African American Community Advisory Council. The Annual Ebony Harlem Awards program was co-sponsored with the Society of African American Culture, the African American Heritage Society and the African American Cultural Center. Over 150 students, parents, faculty, staff, and administrators were in attendance. NC State's Chapter of the NAACP won AASAC Organization of the Year. The theme of the event was "Lift Every Voice."
- **Native American Student Association (NASA) and American Indian Science and Engineering Society (AISES):** The Office of Native American Student Affairs (ONASA), the Native American Student Association (NASA), and the American Indian Science and Engineering Society (AISES), hosted its annual Native American Student Awards Banquet on March 23, 2012 in the Ballroom of Talley Student Center. Brian Jones '87, LaTonya Locklear '96, and Mallory Richardson '09, delivered the keynote addresses. Awards were given to top scholars (3.0+ GPA), each first year student, and also leadership awards to the NASA and AISES President. The American Indian Alumni Society presented its customary gifts of beaded hawk feathers to graduating seniors. Approximately 105 students, faculty, staff, alumni, and guests were in attendance. The Office of Minority Engineering Programs also co-sponsored the event. NASA and AISES also sponsored or co-sponsored social, cultural, and educational programming such as Native American Welcome Reception (August 26, 2011), the AISES Regional Conference (February, 25 2012), bowling night and Christmas social with Wake County Indian Education, and end of year cookout with Wake County Indian Education and co-sponsored by Phi Sigma Nu American Indian Fraternity, Inc.. NASA and AISES members completed community service hours at the following powwows: NC School of Science and Mathematics, UNC-Chapel Hill, North Carolina Indian Unity Conference, and UNC-Pembroke.
- **Mi Familia and Society of Hispanic Professional Engineers (SHPE):** Mi Familia provided support and assistance to Hispanic Heritage Month programs, the Hispanic/Latino Education Summit, community service



with El Pueblo Inc., North Carolina Society of Hispanic Professionals, and Juntos, as well as participating in Service Raleigh, Shack-A-Thon, and Embrace NC State Day. Mi Familia coordinated the 9th Annual Somos La Revolucion (We Are the Revolution) program in March at the McKimmon Center, which yielded approximately 370 in attendance. The Annual Unidos Gala (8th Annual Awards Banquet) was held at the North Pavilion at Duke University (April 21, 2012) in collaboration between NC State, Duke, and UNC Latino student organizations. This program acknowledges the successes of students who have made significant contributions academically, socially, and politically to the cause of Latino affairs on their respective campuses. Juntos drop-out prevention program was Mi Familia's focus for service.

- **Student Mentor Association:** The Student Mentor Association (SMA), the student organization affiliated with the Peer Mentor Program (PMP), offered several supplements to the traditional events coordinated for Peer Mentors and mentees. SMA participated in campus leadership programs such as Service NC State and Service Raleigh, volunteered at the Pow Wow, Festival of Trees, and University Open House. SMA sponsored several programs including: SMA Game Night, PMP to the Fair!, Valentine's Day Carnation Sale, PMP Movie Night at the Campus Cinema, and the Black History Family Feud Night. Service was also a priority of this organization, demonstrated by their work with the Salvation Army Thrift Store and the YMCA Youth After-School Outreach Program. The student group fostered student development through a fall executive board retreat, fall leadership retreat, two general body meetings, and an officer transition meeting in the spring. Members of the SMA executive board were leaders in several campus organizations and received numerous recognitions at the closing of the 2011-2012 school year.



# Multicultural Student Affairs

## Initiatives

New major initiatives in 2012-2013 included the Pack's Pact, a targeted program for minority male students designed to positively impact student persistence. The Pack's Pact program was sponsored by the Office for Institutional Equity and Diversity and facilitated by Thomas Easley (College of Natural Resources), Edward Brown (College of Textiles) and Abraham Dones (Multicultural Student Affairs). The desired outcomes of Pack's Pact are:

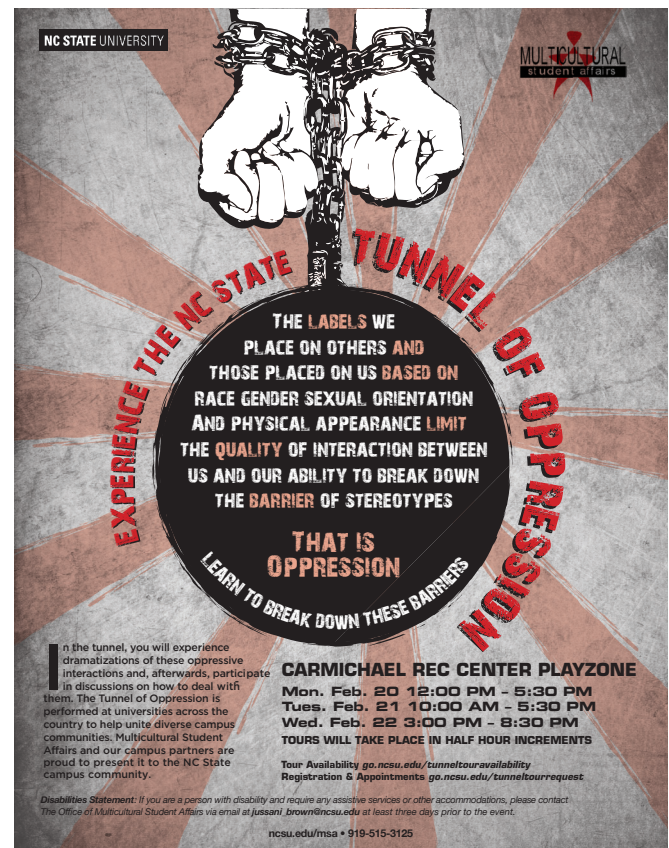
1. Increased sense of community among program participants and the University;
2. Increased self-esteem and self-efficacy as scholars inside and outside the classroom, thus improving retention/graduation rates, grade point averages, and the number of academic honors;
3. Cultural competence as it pertains to the history and future of targeted populations at NC State University, the State of North Carolina, and the nation;
4. Increased participation in formal campus leadership/cultural opportunities including CSLEPS, Study Abroad, and Alternative Spring Break, among others.

The program concluded with a participants' retreat and civil rights tour through Alabama, Georgia, and North Carolina.

## Diversity

- The work of the Hispanic/Latino Advisory group continues to move forward Latino based initiatives at NC State.
- Multicultural Student Affairs coordinated its 2nd Annual campus-wide Tunnel of Oppression Program. The tunnel of oppression is an interactive event that highlights contemporary issues of oppression. Designed to introduce participants to the concepts of oppression, privilege, and power, Participants are guided through a series of scenes that aim to educate and challenge them to think more deeply about issues of oppression. At the end of the tour, participants are provided with the opportunity to discuss their experiences with each other. Facilitators help participants reflect on their experiences and put their newfound knowledge to use in their everyday lives. Before leaving, participants attend a fair where opportunities for involvement in

addressing some of the issues presented at the Tunnel are provided. Exits from the tunnel are also made for individuals who find it difficult to complete the experience. The tunnel was hosted in collaboration with the Women's Center, GLBT Center, Campus Activities, CSLEPS, University Housing, Student Conduct, Campus Recreation, Student Government, The Movement, Disability Services, Equal Opportunity, and the University Counseling Center.



## Staff

Multicultural Student Affairs professional staff was made up of the following staff members:

- Felicia Jackson Broussard, M.Ed. – Department Head and Director of African American Student Affairs (July 2011 - February 2012)
- Abraham Dones, M.S. – Interim Director for Multicultural Student Affairs (January 2012 - May 2012), Assistant Director for Hispanic Student Affairs
- Derek Oxendine, M.Ed. – Assistant Director for Native American Student Affairs
- Jussani Brown – Office Manager



# Multicultural Student Affairs

## Staff, continued

The position of Assistant Director for African American Student Affairs was vacant for the 2011-2012 academic year. A national search was conducted and the position will be filled in June 2012. A national search was conducted during the Spring 2012 semester for the Director of Multicultural Student Affairs. Roderick Bradley began serving as the Director of Multicultural Student Affairs in late May 2012. Tracey Ray, Assistant Vice-Provost for Student Diversity, assisted the department and coordinated/co-coordinated some programs in Multicultural Students due to staff vacancies.

Those programs included the African American Symposium, *ECD 224: Introduction to Student Development and Peer Mentoring* course instruction (Section 004), Guaranteed 4.0 Academic Boot Camp, Kwanzaa, Freshman Honors Convocation, and the annual Ebony Harlem Awards Program. Christina Harrington served as the Graduate Assistant for the Peer Mentor Program. Brittany Gilliam served as the Graduate Assistant for programming. The department had the following work-study students: Tyler Allen, Shufarrell Bonaparte, Calvin Brown, Deina Diaz, Justin Hamilton, Essence Howell, Gabe Mabry, Jaquelinne Murrillo, and Edgardo Lopez.



**Dee Marshall,**  
**2012 Freshman Honors Convocation Speaker**

### Professional Development Activities:

- Jussani Brown attended monthly Bookkeepers meetings and Personnel Connections meetings.
- Abraham Dones participated in the following activities: Latino Student Recruitment and Retention in College of Natural Resources (July 26, 2011), West Harnett High School Assembly (September 9, 2011), Opening Doors Reunion (November 2, 2011), Advisors Development Institute (January 24, 2012), NPHC Quorum (March 13, 2012), and Hispanic Educational Summit (March 30, 2012). Abraham completed all the requirements for the Equal Opportunity Institute Certificate (May 2012). Abraham enrolled in two Ph.D. level courses and will be applying to a program in the upcoming year.
- Derek Oxendine served as the NC State delegate on the local planning committee of the American Indian Women of Proud Nations Conference held in Raleigh,

NC (September 2011). He was interviewed by Native American Calling (September 2011), a nationally syndicated radio talk show, regarding the Native American Fraternal Movement with Native American Calling; was appointed Chair of the American Indian Advisory Council in November 2011; visited the Eastern Band of Cherokee Indians (September 2011), the Haliwa-Saponi Indian Tribe (February 2012), and the Waccamaw-Siouan Tribe (February 2011); and presented on behalf of NC State University, extending an invitation for membership on the American Indian Advisory Council as an external partner. He has served on the American Indian Heritage Month planning committee with the North Carolina Museum of History; served as the NAS-

PA Region III Indigenous Peoples Knowledge Community Representative, and was reappointed to serve for the 2012 - 2014 term. He volunteered as national conference program reviewer for NASPA and will attend the NASPA Region III Summer Symposium (June 2012) held in Virginia Beach, VA. He was appointed to serve as an alumni delegate on the Native American Advisory Committee at the North Carolina School of Science and Mathematics. He was admitted to the Ph.D. in Educational Studies program at UNC-Greensboro and will begin doctoral studies in August 2012.

### Recognitions:

- Abraham Dones was recognized at the "Black Culture Rocks" program sponsored by the Society of Afrikan American Culture during Pan-Afrikan week. Additionally, he received the Neu'ri (Family) Award during the Native American Students Award Banquet.

### Teaching/Academic/Professional Presentations:

- **ECD 224: Introduction to Student Development and Peer Mentoring**, taught by Tracey Ray, Felicia Broussard, Abraham Dones, Derek Oxendine, Christina Harrington, and Brittany Gilliam (Fall 2011).
- **Derek Oxendine:** "Advising Students of Color," sponsored by the Office of Academic Services and Information Systems; "How to Communicate with Your Professor"; "The Top 10 Reasons You Should Choose the College of Natural Resources" American Indian Education Program, Public Schools of Robeson County; "Advising American Indian Students," sponsored by the Office of Academic Services and Information Systems; "The Status of Native Americans in Higher

# Multicultural Student Affairs

## Staff, continued

Education,” panelist (March 2011); 36th Annual NC Indian Unity Conference (Harrison, I. D., Lowe, S. C., Oxendine, D. R., and Tachine, A. R., March, 2011); and “Beyond the Asterisk: Serving Native American Students,” pre-conference workshop selected for presentation at the 2011 National Association of Student Personnel Administrators annual conference, Philadelphia, PA (Oxendine, D. R., Oxendine, S. D., and Williams, R. S.); “The Historically Native American Fraternity and Sorority Movement,” (Lowe, S., Shotton, H., and Waterman, S., Eds.); “Beyond the Asterisk: Understanding Native Students in Higher Education,” Sterling, VA, Stylus Publishing, LLC.

- **Abraham Dones, M.S.:** “Cross-Cultural Communication Workshop,” CSLEPS Leadership Development Series; “Bilingual Education – Does it still have a place?” *ED 508: Exploring Diversity in Classroom and Community*; “Understanding Diversity and Multicultural Competence,” SAY Mentors; Faculty Advisor, Alternative Spring Break 2012, Dominican Republic; Habitat for Humanity, Hispanic Educational Summit; “You Pave the Road,” William Harnett School; “Hispanics No Longer a Minority,” Foro Juvenil; “Education Opens the Door;” co-facilitated Pack’s Pact Cultural Trip (Spring 2012).

### University Committees:

1. **Jussani Brown:** Professional Growth Committee and Personnel Connections
2. **Felicia J. Broussard:** Africana Studies Advisory Committee, Africa Project Scholarship Selection Committee, African American Coordinating Committee, Alliance for Sexual Assault Prevention, General Hugh Shelton National Leadership Scholarship Selection Committee, Study Abroad Selection Committee, Study Abroad Scholarship Committee, Task Force for Staff Diversity (Co-Chair), NC State LeaderShape Advisory Committee, Student Bridges Planning Committee, and Summer START Program Large Committee.
3. **Derek Oxendine:** University Open House, Study Abroad Selection Committee, Native American Minor Committee, New Student Orientation Advisory Committee, Study Abroad Scholarship Committee, Greek Life Student Awards Committee, New Student Orientation Assistant Director Search Committee, Diversity Mini Grant Committee, American Indian Advisory Council, Harassment Prevention Committee, Chancellor’s Leadership Scholarship Committee, Talley Renovation Marketing Committee, and Leader of the Pack Review Committee.

4. **Abraham Dones:** Academic Support Program for Student Athletes Advisory Committee, African American Coordinating Committee, Pack’s Pact, Hispanic/Latino Advisory Group, Wolfpack Welcome Week Planning Committee, Student Affairs Programming Committee, University Diversity Advisory Committee, Tunnel of Oppression Committee, Real Life at NC State Planning Committee, Study Abroad Scholarship Review Committee, Leader of the Pack Review Committee, NC Society of Hispanic Professional Scholarship Review Committee, and co-chaired the Hispanic Latino Advisory Group.

## Recommendations and Concerns

Multicultural Student Affairs completed its first year under the newly merged Office for Institutional Equity and Diversity. It faced challenges due to staff vacancies throughout the academic year. Two national searches were conducted in Spring to fill the vacancies. Space issues have grown due to the loss of storage space in Talley Student Center during Spring 2012. Space issues are expected to be resolved when Multicultural Student Affairs moves into the newly renovated Talley Student Center in 2014.

## Alignment with Strategic Plan

1. **Enhance the success of our students through educational innovation:** Guaranteed 4.0 Academic Boot Camp; W.E.B. DuBois Honor Society; Pack’s Pact.
2. **Enhance scholarship and research by investing in faculty infrastructure:** CALS Reach One Mentoring Program, collaborated on formation and coordinated training workshop for all mentors.
3. **Enhance interdisciplinary scholarship to address the grand challenges of society:** AFS 497 Gullah/Geechee Alternative Service Break Trip; Civil Rights Alternative Service Break.
4. **Enhance organizational excellence by creating a culture of constant improvement:** Quantitative and qualitative analysis of MSA services and programs – data dictates continuation and/or change; development of original programs (i.e. 4.0 Boot Camp, alternative service break trips); innovative approaches to traditional programs (i.e. Symposium, PMP Convocation, Spring Fling, Kwanzaa, etc.)
5. **Enhance local and global engagement through focused strategic partnerships:** AFS 497 Gullah/Geechee ASB Trip; Civil Rights ASB Trip; relationships with native tribal communities in North Carolina; forged relationship with local and national Hispanic-serving agencies.

# African American Cultural Center

Prepared by Sheila Smith McKoy, Ph.D., Director

## Introduction

As its mission statement indicates, the African American Cultural Center promotes an awareness of and appreciation for African, African American, and other African descent cultures at North Carolina State University. During the 2011- 2012 academic year, the African American Cultural Center provided signature programming and events and created new programming, outreach initiatives, and partnerships to address the points of the first year of the AACC five-year plan.

## Programs

In 2011-2012, the African American Cultural Center significantly revised several programs and created additional programs, enabling the AACC to expand its audience base, increase partnerships, and create local, national, and global linkages. The AACC presented the following:

**Women Empowered: Inspiring Change in an Emerging World, June 11 - Sept. 31, 2011:** Funded by the Care Action Network, the exhibit was one of the focal points of last year's UN Women National Conference held on June 11, 2011.

**Harambee, Wednesday, August, 24, 2011:** Attendance: approximately 160 students, faculty, staff, and administrators.

**Artist-in-Residence: Charles Holt, Saturday, August 27 - Thursday, September 1, 2011:** Charles Holt, singer, author, Broadway performer, and actor, was the AACC's first artist-in-residence. Holt's residency included two performances, a workshop entitled "Finding Yourself," and a special rehearsal with the members of the PEACE Church Choir. Attendance: approximately 360 students, staff, faculty, and members of the community.

**Henrietta Lacks Panel Discussion, Wednesday, September 7, 2011:** With the University Common Read Program, the panel included Dr. Karla Holloway (Duke University, Professor of English, Law, and Women's Studies), author of *Private Bodies Public Texts*; Dr. Stephanie Curtis (NC State Department of Genetics) presenting on "The Science of Henrietta Lacks," and Dr. Sheila Smith McCoy, presenting on "Biopolitics and Race." Attendance: approximately 65 students, staff, and faculty.

**Living Legends: Herman and Iyaluua Ferguson, Tuesday, October 4, 2011:** The new Living Legends Program presents topics and speakers who bring African and African descent history to life. The inaugural Living Legends Program featured Herman Ferguson and Iyaluua Ferguson, co-authors of the book *An Unlikely Warrior: The Evolution of a Revolutionary*. Ferguson, formerly a merchant marine, labor organizer, and educator, was active in Malcolm X's Organization for Afro-American Unity and was present in the Audubon Ballroom when Malcolm was assassinated. This program was co-sponsored with the Africana Studies and included a book signing and reception. The interview featuring the Fergusons was the first AACC: In Focus event; the interview is accessible on the AACC website: [www.ncsu.edu/aacc/index.php/media](http://www.ncsu.edu/aacc/index.php/media). Attendance: approximately 70 students, faculty, staff, and community.

**The Mis-Education of Columbus: Dispelling the Myths of Christopher Columbus, Wednesday, October 12, 2011:** Partnering with Native American Student Affairs, the AACC organized a panel to examine the tradition of Thanksgiving and the historical mythmaking around Christopher Columbus. The panelists were Dr. Judy Kertesz (Assistant Professor, NC State Department of History) presenting "Homeland Security: fighting Terrorism since 1492," Dr. Maria Correa (International Program Coordinator for Latin America, NC State College of Veterinary Medicine) and Dr. Sheila Smith McKoy presenting "Discovering" Columbus: The Lion's Tale." The event included a multi-cultural dinner featuring foods originating

NC STATE UNIVERSITY

### The African American Cultural Center Presents Mr. Charles Holt

Charles Holt, renowned actor, Broadway performer, musician, and author, founded Charles Holt productions with the intent to spread a message about a higher mind set of consciousness and awareness to local, national, and world communities. This company tours various places inspiring and influencing others through the use of theatrical mediums to empower the individual, embrace the brilliance of the self and the diverse brilliance of others for the greater good!



# AUGUST 31

Washington Sankofa Room, African American Cultural Center

Disabilities Statement: if you are a person with a disability and require any assistive devices, services, or other accommodations to participate in this activity, please contact toni thorpe at 919.515.1451 during the business hours of 8 a.m. to 5 p.m. to discuss accommodations.



# 7-8:30PM



in African American, Native American, and Latina/Latino cultures. Attendance: approximately 160 students, faculty, staff.



# African American Cultural Center

## Programs, continued

**AACC Book Club: Wednesday, October 19, 2011:** Book Selected: *The Other Wes Moore* (Note: Moore was the Martin Luther King, Jr. Commemoration speaker.) Panelists: Dr. Sheila Smith McKoy, Mr. Thomas Easley (NC State Natural Resources) and Mr. Edward Brown (NC State Textiles). Attendance: approximately 37 students, faculty, and staff.

**Shoeboxes of Love Kick-off and Service Project: Wednesday, November 2, 2011:** This event is the major service project of the AACC. The total collection this year exceeded 200 boxes, which made it possible to serve many in need. Boxes were donated to Strengthening the Black Family, the Community Success Initiative, and to local families in need. Numerous individuals and several organizations participated in the event, including Alpha Kappa Alpha Sorority, Inc.; Delta Sigma Theta Sorority, Inc., 100 Black Men, CHASS-MAS, PEER Mentors, AACC Residential Organizations (African Student Union, PEACE, NAACP, Reach Out and Touch, Uninhibited Praise, ACAAGS) OIED, AACC staff, students, faculty, staff, and members of the community.

**Red, White and Black Walk: Monday, November 7, 2011 and April 17, 2012:** Partnering with D. H. Hill Library, under the leadership of Toni Thorpe, this campus walking tour focused on the history of African American students and faculty leaders at NC State. The walk on November 7, 2011 featured Dr. Blain Kelley (NC State Department of History), Dr. Walter Jackson (NC State Department of History), and Toni Harris Thorpe, who shared African American history from oral narratives, conversations and events from the perspective of African American students, past, and present. The 2011 tour ended with a viewing of the gallery exhibit. The April 17th Red, White and Black Walk featured Dr. Walter Jackson and Toni Harris Thorpe. This tour was the focus of the NC State website: [www.ncsu.edu/faculty-and-staff/bulletin/2012/02/history-in-red-white-and-black](http://www.ncsu.edu/faculty-and-staff/bulletin/2012/02/history-in-red-white-and-black). Attendance: November 2, 2011: approximately 60 students, faculty, staff, and community members; April 17, 2012: approximately 40 students, faculty, and staff.

**Do I Look Illegal?: Monday, November 14, 2011:** This event was co-sponsored with the Department of Multicultural Student Affairs and NEURI –The Native American Student Association. The panel discussion focused on immigration practice, culture, and reform. The panelists for this event were Irene Godinez, a community organizer, Dr. Judy Kertesz (Department of History), Dr. Hector Jaimes (Foreign Language and Literature), and Dr. Sheila Smith McKoy. Attendance: approximately 100 students, faculty, and staff.

**Dr. Martin Luther King Jr. Campus Commemoration, Monday, January 9, 2012:** The speaker for this campus-wide commemoration was Wes Moore, author of the New York Times Best Seller, *The Other Wes Moore*. Moore's presentation, "One Name, Two Fates: The Consequences of Personal Responsibility," attracted record attendance for

the lecture and book signing. Moore also engaged a selected group of students, faculty, staff, and administrators for dinner and discussion. This commemoration was co-sponsored by the University Scholars program. Estimated attendance: 600 students, faculty, staff, and members of the community. The event was the subject of articles in the Technician and the Nubian Message.

**Gallery Opening Reception – "Too Black, Too Fast," Tuesday, January 31, 2012:** Although the AACC has presented gallery openings in the past, this event included an interview with Michael McBride, lead artist

and creator of the "Too Black, Too Fast" exhibit, George Nock, sculptor, and Carolyn McDonald, filmmaker. The interview is a part of the AACC: In Focus program. The "Too Black, Too Fast" podcast is available at the AACC website media page at: <http://www.ncsu.edu/aacc/index.php/media>. The AACC and the exhibit were the subject of a segment of My Carolina Today with Valonda Callaway (see the AACC media link for additional information). In addition, the artists were featured on an episode of UNC TV's The State of Things: [http://wunc.org/tsot/archive/Too\\_Black\\_Too\\_Fast.mp3/view](http://wunc.org/tsot/archive/Too_Black_Too_Fast.mp3/view). The exhibit was also featured on the NC State website as a lead story: <http://www.ncsu.edu/features/2012/02/jockey-exhibit/> and was the subject of an interview on WKNC (see media link to access the audio recording). Attendance: approximately 65 students, faculty, staff, and community members.

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Donate play items and necessities for local Raleigh area children during this cold winter season.

# African American Cultural Center

## Programs, continued

**Writer-in-Residence: Pearl Cleage: Wednesday, March 14 - Thursday, March 15, 2012:** Best-selling author Pearl Cleage was featured as the first AACC writer-in-residence. During the residency, Cleage connected with students, faculty, staff, and members of the community in a lecture and lunch forum, presented a lecture in an advanced writer's course, and met with faculty and students in the Department of English, co-sponsor of the residency. Cleage also presented the keynote address at the L.M. Clark Lecture (see below). Attendance: approximately 84 students, faculty, staff, and community members.

**L.M. Clark Lecture: Pearl Cleage, March 15, 2012:** Cleage presented an excellent keynote address at an event significant in the history of the Clark Lecture series because of the death of Dr. Lawrence M. Clark in January. The program included the presentation of a resolution signed by Chancellor Randy Woodson to Mrs. Irene Clark focused on the accomplishments of Dr. Clark. In addition, the AACC announced the creation of the L. M. Clark Enhancement Fund. Attendance: approximately 200 students, faculty, staff, and community members.

The AACC also co-sponsored the following events with the Africana Studies Program:

### 10th Annual African Diaspora Film Festival, April 2012

The film festival has been an annual event for the Africana Studies Program; the AACC was a partner in this year's film festival. The theme for this year's festival, Hip Hop: Community, Culture and Critique, was designed to explore the complex issues raised in hip hop culture, which has been exported globally.

The film festival was covered in The Independent, The News and Observer, and The Nubian Message. Dante James, assistant director of the African American Cultural Center and Dr. Sheila Smith McKoy were featured on UNC's The State of Things in an interview focused on the film festival. Please refer to the AACC website to access the interview: [www.ncsu.edu/aacc/index.php/media](http://www.ncsu.edu/aacc/index.php/media).

**2nd Annual Africana Studies Program University in the Community Forum: The School to Prison Pipeline, April 21, 2012:** The Africana Studies Program started the University in the Community Forum during the 2010-2011 academic year to focus on issues of import to both the community and the university. Please see the mediasite to access this program: [mediasite.online.ncsu.edu/online/Silverlight-Player/Default.aspx?peid=22028c6c0c934c0288301aba1283ec1d1d](http://mediasite.online.ncsu.edu/online/Silverlight-Player/Default.aspx?peid=22028c6c0c934c0288301aba1283ec1d1d)



## Initiatives

The African American Culture Center programming will continue to meet the intellectual needs of the changing NC State campus and community while serving the mission of the center. These initiatives focused on the following and programming goals:

### Development Goals

1. To work with the University Development Office to establish a fund account for the AACC;
2. To utilize the resources of the University Development Office to establish a donor profile for the center;
3. To consult with the Chancellor's African American Advisory Committee regarding donor initiatives and partnerships;
4. To establish Giving Circles and other funding streams for the AACC by connecting with local resources;
5. To provide committed alumni opportunities to strategically support the AACC.

### Programming Goals

1. To establish sister-center relationships with relevant international research centers;
2. To establish African language courses utilizing native speakers for both the community and the campus in a course with significant cultural content;

# African American Cultural Center

3. To consult with a media specialist to begin producing a weekly issues and research oriented podcast produced at the AACC;
4. To establish a faculty-in-residence program that brings faculty with active research projects to the center.

These initiatives and events enabled the AACC to enhance cultural competency opportunities for the campus community and for the surrounding communities. Each of these goals were met or initiated this year. An explanation of how the AACC met these goals follows (note that each number refers to the goal numbered above):

## Progress toward Meeting Development Goals

1. The AACC established a new fund account, The Lawrence M. Clark Enhancement Fund. The AACC also addressed a long-standing issue of having several funds of the same name linked to the AACC, the BAS Scholarship Fund, and another fund all named in honor of Dr. Augustus Witherspoon by renaming the AACC fund the A.M. Witherspoon Memorial Fund.
2. A potential funder list for the AACC is being established with the NC State Development Office.
3. The AACC director has made two presentations to the Chancellor's African American Community Advisory Council and has incorporated this group's suggestions into the development initiatives of the AACC.
4. Daryl Lester, a member of the Chancellor's African American Community Advisory Council and a member of the AACC Advisory Committee, has assisted in beginning a development plan for the AACC. The center is planning a linked program and development event in the 2012-2013 programming calendar.
5. The AACC has connected with key alumni and emeritus faculty members including Diane and Elwood Becton, Kenneth Lee, Dewayne and Adama Washington, Dr. Carol Love, Daryl Lewis, Dr. Monica Leach, J. Stacy Utley, Nate McMillan, and Phillip Freelon.

## Progress toward Meeting Programming Goals

1. The AACC is in the process of establishing a relationship with the University of Ghana, Legon's African Research Center. It has also established a connection with the Steve Biko Cultural Institute in Salvador, Brazil.

2. The AACC has identified native speakers of Twi, Swahili and Tswana who are willing to teach as native speakers and is now in the process of identifying appropriate funding to create the course;

3. AACC: In Focus programs for 2011-2012 include interviews and presentations at the AACC. Please refer to the AACC website media link and the "Initiatives" section below for additional information.

4. In addition to establishing a faculty liaison program at the AACC, the program became an OIED initiative supported by Vice Provost Joanne Woodard that has benefitted several units in OIED. The AACC housed two faculty liaisons this year, Dr. Clifford Griffin (Department of Political Science and Director of International Programs for CHASS) and Dr. Juliana Nfah-Abbenyi (Department of English).

In addition to these initiatives, the following additional initiatives were undertaken at the AACC:

**Reinstatement of the AACC Advisory Committee:** The current committee members are: Edward Brown, College of Textiles; Dr. Karen Bullock, Professor, Department of Social Work; Dr. William Grant, Dean and Professor, College of Agriculture and Life Sciences; Dr. Walter Jackson, Associate Professor, Department of History; Michelle Lanier, Director, African American Heritage Commission; Dr. Monica

Leach, Interim Head, Department of Social Work; Darryl Lester, HindSight Consulting; Dr. Carolyn Love, Dean Emeritus, College of Natural Resources; Dr. Jason Miller, Associate Professor, Department of English; Adama Washington, philanthropist and community leader; Tennille Jules Williams, community leader and niece of the late NC State campus leader, Dr. Augustus Witherspoon. In addition to the director, three members of the AACC staff are members of the AACC Advisory Committee: Dante James, Toni Harris Thorpe, and Sandra Dunn.



# African American Cultural Center

## Initiatives, continued

**AACC: In Focus:** The AACC will continue to engage in producing media designed to connect with a wide audience interested in its mission of linking the academic mission of the university with a focus on African and African decent culture



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and heritage. The AACC: In Focus programs will present interviews, research, and public affairs-based programming at the AACC. Please refer to the AACC media link to review AACC: In Focus media content.

### **Southern Black Film and Media Consortium (SBFMC):**

The AACC is one of the founding members of the SBFMC, a collaboration with the cultural centers at UNC, Chapel Hill, and Duke University, the NC State Africana Studies Program, and other academic units at St. Augustine's College, Shaw University, UNC, Greensboro, NC A and T University, NC Central University, Bennett College, and one community partner, the Hayti Heritage Center. The center submitted a grant proposal for the NC Humanities Council to fund a program entitled, "Infiltrating Hollywood: A Program Presented by the Southern Black Film and Media Consortium."

### **SPACE**

**– The Saturday Program in Academic and Cultural Enrichment:**

SPACE was significantly revised this year with the

intention of creating a pre-college program that is locally and globally engaged, that allows the AACC to measure the impact of the program, and to work with a population of students whose progress towards attending college and whose perspectives on NC State could be measured. This year, the pilot program for the re-imagined SPACE was launched with 10 U.S. students who linked with 15 students in Ghana. The U.S. students come from a variety of high schools in the area, including the NC State STEM Early College High School. For information, please see: [www.ncsu.edu/aacc/i/space/weblogs/documents/SPACE\\_description.pdf](http://www.ncsu.edu/aacc/i/space/weblogs/documents/SPACE_description.pdf).



**AACC Tours:** The AACC Tour Program enables the AACC to create global connections and to enhance educational innovation. The AACC will offer faculty-led tours of seven to fourteen days in length designed for members of the campus community and for the community. Tour locations will be determined using calls for proposals submitted by faculty with experience in study abroad programs. The inaugural tour, Uganda: The Pearl of Africa, is scheduled for December 27th, 2012 - January 7th, 2013. Details are on the AACC website: [oied.ncsu.edu/aacctours](http://oied.ncsu.edu/aacctours).

**Student Engagement Activities:** The major accomplishment in the area of student engagement were the efforts to restore student offices at the AACC. There are seven active student groups now housed at the African American Cultural Center African Student Union (ASU), Association for the Concerns of Graduate Students (ACAAGS), National Association for the Advancement of Colored People (NAACP), Peace Church, Reach Out and Touch, Society of African American Culture (SAAC), and Uninhibited Praise Gospel Choir (UPGC). Office space has also been reserved for a new student organization tied to the AACC, AYA: the AACC Ambassadors. The AACC has identified a core group of students who are in the process of completing the documentation to start the organization this summer.

**Faculty Engagement Initiatives:** The Black Female Faculty group met at the AACC on November 30, 2011 and on February 13, 2012. The program attracted sustained support from Christine Grant, Professor of Chemical Engineering and Associate Dean, College of Engineering, who created

and presented a workshop for Black Women Faculty on May 16, 2012. AACC will continue to support

connecting Black female faculty on campus; however, given its budgetary constraints, AACC will not be able to continue to be the primary support for this initiative.

The Black Faculty Initiative Conveners are Dr. James Kiwanuka-Tondo, Dr. Monica T. Leach, Dr. Christine Grant, Dr. Alan Cannedy and Dr. Clifford Griffin. AACC is in the process convening a committee to plan an event for August with the support of OIED.

**Grant Activity:** As P/I, Dr. Sheila Smith McKoy has written the following grants focused on AACC initiatives this year:

# African American Cultural Center

## Initiatives, continued

National Endowment for the Arts: Through Our Eyes, In Our Own Voices, a project to create a one-hour documentary produced for national PBS Broadcast, a gallery exhibit, and a photography workshop featuring Lindika Qampi, photographer and resident of Khayelitsha in Cape Town, South Africa.

Institute for Library and Museum Services: Museum Grants For African American History and Culture: The Leonard Medical School, 1882-1914: A Great Equalizer, a project to create an exhibit based on the graduates of Shaw University's Leonard Medical School, to provide training for staff and to provide research and training opportunities for students. The grant was not funded.

NC State University Foundation, Inc.: African American Cultural Center (AACC) Global Leadership Program: This program will provide students affiliated with the residential student organizations an opportunity to travel abroad to Ghana on a study abroad opportunity for 7-10 days.

Grants in progress: There are two additional grant proposals in progress and one funding request in progress: a proposal for the TRIO Program's Ron McNair Program, a collaboration involving Marsha Pharr, TRIO Programs Director, and Dr. Tracey Ray, and a proposal for the Institute for Library and Museum Services: Learning Labs in Libraries Grant, co-written with the Office of Student Media. The funding request in progress was submitted to the 125th Anniversary Committee to create an exhibit tentatively entitled *Writing the Lion's Tale: The Life and Work of Dr. Augustus Witherspoon and Dr. Lawrence M. Clark*. The exhibit will open in January, 2013.

## Diversity

AACC programming and initiatives are events that, by their nature, support of the center's mission and embrace diversity. However, moving beyond the mission of the AACC, The AACC staff has worked to make diversity and inclusion a hallmark of its work through ongoing and new partnerships, audience development, and intention involvement of a broad base of campus and community members. The AACC promotes diversity in its work with students, faculty, staff, throughout the campus and in the community. The staff of the AACC has also been engaged in initiatives focused on diversity at the AACC, on campus, and in the surrounding community.



## Staff

All of the staff of the AACC have been major contributors. All of positions have been filled and the staff members have been active at the AACC, with campus partners and in the community. In addition to its regular staff, the AACC was enhanced by the addition of Benjamin Ankomah, who served as the SPACE Coordinator, and Abbenyi Wa Abbenyi, a graphic design intern.

**Dr. Sheila Smith McKoy** completed the hiring staff at the AACC and has been working to transition from Sandra Dunn's leadership in the African American Reading Room due to her retirement. In addition to consulting staff at D. H. Hill, she connected with Dr. Irene Owens, Dean of the Library Science Program, at the North Carolina Central University. This has resulted in being able to provide new leadership in the AACC Reading Room and to provide internship opportunities for advanced students enrolled in the MLS program at NCCU. In addition to working to increase the campus and community profile of the AACC, she has continued to be an active researcher and engaged in outreach activities.

### University Committee Service

- ACE: At Home in the World
- African American Coordinators Committee
- Interdisciplinary Studies Council, AFS
- Head, Promotion Committee, Dr. Deidre H. Crumbley
- Tenure Committee, Prof. Marc K. Dudley, English
- University Diversity Advisory Committee

**Dante James, Assistant Director**: Dante James made significant gains in creating a media presence for the African American Cultural Center. His ongoing efforts established connections with internal and external media outlets. Also, he has assisted with grant writing initiatives and created partnerships with the Department of Communication students trained in digital video and editing.

**Judson Fraley**: Judson Fraley has been an outstanding contributor to the AACC. He has worked to create a infrastructure for handling reservations. In addition to his usual work responsibilities, he has worked to create linkages between the AACC and Shaw University.

**Toni Harris Thorpe**: Toni Harris Thorpe, who is always actively engaged at the AACC, has continued providing excellent service and has remained active in outreach initiatives.

### Service and Engagement

- AACC Assistant Director Search Committee
- Peace Church, Adviser

# African American Cultural Center

## Staff, continued

- African American Collegiate Leadership Conference – Invited Lecture: “The Value of African American Cultural Centers”
- College of Education – Communications Skill-Building and AACC Informational
- Greek Life – Community Workshops
- Kappa Omicron Chapter of Alpha Kappa Alpha Sorority, Inc (Campus Advisor)
- NCBI
- NPHC – Connecting Community Workshop
- Reach Out and Touch – Adviser
- Shaw University Boyd Chapel – Lay Speaker
- Student Media Advisory Board, member
- Symposium Counselor Training – Communication workshops
- University Common Read Committee, 2011- 2012
- USC College of Textiles and Natural – Workshop
- First Baptist Church, Women’s Day Breakfast Speaker



**Toni Harris Thorpe,**  
**Program Coordinator**

### Awards and Accolades

- ACAAGS, Staff Support Leadership Award,
- Award of Appreciation from: Peace Church, Reach Out, and AKA,
- Black Student Board Leadership Award
- Golden Key Society Leadership Award and Honorary Membership Award
- Native American Award
- Toni Thorpe Cup, Certificate of Appreciation

The AACC has been an extremely active unit. The AACC staff is invested in creating an organizational structure that is informed by NC State’s focus on “creating a culture of constant improvement.”

## Recommendations and Concerns

**Programming:** One of the key issues in the 2011- 2012 programming year was that all of the events for the year were planned during the year. To resolve this issue,

programming for the upcoming year is to be completed by June 30. This will allow the staff to plan effectively and enable the center to reach a wider audience and assist faculty and staff in planning linked coursework and activities.

**Fundraising:** While the AACC has made contributions on campus and in the community in its role of meeting the academic and cultural missions of the university, there continues to be work to be done to support its ongoing initiatives. The grant writing efforts undertaken this year will, if successful, provide funding for the center’s work. Staff are working to ensure that development initiatives can begin without interrupting the daily operations of the AACC. In addition to these efforts, the center will need to undertake a major fundraising initiative outside of the grant-writing process and requesting additional funds from OIED. One area to explore is to revise the University-Community Brotherhood Dinner, recreating it as a major fundraiser for the AACC. The center is currently exploring this option as a way to expand ongoing giving initiatives.

**Reservations:** The demand for using AACC space is high due to its ongoing and historical partnerships and the capacity issues caused by the renovation of Talley Student Center. While the issue was resolved by hiring a temporary staff person this year, the current budget cannot support this expenditure. Student fee funds have been requested; however, it will be several years before the AACC can compete for this funding. The center is currently exploring an option to share the reservation of the space with Talley Student Center for a period of two years to determine if this arrangement will resolve these issues.

The center is committed to exploring ways to continue to enhance its innovative programming in the area of local and global engagement, including SPACE, AACCTour initiatives, and possibilities afforded by the NC State linkages in Botswana, England, Brazil, and Ghana. In support of the work with the ACE: At Home and in the World grant, the AACC will continue to seek funding to support student travel to Africa and throughout the African Diaspora. The director will also work to create a course on cultural competency and language in order to offer the African language courses proposed.

The AACC will increase its focus on providing research and collaboration opportunities for students to link with faculty and staff invested in African and African descent cultures. The center is particularly committed to providing opportunities for interdisciplinary engagement. This process is in line with the university’s goal to foster educational innovation and to enhance interdisciplinary scholarship. These initiatives, coupled with its goal to link the academic and cultural missions of the university, will enable the African American Cultural Center to be an integral contributor in realizing the goals of the university’s strategic plan.



# GLBT Center

Prepared by Justine Hollingshead, Director

## Introduction

The GLBT Center and the GLBT-CommUnity Alliance (GLBT-CA) had another great year when it comes to programs and events.

GLBT Center 11-12 Year in Review Video: [bit.ly/MFe0dm](http://bit.ly/MFe0dm)

## Programs

### Summer 2011

- **Adam Ward started as the new Adviser for GLBT-CA in July and immediately began meeting with students and getting involved on campus.** He spent time over the summer helping students like Paul Cash and Casey Halejak do some planning for the first meetings of the year and events that would occur in the fall.
- **GLBT-CA students assisted with staffing the GLBT table during the Orientation Information Fair.** This allowed for greater visibility and for students to sign up to get more involved and receive information via the center's E-newsletter.
- **GLBT-CA worked with the Inter-Residence Council again this year to assist with the Silent Disco event during Wolfpack Welcome Week.** It was a great way to increase visibility and get students more involved.
- **Justine Hollingshead, Bekah Jaeger, and Adam Ward all participated in a two day suicide prevention training called ASIST that was facilitated by Wake County.** This will help as the center moves forward with intentional efforts to make students more awareness about the risks and warning signs of suicide.
- **Adam Ward and Justine Hollingshead attended the Crape Myrtle Festival on behalf of the GLBT Center.** This is a local fundraising festival for AIDS education and outreach.



Adam Ward,  
Graduate Assistant

- **The bathroom project, which included having a student physically check each public location on campus and denote its access as a single use lockable space bathroom, was completed.** These locations were then updated on an interactive Google map of campus. Now that the project is complete, the list will be made available to Facilities and units such as University Housing to identify additional locations that can be added to the list.
- **Justine Hollingshead was invited to speak at the first Athletic Department all staff meeting to discuss concerns and issues facing the GLBT community, specifically within the Athletic Department.** This will be an ongoing partnership to address needs of GLBT athletes and how to work to decrease homophobia.

### August and September

- **The GLBT Center had a presence during Wolfpack Welcome Week.** Campus Crawl was very successful with the new format and helped us to have a visible presence. Students were able to hang out at the GLBT table or come up to see the new GLBT Center in Harrelson Hall since the booth was located on the brickyard. The center was also a part of the planning and implementation of a new campus tradition called Respect the Pack. This was an event to highlight painting the Free Expression Tunnel and encourage respect for all people. It was a huge success and occurred the night before classes started.
- **The GLBT Center hosted an Open House with over 50 people attending.**
- **The first GLBT-CA meeting of the fall semester had 86 students in attendance.** Due to the increase in attendance over previous semesters, 307 Harrelson Hall was identified as a large classroom with smart technology conducive to student group meetings.
- **Presenters from Wake County Human Services attended the second GLBT-CA meeting of the fall to educate students on STD prevention and GLBT safe-sex concerns, and provided literature for the GLBT Center to distribute.** This is the second year GLBT-CA has partnered with Wake County on this topic, and it continues to help students make healthy life choices. Elections for GLBT-CA officers were also held, with Paul Cash elected President, Chris Jackson elected Vice President, Xavier Totor elected secretary, and Aaron Luck elected Treasurer.



## Programs, continued

- **GLBT-CA held a dance party at the beginning of the fall semester that was featured in the Nubian Message.** This was a fun social opportunity and turned out to be positive exposure for the group to allies and the campus community through the writings in the Nubian Message. Approximately 60 students attended.
- **The third GLBT-CA meeting focused on academic support and academic issues facing GLBT students, which featured guest presenters Marcia Toms (Undergraduate Tutorial Center) and Melinda ("Mindy") Sopher (First Year College – academic advisor).** Helping students find support and academic success is a priority of the student group, as it remains an issue for the GLBT community.
- **For the second year, GLBT-CA partnered with Presbyterian Campus Ministries (PCM) for Shack-a-thon, an event involving construction of shacks to raise money for Habitat for Humanity.** In addition to PCM, the Hillel student group and Methodist student group partnered with GLBT-CA this year.
- **GLBT-CA students attended a vigil on September 12th and a rally on September 13th against the proposed constitutional referendum termed "Amendment One," which would constitutionally ban same-sex marriages and make illegal all domestic partnerships and civil unions.** This is an issue that GLBT-CA and students of the GLBT community felt strongly about, as the proposed amendment could have many harmful consequences.
- **NC State had record participation in NC Pride this year, an event held annually near Duke University's campus in Durham.** For the first year, GLBT-CA students built a float, and over 50 students rode on the float or marched with the group. Students also staffed a table by the GLBT Center, distributing literature and signing up individuals for the GLBT Center's listserv.
- **On September 27th, National Gay Men's HIV/AIDS Awareness Day, GLBT-CA hosted Wake County Human Services to provide free HIV and STD testing for the NCSU community.** 16 students utilized this free service.

- **Jeff Sheng, an acclaimed photographer, was back on campus for a photo exhibit that was on display in D.H. Hill Library.** The exhibit portrayed images of military service men and women who identify as members of the GLBT community. With the repeal of Don't Ask Don't Tell, it was quite impactful. The event was in partnership with the University Libraries.

### October

- **After the GLBT Center vandalism incident motivated by hate bias occurred on October 17th, GLBT-CA leaders and other student leaders on campus began a "State Not Hate" movement in response to the crime.** This was quickly followed by faculty and staff support from many areas of the University. As part of that movement:



Messages of support at the Ally Rally, October 2012

- An "Ally" rally was held in the Brickyard, with over 1000 people in attendance. Justine Hollingshead (Director of the GLBT Center), Paul Cash (President of GLBT-CA), Provost Warwick Arden, Vice Chancellor for Student Affairs Tom Stafford, and others spoke out against the vandalism and affirmed the commitment of the University to ensuring that everyone is welcome at NC State.

*Provost's Response:*  
[www.ncsu.edu/faculty-and-staff/bulletin/2011/10/provost-responds-to-anti-glb-graffiti](http://www.ncsu.edu/faculty-and-staff/bulletin/2011/10/provost-responds-to-anti-glb-graffiti)

*Faculty/Staff Bulletin:* [www.ncsu.edu/faculty-and-staff/bulletin/2011/10/threats-target-glb-center](http://www.ncsu.edu/faculty-and-staff/bulletin/2011/10/threats-target-glb-center)

- Students from GLBT-CA attended the Student Senate meeting on October 19th, where the NC Equality Act ([students.ncsu.edu/sgims/bill/nc-equality-act-1412.html](http://students.ncsu.edu/sgims/bill/nc-equality-act-1412.html)) was passed.
- A full page spread ran in the Technician, entitled "A United Message," featuring signatures from over 300 students, faculty, staff, alumni, and community members. Within 48 hours, over 1000 signatures were amassed, supporting the message that "...the student body as a whole rejects and condemns hate speech at NC State University."

## Programs, continued

- The GLBT Center received emails, notes, messages, and expressions of hope from people all over the world. Many schools across the country sent cards and notes that were displayed in the hallway outside of center throughout the rest of the year.
- **The LGBT Center of Raleigh, as part of the First Friday Gallery Walk on the first Friday of every month, hosted artwork from a GLBT-CA art project.** This brought awareness of the student group to members of the greater Raleigh community. On the same day, 5 students involved in GLBT-CA attended the Raleigh Is Coming Out awards dinner, a \$100-per-plate event, at no cost to the students. This was a fundraiser and awards dinner for the LGBT Center of Raleigh.
- **GLBT-CA students volunteered in the Works of HeArt art auction on October 8th,** a benefit auction to raise money for the Alliance of Aids Services-Carolina and for those living with HIV/AIDS.

- **The GLBT Center and GLBT-CA partnered to paint the Free Expression tunnel for National Coming Out Day.**

This coordinated effort involved over 30 students, and helped to not only bring awareness about the GLBT community, but also to display messages of acceptance, and to combat derogatory and harmful language that is often written in the tunnel.

- **On National Coming Out Day, October 11th, GLBT-CA students volunteered to hand out over 600**

**t-shirts as part of the GLBT Center's signature event, "I Diversity" t-shirt giveaway.** Students, staff, and faculty receiving the shirts were asked to sign a statement affirming their values of support for the GLBT community. Additionally, t-shirt owners have been asked to wear their shirts on key dates to show the support for the GLBT community. The Women's Center and Student Government also purchased additional "I Heart Diversity" t-shirts throughout the year. On the same day that the t-shirts were distributed, the center also sponsored a voter registration drive in partnership with Democracy North Carolina. Over 100 people registered to vote.



Thomas Stafford with students

- **Students and staff from NC State volunteered with the sixth annual Cape Myrtle Tennis Classic, held by the gay and lesbian Triangle Tennis Club.** Proceeds from the sale of Gatorade and raffle tickets were contributed directly back to the GLBT Center and GLBT-CA, with a donation in the amount of \$1,000. The center also had an individual donor from New York City make a personal contribution of \$1,000.

### November

- **The GLBT-CA Executive Board applied for and received Student Government appropriations money in the amount of \$1250 to bring F to eMbody, a transgender hip-hop/spoken-word performance artist group, to campus on November 7th.** Approximately 55 people attended the event. The transgender community continues to be disparately affected by discrimination and an overall lack of awareness by the greater University community. This event was intended to bring awareness of issues transgender students face, and to show that campus is supportive of transgender individuals. In addition to the performance, F to eMbody held a "Transgender Ally" workshop with 15 people attending.

- **Three graduate students - Alex Gloss, Ray Jacobs, and Christina Harrington - worked with Adam Ward, GLBT-CA Advisor, and Justine Hollingshead, Director of the GLBT Center, to form the GLBT Graduate Student and Young Professional Network (GSYPN) at NC State University.** The first event held by the group was a social mixer and joint effort with graduate student groups from Duke University and UNC-Chapel Hill, at the Busy Bee café in downtown Raleigh. Approximately 40 people attended. The students identified a unique need for support and networking that should be available to graduate students and young professionals.

- **GLBT-CA again partnered with the GLBT Center to put on the third annual Cabaret at NC State.** The event filled Witherspoon Student Cinema to capacity, and the limit of 400 tickets was distributed before the day of the show. This was a mixed variety show, with performances from groups as varied as the Grains of Time A Cappella group and Fusion dance crew, and with students who identify as members of the GLBT community performing alongside allies. "Queen of the Pack" Karma E'lectra hosted the show, and Justine Hollingshead spoke to educate students, staff, faculty, and their families about what GLBT-CA and the GLBT Center has accomplished on campus, including the harms of Amendment One.



## Programs, continued

- **10 students from GLBT-CA attended the annual Equality NC Conference and Gala, paid for by the GLBT Center.** The focus of the Conference this year was education about Amendment One, and students had the opportunity to network with other student leaders from around the state in a special caucus during the conference, led by NC State student Matt Woodward.
- **A representative from the Trevor Project, a national organization dedicated to crisis intervention for LGBT youth, conducted a suicide prevention workshop at the November 15th GLBT-CA meeting, with 15 students in attendance.** The center remains committed to raising awareness about suicide as an issue in the GLBT community, and equipping students to help those in crisis.
- **For the first time, GLBT-CA hosted a fall drag show fundraiser at Club 313, with 5 student performers, and raised \$458 from door proceeds.** These continue to be popular events and attract a standing-room only crowd.



Evan Wolfson, speaker and author

- **NC State University hosted a speaker and author, Evan Wolfson, from Freedom to Marry, a national nonprofit organization.** Evan spent time talking with students from GLBT-CA about the potential impacts of the discriminatory amendment if it were to pass and become a part of the constitution.

### December

- **GSYPN hosted a second mixer at the Busy Bee café,** coordinated by Alex Gloss and Ray Jacobs, with approximately 30 people attending.

- **The final GLBT-CA meeting of fall the semester was a yoga class led by GLBT-CA student Zach McKinney, who also teaches a class for University Recreation.** 21 students participated and relieved some stress on the last reading day before final exams began.
- **Four GLBT-CA students along with staff from the GLBT Center attended Evelyn Reiman's farewell event,** and helped to present an award that will be named in her honor annually to recognize an outstanding faculty, staff, or administrator ally.
- **GLBT-CA President Paul Cash graduated in the fall commencement, and Chris Jackson assumed the position of President.** Lucas Harris, a student office assistant in the GLBT Center, also graduated.
- **Justine Hollingshead and Adam Ward were invited to take part in the Mayor's Unity Day Celebration which took place in early December.** This was a time for members of the Raleigh area to talk about the Human Relations Commission report regarding diversity and inclusion.

### January

- **The first GLBT-CA meeting of the spring semester, themed around GLBT persons in the media, had 31 students attend, and Ian Pike was elected Vice President.** Ian's goal was to improve transgender awareness on campus.
- **The second GLBT-CA meeting of the spring semester was led by Carolina Alzuru from the NC State University Women's Center, in partnership with students from The Movement, focusing on stalking in the GLBTQQI community.** 19 students attended.
- **GLBT-CA hosted the state-wide Vote Against Project, a project started by Raleigh-based photographer Curtis Brown, for their first public photo shoot.** Participants wore shirts that read "Vote Against," and were photographed showing their opposition to Amendment One. Over 400 people attended the photo shoot! Hours were provided over lunch and in the evening to accommodate participation from faculty and staff.
- **Justine Hollingshead and Matt Woodward attended the national Creating Change Conference that was held in Baltimore, MD.** Justine presented a workshop during the conference on how to develop and implement an ally training program (Project SAFE). This was also a great time to network with other professionals across the country. The LGBT Consortium of Higher Education professionals also met the day before the conference started for an educational symposium.

# GLBT Center

## Programs, continued

### February

- **GLBT-CA hosted a meeting in support of Montclair State University, which experienced a hate incident on February 7th similar to what occurred at the NC State University GLBT Center in October**, where the message “Die Fags” was written on a wall and a note saying “you will die soon Faggots” was placed under the door to their LGBT Center. GLBT-CA students wrote messages of support on postcards and posters, which were then mailed to Montclair State University.
- **Twenty one GLBT-CA students attended the dress rehearsal performance of RENT, at no charge, performed by University Theatre.** Several GLBT-CA students were also members of the cast. During rehearsals Justine Hollingshead and Adam Ward spent a great deal of time working with the students on portrayal of GLBT identified roles. The cast was very receptive to input and suggestions. It was a tremendously successful collaborative effort. The production of Rent was a sold out show during its run on campus and had the highest ticket sales of any production in NC State history.
- **Two student leaders, Rachel Turner and Buddy Bryson, organized a GLBT and Ally Student Summit hosted at NC State.** This brought students from around the state together to discuss ways to effectively educate college campuses about GLBT issues. The Summit also coincided with the local Race to the Ballot event, which was part of a statewide tour of colleges and universities to educate people about the harms of Amendment One.
- **The GLBT Center and GLBT-CA were a part of planning and implementing the annual Diversity Education Week.** One of the rooms in the Tunnel of Oppression was GLBT themed and displayed images from the hate incident along with a short video. The center also hosted two national speakers, Al and Keith Toney, on campus as diversity dialogue speakers for an event called Stop the Hate. Al and Keith also spent time with a group of students from GLBT-CA before a screening of a docudrama they were featured in that was about marriage equality in Massachusetts.
- **GLBT-CA put on the first ever Drag Bingo show on NC State University’s campus, with seven performers, and hosted by local drag celebrity Marilyn Merlot.** The event was a huge success, filling up to the 100 person capacity, and raising \$550 in donations for the coalition to Protect NC Families. This will become an annual event, with donations collected for charitable groups. This was the closing event of Diversity Education Week.

- **The GLBT Center sponsored the Gay Christian Network to host a two-day workshop entitled “Transforming the Conversation – Gays and Christians”** in order to facilitate dialogue between religious communities and the GLBT community.

### March

- **GLBT-CA hosted a spring drag show fundraiser at a local club in downtown Raleigh, attracting a completely packed crowd, and raising \$1300.** This was one of the most popular events of the year.
- **The March 27th GLBT-CA meeting featured a “Parents Panel,” with parents of students coming to speak on their experiences as a parent of a GLBT youth.** Students raved about the meeting, and 72 people attended, proving to be one of the most popular meeting topics of the year.
- **GLBT-CA sponsored six students to attend the annual Southeast Regional Unity Conference**, a 3 day conference held at UNC-Chapel Hill with various workshops and key speakers.
- **In a partnership with CSLEPS, the center completed the second year of an ASB trip ([web.ncsu.edu/service-break/category/north-america/san-francisco](http://web.ncsu.edu/service-break/category/north-america/san-francisco)) looking at the GLBT community and homelessness.** The team leaders were Caitlin Cohn and Nichole Ware. 14 total students and one adviser (Chester Miller, Assistant Director for University Housing) participated in the trip to San Francisco engaging in learning and service activities focused on homelessness and the GLBT community. It was a great experience and beneficial for the students, along with the partners in San Francisco. Based on feedback, this will continue to be an annual ASB trip.



Matthew Woodward, speaking at Lavender Graduation 2012

### April

- **GLBT Center staff and GLBT-CA students attended Vice Chancellor for Student Affairs Dr. Tom Stafford’s retirement celebration.** Dr. Stafford has been a longtime ally of the GLBT community, and an award was presented that will be named in his honor annually to a student leader in the GLBT community.

# GLBT Center

## Programs, continued

- **NC State University was selected as a host site for a public screening of a documentary called *Legalize Gay* that will be aired on the Logo Network in May.** The center showed the documentary and had a facilitated discussion with a person who was featured in the movie and three members from the local community. Thirty members from the campus and local community attended.
- **One of the most rewarding events of the year was a collaborative effort with Susan Woodson in commissioning an art piece commemorating the life of Bayard Rustin, a civil rights activist who happened to also be gay.** Bayard would have turned 100 years old this year and there is a national organizing effort to commemorate his life. NC State University is among a small group of institutions that hosted an event commemorating Bayard Rustin. Susan Woodson, who is a local artist and wife of Chancellor Woodson, created a beautiful 3'x5' art piece titled Gateway to Change that was unveiled on April 9th at the Roundabout Art Gallery. The piece will hang at The Pointe until the new Talley Student Center opens. At that time, it will be placed in the GLBT Center.

### May

- **The final GLBT-CA meeting of the spring semester was another yoga and hula-hooping class by GLBT-CA student Zach McKinney.** Twelve students attended. Officers were also elected for the 2012-2013 academic year: Kyle Vey, a Point Scholar and student assistant at the GLBT Center, was elected President, Caroline Yopp, a student body president candidate, was elected vice president, Mick Williams was elected secretary, and Hudson Rains was elected treasurer.
- **GLBT-CA held an end-of-year picnic in Pullen Park, with food and games for students.** Students enjoyed the newly renovated park and signed a rainbow flag for the 2011-2012 academic year, a new annual tradition. The flag will hang in the GLBT Center lounge.
- **The final program of the academic year was again, by far the most memorable and rewarding.** The third annual Lavender Graduation Ceremony was held in May the week of commencement to recognize our

undergraduate and graduate students. Lavender Graduation is a cultural celebration that recognizes GLBT students and acknowledges their achievements and contributions to the university as students who survived the college experience. Over 150 people attended, including faculty, staff, students, family, and friends of the 19 students who were being recognized. Each student was given a commemorative rainbow tassel and an NC State lapel pin, along with an Agromock and a small gift from the Alumni Association. There were also members from the community representing organizations such as the LGBT Center of Raleigh and the Raleigh Business and Professional Network.



- **Justine Hollingshead was invited to attend the Greater Raleigh Convention and Visitor Bureau (GRCVB) Multi-cultural Stakeholders reception.** This will be an advisory group to the City of Raleigh regarding diversity needs providing input on how to increase exposure for the local community.

### Other Items of Importance

- **58 students during New Student Orientation indicated an interest in gaining more information regarding GLBT issues as part of their evaluation.** These students were contacted at the start of the semester and were kept apprised of events and encouraged to get involved. The center will also be reaching out to these students over this coming summer to assess their involvement and perceptions about the center's services and the climate.
- **Throughout the year, the center has worked to continue a positive relationship with Campus Police.** During the hate incident, follow up command staff from Campus Police spent a great deal of time talking with staff and students. Chief Moorman and Major Barnwell attended two GLBT-CA meetings to update students and answer questions. They increased their physical presence in and around Harrelson Hall and were instrumental in securing video cameras and panic buttons for the GLBT Center. During the year Justine Hollingshead also met with all newly hired officers as a part of their orientation.



Justine Hollingshead with artist Susan Woodson



# GLBT Center

## Programs, continued

### GLBT Center and GLBT-CA Stats

Individual contacts for weekly E-news distribution	1,190
Website unique visits and page views	4,522 (visits) and 10,567 (page views)
Twitter Followers	903
Facebook page "likes"	2,087 (up 24% since January 2012)
Facebook weekly "reach"	3,170 people
Average number of calls and visits per day	22 (includes usage of the lounge)
Group membership (GLBT-CA)	314 (64 - dues paying members)
Group membership (Coffee Talks)	29
Group membership (Alumni Constituency)	48
Group membership (Graduate Student and Young Professionals Network)	49

### Training and Outreach Stats

Average number of Project SAFE and Trans 101 attendees per session	8 (5-6 training sessions per semester)
Project SAFE and Transgender 101 training sessions	1 (summer), ___ (fall) and ___ (spring)
Project SAFE trained allies since 1996	Over 1,000
University Housing staff trained on GLBT issues annually	250 (each for a total of 4 hours/person)
Classroom presentations	4 (fall) and 7 (spring)
Annual programs and events (in conjunction with GLBTCA)	31 (fall) and 22 (spring)
Residence hall programs	8 (fall) and 5 (spring)
GLBT 101 sessions (non-classroom)	12 (fall) and 8 in (spring)

## Initiatives

- The GLBT Center physically moved from its location in Talley Student Center to its new space in Harrelson Hall. The center spent most of the summer unpacking, organizing, and getting the physical space ready for the start of the year. The temporary space includes a dedicated lounge for students that is much larger than the former space in Talley. The center also has some private meeting space for the Graduate Assistant and Director. The staff and students have worked together to make the new GLBT Center "home" for the next three and half years.
- The GLBT Center was realigned as a part of the University's strategic plan to be a part of the Office for Institutional Equity and Diversity (OIED) led by Joanne Woodard. The transition happened officially on July 1st. A retreat was held in late July with all of the units in the new division. This past year has shown that a more clear direction regarding diversity efforts on campus is beneficial as a part of the University's strategic realignment.
- Two new awards were established for the GLBT Center. These two awards were named in honor of longtime allies of the GLBT Center. The Thomas H. Stafford Lavender Leadership Award and the Evelyn Q. Reiman Outstanding Ally Award will be given annually. The Lavender Leadership Award is given to a GLBT identified student leader and the Outstanding Ally Award to a faculty/staff ally identified individual. Matt Woodward was the first recipient of the Lavender Leadership Award and Jon Barnwell, former major with Campus Police was selected as the Outstanding Ally. The center also named an award for a student ally to be given starting next year. It is named the Rachel L. Turner Rainbow Ally Award. The fourth award, It Gets Better at NC State, was given for the second year to Chandler Thompson, former student body president. This award is to recognize someone who has helped to make NC State University a better place for members of the GLBT community.



**Lavender Leadership and Outstanding Ally Awards**

# GLBT Center

- Justine Hollingshead and Adam Ward did a specially designed Project SAFE ally training for all of the RAs on campus. Each campus area scheduled a 3 hour session prior to the residence halls opening. These sessions used interactive technology and scenario based learning. Results from last year's training were used to help create a new training for returning RAs. Over 250 RAs were trained over the course seven days. In addition to assisting with RA training, all campus areas involved the GLBT Center in Behind Closed Doors (BCD) training. This allowed for scenario based training and a time for discussion.
- Justine Hollingshead continues to work with GSK (Glaxo Smith Kline) Employee Resource Group in providing leadership for their SafeZone ally program. This comprehensive four hour ally training was developed by the NC State GLBT Center in conjunction with staff members at GSK, modeling the center's current Project SAFE ally training. In exchange, GSK has made three donations back to the GLBT Center. The pilot trainings occurred last year with a full launch this past fall. This includes a companion Transgender 101 training as well. Similar plans are underway with NC Blue Cross and Blue Shield. An overview training for NC BCBS occurred in April of 2011 with a pilot to occur sometime in late fall of 2012. Justine has also been working with WakeMed Hospital to develop a GLBT specific educational training to help train hospital staff. Two pilot sessions were conducted this spring.

## Diversity

- A focal point during this past year has surrounded the hate incident. The campus and local community provided support in the time of need and from that a groundswell of conversations about diversity and equality began to take place. The hate incident occurred on the heels of the legislature voting to put a discriminatory amendment on the May primary ballot. Numerous entities, including academic programs, units on campus, student organizations, and residence halls, to name a few, all rallied to have intentional conversations about the harmful impact. From this there has been an increase in visible support from allies across campus. There were numerous stories in the Technician and quite a bit of exposure with social media as well.

## Diversity, continued

- Over the course of this past year, the center has worked to create two new diversity courses. Both classes will be piloted this coming fall. One (*GLBT Life*) will be offered as a two credit class and will explore the lived experiences of gay, lesbian, bisexual, and transgender (GLBT) people through the use of scholarly and popular readings, films, and guest speakers. The second course, *Psychosocial Identity Development*, will be a three credit class and will be an exploration of identity constructs as well as the developmental models associated with them. Dr. Rhonda Sutton will be the lead instructor for the identity class and Justine Hollingshead will be the lead for the *GLBT Life* class. In the fall there will also be a *GLBTQ in Literature* class offered as well. As the center works to identify more curriculum options to satisfy the diversity requirement, it is important to make sure that the GLBT community is included.
- This past year a new NC State tradition was started at the impetus of former student body president Chandler Thompson. This event was called Respect the Pack and occurred the night before classes started in August. It was a time for students to learn about respect and civility by helping to paint the Freedom of Expression Tunnel. The center also displayed examples of discriminatory words and shared ideas on ways to make NC State more inclusive. The GLBT Center was a part of planning and implementing this new event that will be an ongoing annual event during Wolfpack Welcome Week.

- Partnership and collaboration are key components when addressing diversity. With the Bayard Rustin commemorative art piece, Gateway to Change, created by Susan Woodson, the center has realized a great opportunity to connect GLBT students with local artists like Mrs. Woodson. The art piece was inspired by the life of Bayard Rustin, who happened to also be gay. At the unveiling event, it was quite evident that the students made a connection with Susan Woodson, who is a visible and outspoken ally for the GLBT community. Sometime during the upcoming fall semester, Chancellor and Mrs. Woodson have offered to host GLBT-CA students at The Pointe to continue the partnership.

## Staff

- Justine Hollingshead was recognized for her service to CSLEPS and received their annual ally award at the Ron Butler Service Leadership Banquet.

# GLBT Center

## Staff, continued

- Dr. Bekah Jaeger defended her dissertation in February and graduated with her Doctorate in Counseling during May commencement.
- The GLBT and Ally Student Summit, planned and facilitated by Rachel Turner and Buddy Bryson from Student Government in partnership with the GLBT Center, received the Student Organization award at the Diversity Awards Reception.
- Adam Ward has done an amazing job in his first year as the adviser for GLBT-CA. He has been a great role model for the students, personally, professionally, and academically. Adam was also invited to be a board member for the Raleigh Business and Professional Network, a local nonprofit GLBT professional organization. During the year Adam has also maintained Dean's List status.
- Starting in the spring of this year, the GLBT Center hosted an intern, Ashley Clifton, from the Social Work Department. Ashley is an MSW student and will be working with the Center through the summer. Starting this summer, the center will add another intern, Brooke Bailey, from the Higher Education Department. Brooke is also an RD with University Housing.
- This past academic year, Justine Hollingshead has served on the 125th Anniversary Planning Committee, chairing the Student Faculty and Staff Engagement work group.



**Bekah Jaeger graduated with her doctorate in Counseling**

- Kyle Vey ([www.pointfoundation.org/page.aspx?pid=451](http://www.pointfoundation.org/page.aspx?pid=451)), a first year student who is a Point Foundation Scholar, was selected as an Equality Ambassador for the state of North Carolina, along with Rachel Turner from Student Government. Kyle is the first Point Foundation Scholar that has attended NC State University. The Point Foundation provides financial support, mentoring, leadership training and hope to meritorious students who are marginalized due to sexual orientation, gender identity, or gender expression.
- Throughout the year, two students represented the GLBT Center and GLBT-CA on campus wide committees. Glen Edwards has served as the Presidents' Roundtable/Chancellor's Liaison Group representative and Caitlin Cohn as served on the Student Centers Board of Directors. Both of these groups allow for increased visibility of the GLBT community and serve as a voice to make sure NC State University is being inclusive and is aware of its needs. After the hate incident, both entities addressed the incident and made strong statements in support of the GLBT community.

## Recommendations and Concerns

- An increase in staffing for the Center has become a paramount concern. The center has developed the job description for an Assistant Director position and will post the position this summer. In partnership with the Provost's Office, the center hopes to identify funding for the 2012-2013 academic year. The position is listed as a top priority in the fee increase process which is underway and would go into effect for the 2013-2014 academic year.
- With the passage of Amendment One, the full impact this will have on students across the state remains to be seen. The whole process of trying to defeat the amendment certainly took its toll on individuals. It was a very emotional process, as many GLBT students are from rural parts of North Carolina and had to deal with family members expressing their support for the amendment knowing that their child was a member of the GLBT community. The positive outcome from the process was an increase in visible ally support. Kyle Vey, incoming GLBT-CA President and Point Foundation Scholar, spent the last four months speaking to various classes on campus. He reached out to faculty members across disciplines requesting to come and talk with classes about the potential harms of the amendment. This was well received and presented to hundreds of students in over twenty different classes.



## Recommendations, continued

- Over the summer, a concern was raised by a non-traditional student regarding some misinformation that was shared in an online video class. This concern was shared with Equal Opportunity, who investigated the situation, resulting in the inaccurate information being removed from the video presentation. This is likely a common problem and the concern is that students are not aware of how to report the situation.
- Lack of single use lockable space bathroom options in the new Hunt Library. The center is currently working with staff from the Hunt Library, Facility Operations, and the Architect's Office to determine options prior to the facility opening.
- Again, the year has proven to be a challenge for a number of GLBT students. Since the summer there have been over ten situations that have required intervention from the Office for Student Conduct, the Counseling Center, Health Center, University Housing, and/or University Police. The incidents involved students here on campus.

a number of successful student leaders (e.g. Kyle Vey, Xavier Totor, Chris Jackson, etc.), but beyond a handful there is a far greater number that are struggling academically. The two aspects of personal development and academics likely go hand in hand. This past year Adam Ward made himself available for office hours in the evening two nights a week to encourage students to come and study in the lounge. Only a small number took advantage of this opportunity. GLBT-CA also spent time during meetings talking about the importance of academics, good study habits, and how to be successful. The center will continue intentional outreach efforts in the future.

- Throughout the year there have been a number of transgender students at various stages of their transitioning process. Implementing the Transgender 101 awareness module has been helpful to address lack of information across campus. There are still many gaps (e.g. name changes, healthcare, etc.) that need to be addressed. After an initial conversation with the Health Center, the staff will be going through training regarding needs of the transgender community, hopefully sometime in the early fall. The center is also working with Registration and Records regarding Moodle and the Library regarding how a student can change their name in the system.



Message of support at Ally Rally after October 2012 vandalism of GLBT Center

- The center has started to review the campus climate assessment results in more detail. Based on the preliminary results presented by UPA there are still climate concerns for GLBT students on campus. This will be an ongoing review and discussion after the results are fully vetted. Sam Morris, a doctoral student in statistics and former student group adviser, will be working this summer to provide insight regarding the results. University Housing just received results from their EBI benchmarking campus housing assessment that was done on campus. The center will partner to review this information and work to find solutions to achieve a more inclusive residence hall environment for GLBT identified students.

- The academic performance of many GLBT students still seems to trend dangerously low. Based on informal review and discussion, it is apparent this is a concern that will continue to need attention. There are
- Fundraising will continue to be a focal point for the upcoming year, given additional needs as it relates to staffing, programming, and operations.

## Alignment with Strategic Plan

### Example that Illustrates – success of our students through educational innovation:

- Two GLBT identified student leaders, Matt Woodward and Buddy Bryson, planned and hosted the first ever Diversity Debate ([tinyurl.com/79wntqc](http://tinyurl.com/79wntqc)) for student body officer candidates. The diversity questions were developed specific to leadership positions and candidates running for office. This student body officer debate had the highest number of participants for all other debates held during campaigning. There were 25 individuals watching live in the Student Senate Chambers and the debate was live streamed with 56 viewers while the debate was occurring, some live tweeting. Since the night the video was recorded it has been viewed 158 times with 27 of those views coming the day immediately following the debate. If you were to talk with the candidates, you would find this was one of the most difficult debates for them and they would likely acknowledge its importance as well. Providing an opportunity for all individuals, regardless of their physical location, to participate in an important event demonstrated innovation. In this instance it also utilized technology and social media.

### Example that Illustrates – organizational excellence by creating a culture of constant improvement:

- A portion of the NC State community that is often overlooked are transgender identified students. In the last campus climate assessment, 1 percent identified as a member of the transgender community. From research on campus and nationally, it is known that transgender individuals often suffer the most discrimination and harassment. Last summer into the fall semester the center worked on an accurate list of all single use lockable space restrooms on campus. This seems like an unnecessary obligation as there are numerous male and female identified restrooms all across campus.



**Adam Ward and Justine Hollingshead at Human Rights Day Declaration Signing**

However, if one's gender identity is in conflict internally or if one does not "pass" as the gender with which one identifies, it can become a challenging situation from a health and safety standpoint. With this project, the center physically inspected every restroom owned by NC State University in and around main campus. All single use lockable spaces were then reflected on an interactive Google map ([gblbt.ncsu.edu/resources-support/gender-neutral-bathrooms](http://gblbt.ncsu.edu/resources-support/gender-neutral-bathrooms)) of campus that is linked on the GLBT Center's website. Some locations are able to be redesignated, and over the course of the upcoming year, the center will work with building liaisons and colleges to make changes. The center also provided a more accurate list for Facilities regarding the locations, as there were a number of instances where information was incorrect. People who are comfortable with their gender identity and expression take for granted the simple need of using a public restroom.

### Example that Illustrates – local and global engagement through focused strategic partnerships:

- The LGBT Center hosted a student art project that was featured during the October First Friday Art event in downtown Raleigh. The local center has served as a much needed additional resource in the community for GLBT students who do not feel comfortable being out or getting involved on campus. This has also been important for many of faculty and staff members who identify as a member of the community in finding a place to get connected as well. There are numerous programs and events that designed with young people in mind and an intentional effort has been made by the Executive Director to reach out to NC State students to serve as interns and volunteers. One such effort was through a partnership with a nonprofit class taught on campus by Mindy Sopher.
- Every other month, members from the Raleigh Business and Professional Network (RBPB) have sponsored 1-2 students to attend their monthly dinner meeting. This has been a great opportunity for the students to network with professionals in community and for the members of the organization to interact with GLBT students. Adam Ward was nominated and elected to serve as an at-large board member for the organization.



# Women's Center

Prepared by Ashley Simons-Rudolph, Ph.D.,  
Director

## Introduction

With the move to the Office for Institutional Equity and Diversity (OIED), a new director, a new logo, a re-vamped website and marketing materials, and new programs and services, the Women's Center remains dynamic, flexible, and poised to lead the campus community on issues of gender equity. With a mission to "challenge and motivate the hearts and minds of all persons to achieve gender equity and to end interpersonal violence through support, empowerment, education, and leadership development," the Women's Center vision incorporates transformative and relevant programs and services to reach all students, faculty, and staff on campus. The Women's Center is proud to be part of OIED and has a special role in making NC State ...even better. The NC State Women's Center is a catalyst and resource for OIED and for the campus community by advancing gender equity and social justice through education, advocacy, and leadership. Support of the OIED mission of fostering an "inclusive, accessible, and diverse intellectual and cultural campus experience" is seen in at least three ways:

**Education:** The Women's Center facilitates efforts to ensure equity and opportunity and increases awareness of diversity by providing and supporting programs, services, and research opportunities that focus on gender issues.

**Advocacy:** The Women's Center strengthens relationships across diverse groups by providing programs, services, and research opportunities that connect individuals to local and global communities.

**Leadership:** The Women's Center develops critical thinking and leadership skills that advance gender equity, cultural competence, and social justice.

The NC State Women's Center has had a great year... full of new thinking about its mission and values and the piloting of new programs and services that align with OIED's vision for a more equitable NC State.



## Programs

NC State Women's Center programs focus on gender equity and are summarized by type of program (ongoing, special months, one-time).

### A. Ongoing Programs

**Film Series:** The NC State Women's Center debuted a new film series dedicated to involving the campus community in crucial conversations about gender equity and intersections of oppression. Films were well-attended and the discussions that followed highlighted transformational learning. Most films were advertised as University Scholars/Honors events and were highlighted in *Diversity Digest*, CHASSTV announcements, through professors and campus partners, and through Women's Center usual marketing (website, fliers, bulletin boards, Facebook and Twitter sites, emails to campus partners, etc). A short description of the films shown follows:

*Generation M: Misogyny in Media and Culture:* The film series debuted with a film about misogyny and sexism in mainstream American media and how negative definitions of femininity and hateful attitudes toward women get constructed and perpetuated popular culture. Shown on August 30 and co-facilitated by Dr. Deborah Hooker (Women's and Gender Studies and Women's Center staff).

*Teeth:* A feminist horror movie, *Teeth* details the story of a high school student who discovers she has a physical advantage when she becomes the object of male violence. The end of the movie shows an egalitarian utopia where women are free from the threats of rape and sexual violence. Shown October 18 and co-facilitated by Dr. Maria Prammaggiore (Director of Undergraduate Studies, Professor of Film Studies), NC State Counseling Center, and Women's Center staff.

*Not Just a Game: Power, Politics, and American Sports:* This film, based on the best-selling *The People's History of Sports in the United States* by Dave Zirin, argues that American sports are at the center of some of the most visible diversity issues of our time. While American sports glamorize racism, sexism, and homophobia, sports can and do provide a counter argument for oppression. Shown November 8, 2012 and co-facilitated by Dr. Joseph Simons-Rudolph (Psychology), Dr. Amanda Edwards (School of Public and International Affairs) and Women's Center staff.



# Women's Center

## Programs, continued

**Yesterday:** An Oscar-nominated 2004 South African movie details the story of a villager who learns that she is HIV positive. With her husband in denial and a young daughter to tend to, Yesterday must cope with living through the imminence of death. Her one persistent goal is to see her child attend school. Shown November 29 and facilitated by Women's Center staff.

**MissRepresentation:** This Sundance Film Festival documentary explores how the media's misrepresentations of women have led to the underrepresentation of women in positions of power and influence. Shown March 15 and facilitated by Women's Center staff.



**SisterTalks:** The Women's Center and Multicultural Student Affairs launched a weekly program in March 2012 entitled, *Women of Color: Sister Talks*, with the vision of empowering women of color to have safe, authentic, and open conversation about issues faced in and around NC State's campus community. The program mirrors a similar program offered by Dr. Eryn Banks in the Graduate School.

**Read and Feed:** Literacy and Justice Youth Development: In Spring 2012, the Women's Center piloted a new intentional program about gender, race/ethnicity, and ability between NC State students, faculty, and staff and kindergarten-3rd grade students at the Washington Elementary School Boys and Girls Club in downtown Raleigh. Partners include NC State's College of Education, Minorities in Agriculture, Natural Resources and Related Sciences, (MANRRS), CHASS Multicultural Association for Students (CHASS-MAS), PSY 751, Raleigh Boys and Girls Club, the National Read and Feed program, and McDonald's.

Specific program goals included:

- Fostering the personal and academic development of local low-income youth that attend the Washington Elementary School Boys and Girls Club.
- Developing pride regarding one's own identity, including intersection of identities (e.g., gender, race, class, ability).
- Building community, through sharing of common interests and struggles, where individuals feel valued and self-efficacy is developed.
- Fostering the personal, academic, and professional capacity of NC State student mentors and developing "equity-minded practitioners," who are willing to engage in the necessary, and sometimes difficult, conversations that can lead to transformational change.

Twelve NC State students and 30 elementary students participated in the program. The pilot was so successful that the Women's Center was asked to conduct a similar program in 2 additional sites starting in the fall of 2012.

### **Women of Welch Living and Learning Village (WOW):**

In partnership with University Housing, the Women's Center facilitates a "living and learning" community residence hall for undergraduate female students focusing on improving self-awareness, creating a sense of community, and fostering diversity and equity minded individuals through unique programs, services, and relationship-building. The Women's Center continued its involvement with the WOW program, including regular cross-programming with University Housing (Chocolate Festival, Take Back the Night, etc.) and facilitating dinners between WOW residents and key NC State faculty. The center also supervised and mentored one WOW resident through its work study program. The center values this partnership and expect its collaboration with this important program to sharply increase in the 2012-2013 academic year.

# Women's Center

## Programs, continued

**Weekly Knitting Circles:** A favorite of students, faculty, and staff, this intimate group meets weekly to learn knitting skills, create crafts for the community, and discuss timely gender topics.

**Staff Yoga:** The Women's Center provides a free, weekly yoga class for NC State staff. Materials about women's health and well-being as well as promotional materials about the Women's Center are available before and after class.

### B. Special Months

#### Domestic Violence Awareness Month, October 2012.

##### Events included:

- **Speaker: Victor Rivas-Rivers (October 13):** The Women's Center, along with Athletics, Multicultural Student Affairs, Interfraternity Council, and several fraternities, sponsored speaker Victor Rivas-Rivers. A Hollywood star, Mr. Rivas-Rivers' talk "I am not a woman" focused on men's victimization and explained how men and women can work together to end interpersonal violence. More than 100 people attended this event. Approximately 1/3 of attendees were male.



- **Silent Witness (October 24-28):** As part of this national month of remembrance, the Women's Center asked student groups and campus partners to adopt a cardboard silhouette and decorate a North Carolinian "silent witness" victim/survivor of intimate partner violence. Approximately 15 silhouettes were displayed across campus in the last week of October.
- **These Hands Don't Hurt (October 19):** A group of high profile men from various academic departments and organizations stamped their hands as a pledge to not use their hands for hurting. The finished banner was donated to the GLBT Center as a show of friendship and solidarity.

#### Sexual Assault Awareness Month: April 2012. Events included:

- **Speaker: Tony Porter (March 20):** Co-founder of A Call to Men: The National Association of Men and Women Committed to Ending Violence Against Women, Porter's message of engagement and self-examination powerfully connected with the students, approximately half of which were male.
- **25th annual Take Back the Night (March 28):** The annual Take Back the Night event raises awareness of rape, physical, and sexual assault in and around the NC State community and allows survivors of rape, sexual assault, and physical assault, in addition to their supporters, a chance to unite and connect with the community. Showcased during the event, the Clothesline Project allows survivors and their loved ones to paint a shirt showing their experience with sexual violence, dating violence, stalking, and those who experience these based on their sexual orientation or gender identity. Take Back the Night fund-raised over \$8,000 and enlisted sponsors from 60 student organizations and campus and community partners. With over 300 people in attendance and student, staff, and administrator speakers, this was the Women's Center's second largest event of the year. As a result of Take Back the Night this year, the center recruited 3 students into student group, The Movement, including one male student.
- **Postcard Secret (April 10):** The Postcard Secret project exhibited postcards students anonymously submitted with the intent to give hope to people who identify with a stranger's secret and create a community of acceptance. Postcards with relevance to rape, sexual assault, and/or stalking were given special care.
- **Denim day (April 11):** During Denim Day, the campus community was encouraged to wear jeans to show Wolfpack solidarity against relationship violence. Denim Day honored survivors of rape and sexual assault with the message that it is not okay to rape regardless of what a person is wearing.
- **Hillsborough Hike (April 27):** The Hillsborough Hike functioned similar to a "pub crawl." Participants included current students, alumni, and their guests. Since alcohol is the most common tool used to facilitate rape, the center's student group, The Movement, used this opportunity to raise awareness and promote bystander interventions.

# Women's Center

## Programs, continued

### C. One-time Programs

**Women in Leadership Development (WILD) Conference (November 19):** Approximately 250 participants, 16 of them NC State students, attended the annual one-day leadership conference hosted by various triangle area colleges and universities. In addition to the 21 different sessions covering leadership, personal wellness, and career development, participants completed a service project for women over the lunch hour.

**Chocolate Festival (September 30):** The Chocolate Festival is an annual event that combines breast cancer awareness and wellness with chocolate sampling and a silent auction. Proceeds benefit the Kay Yow Cancer Fund, breast cancer research and education, and the Women's Center. This year was the most successful Chocolate Festival yet. In partnership with NC State Parents and Family Services, the center timed the festival to coincide with a weekend of events dedicated to encouraging students and welcoming parents and families to the Wolfpack community. The Chocolate Festival welcomed approximately 1200 students, parents, faculty, staff, and alumni and raised \$9,000 for the Kay Yow Cancer Fund and the Women's Center.

**I [Heart] Diversity Days (October):** To support the GLBT and ally communities in the wake of the hate incident against the GLBT Center on October 17, the Women's Center bought and distributed 400 "I [Heart] Diversity" t-shirts to faculty and staff. Students received identical shirts from the GLBT Center.

**Tunnel of Oppression (February 20-22):** In collaboration with Multicultural Student Affairs, the GLBT Center, Center for Student Leadership, Ethics, and Public Service, Union Activities Board, University Housing, Health Promotions, and the Counseling Center, the Women's Center helped facilitate participants' experience. An estimated 275 people came through the tunnel.

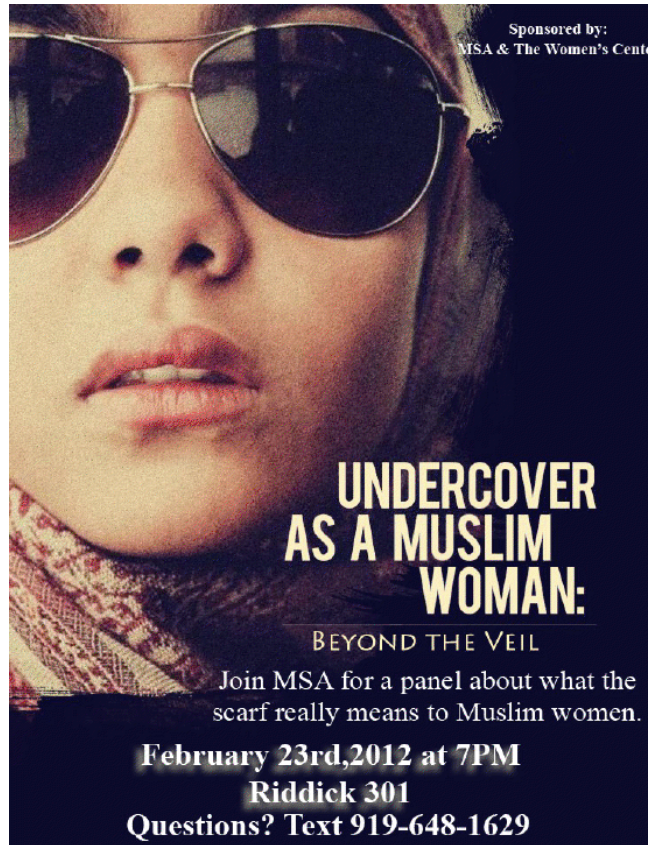
**Beyond the Veil: Undercover as a Muslim Woman (February 23 and February 27):** With the Muslim Student Association, the Women's Center co-sponsored a panel of 7 Muslim students who spoke about their experiences wearing the veil and their thoughts about Muslim feminism. The Women's Center followed up with a joint program between the Muslim Student Association and SisterTalks to discuss the meaning of hair in society. Approximately 85 people attended one of these two events.

**Alternative Service Break-Guatemala (March 5-9):** In partnership with CSLEPS, the center offered an Alternative Service Break trip to Guatemala. Traveling through multiple cities and maintaining a focus on gender issues, it explored intersections of oppression in Guatemala by learning and serving at multiple organizations that focus on empowering women and girls. Adrianna Harrell (Women's Center staff) served as Team Leader and the Women's Center sponsored one additional work-study student to attend.

**Women of Color: Leading with Purpose Conference (May 16-18):** The Women's Center staff took 10 students to a conference at Spellman University to discuss sisterhood and leadership. Students brought professional development materials back to campus to share in SisterTalks and other programs/organizations with whom they work.

In sum, the Women's Center seeks to provide a diverse array of programs to engage the campus community in various gender issues. Many of the center's programs are related to and cross-promote its services. The next section describes these services. In recent history, the

center has become well-known for interpersonal violence services and are nationally recognized for comprehensive offerings for victims of relationship violence. The center is proud of these services and remain committed to building them. One strategic aim of the 2011-2012 year was to diversify the center's services and create clear linkages between those important services aimed at intrapersonal change and advocacy to ongoing educational programming provided in the Women's Center and through its campus partners.





# Women's Center

## Services

Services provided by the Women's Center focus on supporting gender equity goals on campus.

### A. Interpersonal Violence Services

Despite underreporting, sexual assault is as alarmingly prevalent at NC State as it is nationally. Based on the national statistics, 2.8% of female NC State students, or 1 in 36 women<sup>1</sup> will be sexually assaulted during an academic year. Given the size of the female student population, an estimated 429 sexual assaults occurred during the 2011-2012 academic year.

The NC State Women's Center is working to serve survivors and has seen annual increases in survivors seeking services. Between April 1, 2011 and March 31, 2012, the Women's Center has met with 59 primary survivors and 12 loved ones of those survivors. The center has begun to create a culture where survivors of sexual assault are becoming aware and utilizing the resources that the NC State Women's Center provides:

- 24hour/7days a week/365days a year services for survivors of interpersonal violence through a confidential phone line. The Women's Center provides training, logistical support, and an opportunity to debrief for the volunteer advocates.
- Services in the Women's Center include crisis counseling, financial assistance, academic/housing advocacy, referrals and accompaniment to court, accompaniment to student conduct hearings, and (as desired) referrals and accompaniment to law enforcement agencies.
- The Women's Center convenes a primary prevention task force called Alliance for Sexual Assault Prevention (ASAP). With nearly 50 members from campus and community agencies, ASAP has a strong history of working toward the mission of impacting the climate and culture of NC State's campus by encouraging positive relationships while eliminating interpersonal violence through activism, advocacy, awareness, and education.

<sup>1</sup> U.S. Department of Justice. Office of Justice Programs. The Sexual Victimization of College Women. By Bonnie S. Fisher, Francis T. Cullen, and Michael G. Turner. National Institute of Justice and Bureau of Justice Statistics, 2000. The Sexual Victimization of College Women. National Institute of Justice, Dec. 2000. Web. [www.ncjrs.gov/pdffiles1/nij/182369.pdf](http://www.ncjrs.gov/pdffiles1/nij/182369.pdf).



### B. Don't Cancel that Class

This new service provides course instructors and campus leaders engaging, diversity-related programming synonymous with the Women's Center vision to create a community that is safe, equitable, and supportive for all. Women's Center staff and trained peer educators from the center's student group, The Movement, provide customizable, high-quality discussions around gender issues such as media's impact on U.S. women's health and well-being, constructions of race and gender in rap and hip hop, cyberstalking, chivalry, power, politics and sports, and South African women's health.

### C. Lactation Room

The Women's Center partnered with T.J. Willis (NC State staff) to designate a room in Harrelson Hall for lactating mothers and others with child care responsibilities. The room was fitted in January with a nursing chair, refrigerator for milk, baby-changing facilities, and developmentally appropriate toys for children up to age 6. The Women's Center maintains this room and advertises the availability of the space. This room serves as a model for other campus offices and was included in the Council on the Status of Women's report to the Provost which resulted in a \$15,000 designation for similar lactation rooms on campus.

## Student Groups

At the nexus of the Women's Center's programs and services are its student groups, comprised of students committed to gender equity and furthering both the Women's Center and OIED's values of diversity and inclusion. As students are at the heart of the center's university purpose, it greatly values the student groups and has expanded its reach this academic year.

The student groups meet weekly in the NC State Women's Center and are trained to advocate for diversity issues in their own lives. Their purpose and primary activities are highlighted below.

# Women's Center

## Student Groups, continued

### A. The Movement to End Interpersonal Violence (The Movement)

The Movement is a trained group of male and female NC State student activists and peer education leaders who have successfully completed the related course, ECD 222, and are trained to advocate for gender equity in all forms, including eliminating interpersonal violence. Movement Peers are tasked to educate other students about gender equality and they do so through the provision of transformative workshops to student groups and other campus organizations on topics such as the prevention of sexual and relationship violence, stalking/cyberstalking, healthy relationships, culture of rape, bystander interventions, etc. Movement Peers also organize and implement campaigns such as These Hands Don't Hurt and Postcard Secret. The Movement started in Spring 2008 with 9 class members and 15 facilitated workshops. In the 2011-2012 academic year, TM facilitated over 100 workshops, reaching over 2,000 recipients. There are currently 36 active peer educators and 13 trainees who are eligible to become peer educators in Fall 2012.



2011 Fall  
Retreat, The  
Movement

### B. Chancellor's First Year Student Leadership Program (CFYSL)

This gender-based leadership program identifies and nurtures promising first year students with the goal to improve participants' self-efficacy, self-knowledge, and leadership abilities through information sharing and rela-

tionship building. The program convened twice at the Chancellor's residence and included opportunities to interact and learn from the Chancellor and Mrs. Woodson. CFYSL Program is a year-long commitment and includes multi-year mentorship and service-learning opportunities. Spring 2012 was the pilot semester for this program. The Women's Center doubled its recruitment targets and "Cohort 1" of CFYSL Participants included 48 (40 women, 8 men) racially-diverse students representing 18 counties in NC, over 30 majors, and included 6 first-generation college students. Program Modules included:



- Looking in the Mirror: What kind of Leader will YOU be?
- Who Rules the World: An introduction to gender-based leadership theory
- Communication and Gender: Important Skills for Leaders
- Advance Protocol/Etiquette with the Shelton Leadership Center
- The Hillary Clinton/Eleanor Roosevelt Effect
- What in the World do you want ME to do about it?

Early analyses of the student evaluations and anecdotal comments from the campus partners reflect great enthusiasm about this program. Given the successful "proof of concept," CFYSL Program has been funded by the Provost's Office and the Women's Center is currently hiring an Assistant Director who will lead this student group in the next academic year. Although this group began relatively late in the reporting year, it is one of the center's proudest achievements and there are high expectations for this student group in the coming academic year.



Chancellor's First Year Student Leadership Program



# Women's Center

## Initiatives

The Women's Center has been actively engaged in fund development as well as internal grant writing. The Francis Graham Leadership Fund and Survivor Fund both grew by a total of \$10,000 this year through the Chocolate Festival and Take Back the Night fundraisers. In addition, the center updated its marketing materials, including a button on the Women's Center website to "donate now." The Director and University Programs Associate have made several visits to donors and plan to increase the number of these visits in the coming academic year in accordance with instructions from OIED. In sum, fundraising through alumni has been identified as a strategic priority for the 2012-2013 academic year and the center is ready to grow into an expanded role. The center is also committed to growth through grant writing. The Director wrote and supervised the writing of \$135,000 of funding opportunities. The center has been awarded \$75,000 and is awaiting notification of the other funding. Grant writing will expand in the coming year.

The center also continues to revisit organizational branding and are focusing on how the Women's Center should market itself in light of the structural realignments taking place at NC State. The staff continues to discuss related questions such as a) What are the key issues the Women's Center should be addressing and how best should it educate and support these issues? b) What do students, faculty, and staff want from their Women's Center? and c) What communication methods are most effective to raise brand awareness, educate the student population, and cultivate a supportive NC State community? With support from OIED's communications group, the center is reaching a growing audience of students, faculty, and staff.



Women's Center Lounge, Harrelson Hall

During times of great organization change, teamwork is especially crucial. NC State's Training and Organizational Development (TandOD) were consulted each quarter of the 2011-2012 academic year with the goal to improve the internal functioning and dynamics of the Women's Center. Through work with TandOD, the Women's Center has identified team priorities (i.e., cross training to close gaps between functions in order to better serve students, faculty and staff) and clarified position expectations (i.e., what does the team need from each position in order to successfully do their jobs), and revised the Center's Assessment Plan.

## Diversity

Tasked specifically with addressing diversity, the Women's Center takes its responsibilities to facilitate inclusion very seriously and believes that it should model a living commitment to diversity in all of its programs, services, and student groups. It continually strives to reach populations that have historically been more difficult to reach, including nontraditional students, international undergraduate students, graduate students, women of color, and men. A brief summary of new efforts to reach these target populations follows:

**Non-traditional students:** In winter 2011, a grant was written to develop a Master of Liberal Arts Studies (MALS) Seminar aimed specifically at addressing gender concerns in non-traditional graduate students. Although not funded, the center remains committed to this population and hope to improve and implement plans in the 2012-2013 academic year.

**International undergraduate students:** The director of the Women's Center has joined the American Council on Education's "At Home in the World" grant team. She and the Women's Center are actively researching innovative ways to connect with the new cadre of international students expected in the fall of 2012. In the meantime, the center continues to lay the groundwork for welcoming international undergraduate students through international human rights modules emphasized in both Women's Center student groups, showing an international film (*Yesterday*) during the center's film series, leading an Alternative Service Break trip to Guatemala, partnering with an international human rights community group (WomenNC), and reaching out to student groups in which international students are already connected (such as the joint program "Beyond the Veil" with the Muslim Student Association).

**Graduate students:** The center continues to work with the graduate school to identify ways to serve this population. The center employed a graduate assistant this year as a



# Women's Center

## Diversity, continued

counselor in interpersonal violence services and welcomed five other graduate students to shadow center staff for a day. Two graduate students have selected the Women's Center as their practicum site for the 2012-2013 academic year.

**Women of color:** The center has increased the number of programs addressing issues identified by colleagues and students of color. In particular, SisterTalks and the "Leading with Purpose" conference at Spellman University focused on increasing trust between the Women's Center and students of color. The center is also collaborating with partners who have successful programming for women of color, such as Multicultural Student Affairs and the African American Cultural Center. The center looks forward to identifying more ways to serve female students of color in the 2012-2013 academic year.

**Men:** In the 2011-2012 academic year, the center received a small grant to develop a film about healthy masculinities in the African American male community. A small group of male faculty and staff regularly advise the center on the best ways to reach out to men on campus. In addition, a grant was written in the 2011-2012 year to underwrite a position for a "Men and Masculinity Coordinator." If funded, programming and services can be increased.

## Staff

The Women's Center maintains a dynamic and diverse staff who inspire and execute its programs, services, and student groups. Highlighted staff achievements and new committee work of the 2011-2012 academic year include:

**Carolina Alzuru** was asked to participate in the Campus Consortium Advisory Committee by the NC Coalition Against Sexual Assault and serve as a Leadershape Family Cluster Facilitator by the NC State Center for Student Leadership, Ethics and Public Service. Carolina also gave an invited presentation on primary prevention to the Orange County Rape Crisis Center and at a national conference (Arte Sana) in Spanish. She was also nominated for an NC State Equity Award.

**Jennifer Castillo** was promoted from Assistant Director of Programs to Associate Director of the Women's Center. She also serves on the Raleigh Promise Steering Committee and the Raleigh Scholars and College Center.

**Lois Crowe** received the NC State Equity Award at the Sisterhood Dinner February 21 for her tireless work supporting the Chocolate Festival. Lois was also promoted from Administrative Support Specialist to University Programs Associate this year.



Lois Crowe

**Juliette Grimmert** now facilitates Engaging African American Men and Boys in Sexual Violence Prevention.

**Dr. Ashley Simons-Rudolph** was appointed to the NC State Council on the Status of Women. She also won a \$1000 grant to collaborate with Dr. Tracey Ray (OIED) as an "interdisciplinary liaison" which resulted in related coursework and a cross-cultural Facebook site that was promoted through OIED. Ashley was also asked to beta test data capture software with Dr. Chris Anson (English Department) and received funding to adopt this new technology that is used in the center.

## Alignment with Strategic Plan

The following are goals set out in the NC State strategic plan. Women's Center contributions to the achievement of these goals follow.

### Goal 1: Enhance the success of our students through educational innovation.

- Improve retention and graduation rates by targeting less involved (from undergraduate student survey) students. The center has begun this work by diversifying its marketing, including using Facebook and Twitter as well as re-vamping the Women's Center website. The Women's Center Director has gone on 7 "department a month" tours meeting faculty, staff, and non-CHASS partners to facilitate intentional dialogue about possible partnerships between their students and Women's Center opportunities. Early indications of these strategies suggest this is the right path. For example, 32 of the 48 Chancellor's First Year Leadership Program Students were STEM majors identified through new campus partners.
- Improve mentoring of graduate students by providing opportunities for job training, mentoring, and professional development seminars in the Women's Center. The Women's Center employed one graduate assistant this academic year and two additional graduate interns have committed to working with us next year.

# Women's Center

## Strategic Plan, continued

- Provide high-impact educational experiences for undergraduates by explicitly connecting programming and direct services with best practices literature and in the larger scientific literature such as 3rd wave WGS literature, Men and Masculinity, etc. One example is the use of the Social Change Leadership Model in “Read and Feed: Literacy and Social Justice for Youth Development” program.

### Goal 2: Enhance scholarship and research by investing in faculty and infrastructure.

- Provide opportunity to facilitate faculty career development by partnering with academic departments on grants. The center collaborated this year with the College of Education on a funded “interdisciplinary liaison” grant and have plans to build on that success with more grant writing in the 2012-2013 academic year and has also collaborated with the Dr. Roger Mitchell in the Psychology Department on program evaluation research that supports faculty publications and Women's Center programming.
- Provide opportunity to facilitate faculty career development by providing opportunities to co-facilitate film series, lectures, and other events that can provide critical feedback for course and research development. The center involved five key faculty members in its film series and invited Dr. Rebecca Leonard to speak at the Chancellor's First Year Student Leadership Program.

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

- Continually refine broad areas of emphasis in which NC State has strategic research strength by reaching out to academic departments with grant ideas and partnership opportunities. The center has over 70 partnerships with academic faculty.
- Lower the barriers between disciplines and departments by providing interdisciplinary conversations about gender and strategic partnerships. The center seeks to facilitate gender-related conversations and connect faculty, staff, and students to each other through

programming and through large issues-oriented committees such as the Alliance for Sexual Assault Prevention (ASAP).

- Establish processes to facilitate and reward interdisciplinary research by providing a reason, space, and opportunities to open up dialogue between departments. Through formal committees such as the Alliance for Sexual Assault Prevention and the Chancellor's First Year Student Leadership Steering Committee, and staff participation on community boards and committees, the center formally and informally connects faculty and staff on common gender-related issues. It also supports OIED efforts such as the Diversity Mini-Grants.

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

- Enhance institutional pride among all staff, faculty, and students through signature programs like The Chocolate Festival and Take Back the Night. Also, lead on relevant advocacy efforts and reaffirm the center's strong commitment to student leadership through The Movement and the Chancellor's First Year Student Leadership Program.
- Encourage diversity and inclusion by reaching out to groups traditionally underserved by Women's Center. Current efforts are summarized above and include SisterTalks, aimed at supporting African-American female undergraduates and writing a grant to support a “Men and Masculinity Coordinator.”
- Facilitate work/life balance by leading on efforts/modeling work/life balance including hosting a lactation/child care room, convening “Caring for Dependent Adults” support group, providing free yoga for NC State staff, and convening an intergenerational knitting group.



Literacy and Social Justice for Youth Program: Read and Feed

Assault Prevention.

- Promote collaborations among faculty and staff by providing joint programs and opportunities of interest to both, including involvement with the Chancellor's First Year Student Leadership Program, the Film Series, and the Alliance for Sexual

# Women's Center

## Strategic Plan Alignment, continued

- Align resource allocation with strategic priorities by thoughtfully planning and executing the center's budget.
- Diversify financial resources by seeking additional university and non-university funding sources such as fundraising programs (Chocolate Festival and Take Back the Night), alumni fundraising, and grant-writing).

### Goal 5: Enhance local and global engagement through focused strategic partnerships.

- Support and provide opportunities for increasing students' civic and global knowledge, experience, and perspectives by facilitating active student civic groups such as The Movement and Chancellor's First Year Student Leadership Program and programming sensitive to international issues such as the Women's Center Film Festival and the Alternative Spring Break service trip to Guatemala.
- Enhance active and sustainable partnerships locally, regionally, and globally by convening large-scale work groups such as ASAP (Alliance for Sexual Assault Prevention) and formulating new partnerships such as the At Home in the World grant.

## Recommendations for the Future

The Women's Center has a vision to represent OIED on gender-based services, programs, research, and policy and is not satisfied until it reaches all students, faculty, and staff on campus. This was a year of great growth. The center strengthened its existing efforts and nearly doubled programs, services, and student groups. The center has enjoyed early success in its new OIED family and looks forward to building new partnerships, strengthening existing ones, and growing in its reach. The center envisions a vibrant future that addresses all relevant gender issues of the day, and it strives for a clear identity and mission and flexibility to respond to new opportunities. The staff works towards seamless teamwork and communication within the center, across OIED, and on campus.

**Continued Funding:** Since its inclusion in OIED, the center has clarified its funding and increased grant-writing, marketability, and fundraising efforts. It raised more than \$10,000 this year through fundraising efforts and has written more than \$135,000 in grants with \$75,000 received and additional announcements expected this summer. However, the center needs the stability of continued

State funds for the key positions of Director, Associate Director, University Programs Associate, and Programming Coordinator at 1.0 FTE. In addition, the center relies on funding the Rape Prevention Education Coordinator and Assistant Director for Interpersonal Violence Services (both 1.0 FTE) from student fees. These positions are vital to ongoing efforts. In addition, the new "Scholar in Residence" position will support growth in leadership development as well as linkages with faculty to facilitate NC State Strategic Plan Goals 2 and 5. All 7 of these positions are currently funded, and the center requests ongoing funding in subsequent years to support its mission, vision, and goals.

**Marketing Assistance:** The last Needs Assessment (conducted in the 2010-2011 academic year) suggested that knowledge of Women's Center programs and services was low in the general student population. In addition, the organizational move from Student Affairs to OIED has expanded the scope of the center's work to include faculty and staff. The center recommends continued provision of marketing help. Specifically, the OIED communications team has been very helpful with the redesign of the center's website and marketing materials. The center has been able to modernize/streamline processes such as putting Volunteer and Don't Cancel that Class Assessment Forms online. The center asks for continued support from the communications team to continue updating/modernizing processes and reaching out to new audiences. In addition, with the increase in campus profile, the Women's Center respectfully requests additional media training, particularly for OIED Directors, in order to better understand and facilitate regular media requests for interviews with both campus organization (e.g., WKNC, *The Technician*) and off-campus media outlets (such as the local news media that was contacted during the October GLBT Center Hate Incident).

**Continued Support for Academic and Curricular Connections:** The center has noted the strong need and opportunity to connect academic learning in the classroom to "real life" practice that can be provided by the Women's Center. Students yearn for this "theory to practice," and the center has begun to build successful and mutually beneficial collaborations with academic departments by engaging faculty in their classrooms and research. The center teaches one course in the Counselor Education Department (ECD 222) and has secured permission to teach, co-teach, or sponsor at least 3 more (all in Women's and Gender Studies) in Spring 2013. In addition, the "Scholar-in-Residence" will lead the scientific direction of the Center. The center asks for continued support and guidance as it uncovers other ways to engage faculty, graduate students, and undergraduate students in their academic work. Specifically, the center asks that OIED clarify the importance, vision, and expectations for engaging community centers in the classroom and in academic research.



# Outreach and Education

Prepared by Beverly Jones Williams,  
Coordinator of Outreach and Education

## Programs, Initiatives and Diversity

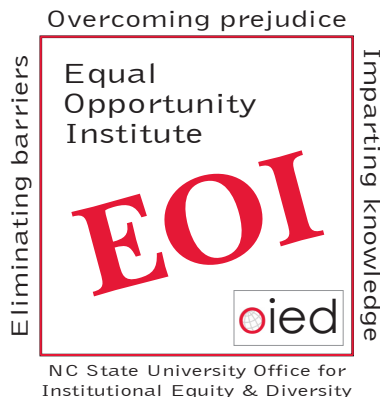
### Equal Opportunity Institute (EOI)

In 2011-12, there were 46 participants and 32 graduates of the Equal Opportunity Institute. The total EOI participants since the program began in 1999 is 342. Of the graduates, this year, 8 were students and 24 were employees. Graduates were recognized at a ceremony on May 2, 2012. Reflections from a past EOI graduate were given by Gary Tew, University Housing, and the keynote address was shared by Karen Bullock, Department of Social Work. Graduates received a certificate of completion and recognition gift. This year student graduates received an honor cord to recognize their EOI completion at NC State graduation. The theme of this graduation ceremony was "Make a Difference." EOI graduates are more prepared to make a positive impact on campus and in the community.

EOI evaluation feedback indicates that this program improves participants' understanding of equal opportunity issues, helps them to identify equal opportunity laws, policies and procedures, increases knowledge of where to find resources, and provides action strategies to apply the information learned. 100% of EOI participants recommend this program, and 96% strongly recommend this program. Pre/post-program assessment responses demonstrate that participants learn new information. The percent of correct responses increased from 64% on the pre-assessment to 89% on the post-assessment (a 25% increase). Final reflection journals included comments such as the following:

"I thought diversity awareness was just about being open and inclusive, but I have learned that there is a higher level of competence that demands seeking new information. It has added new importance to a phrase I like to use, "when you change the way you see things, you change what you see."

"After participating in the workshops in the EOI this academic year, I find that I am more confident in my ability to recognize situations where I should speak up, to analyze the potential consequences of my doing so, and to formulate effective, productive comments."



Over 50% of our non-graduating participants are students. Additional resources are needed to provide an opportunity for more mentoring and support for EOI participants.

Several recommendations from the EOI Advisory Team meeting on June 13, 2011 were implemented this year. These include changing the workshop format from 3 to 2 hours; increasing the participation in the post-assessment by linking it to the completion of the final reflection journal; revising the pre/post-assessment to more accurately reflect information provided, creating an online format for the final reflection journal; getting feedback on alignment of the pre/post-assessment with program content by adding a question to the program evaluation; adding elective course offerings to the EOI website for viewing by potential participants, and providing honor cords to EOI student graduates. The EOI Advisory Team met again on May 24, 2012 and provided additional recommendations to improve this great program for 2012-13.

An additional initiative of EOI this year was the development of a Wolfbytes Radio Commercial recorded on August 4, 2011. Feedback on the change in workshops from 3 to 2 hours indicates that the new time frame is just right. A mid-year reflection lunch was held on January 19, 2012. 21 participants attended this event to reflect, re-energize, review, connect and collaborate. OIED continues to partner with Human Resources and the Center for Student Leadership, Ethics and Public Service to sponsor this program.

### National Coalition Building Institute (NCBI)

There are currently 27 active NCBI Team Members. Team members include faculty, staff, and students representing 15 colleges and units across campus. The year began with 31 active team members, but the team was hit hard with the loss of several team members, including the death of team member Nathaniel Winfield in June of 2011. Nathaniel Winfield served NCBI for less than one year but made a great impact on the team. As a new team member, he received recognition for facilitating the greatest number of workshops for 2010-11. In his honor, this annual team member recognition has been named the Nathaniel Winfield Award. Other team members left the team and NC State for other job opportunities. 9 new team members were trained at the 2011 Carolina Coalition Train-the-Trainer held at North Carolina Central University in Durham, North Carolina. The team continues to meet monthly to develop skills as diversity facilitators.

Team members participated in an all-day planning meeting on May 18, 2012. The theme of the day was "Bringing Light." Participants planned for 2012-13, participated in extended workshop skills practice, and explored the topics of micro-aggressions and classism.

# Outreach and Education

## Programs and Initiatives, continued

Valerie Ball served this year as Assistant Affiliate Director and Joy Tongsri served as Secretary. These individuals made great contributions to the team and served as part of the NCBI leadership team along with Edward Brown, Sandra Conoly, George K. Morell, and Erin Robinson. These individuals set directions for the team, planned team meetings, and guided team goal achievement.

*Healing into action!*

**National Coalition  
NCBI  
Building Institute**  
NC STATE UNIVERSITY

This year, 5 team members attended the NCBI National Campus Conference, November 17-19, 2011 in Charleston, SC. Beverly Jones Williams, Valerie

Ball, Joy Tongsri, Nicolette Manaphanthanont, and Wyona Goodwin gained information about "Leading the Way for Transformation! Reclaiming Our Courage and Compassion." Valerie, Joy, and Beverly presented a session on "Integrating NCBI into an Academic Curriculum" and led round table discussions on building a strong campus team and using technology on the NCBI team.

In 2011-12, the NCBI team facilitated 33 workshops for 1114 participants (93.75 hours of training provided to the NC State community. A videotaped session for online use of *Building Bridges: Leading Diverse Groups through Conflict* received positive feedback from the instructor and student participants. This was another step in the process of integrating NCBI into the undergraduate social work curriculum. The NCBI Workshop *Leading Diverse Groups through Conflict* is now a required class for the Visionary Leadership Certificate offered through the Center for Student Leadership, Ethics, and Public Service. This year, the NCBI workshop PowerPoint was updated. Revisions to the Up/Down segment of the workshop model were suggested to send to the NCBI national office for revising that part of the workshop content. Additionally, plans have started to develop a course based on the NCBI model.

### OIED Workshops

In 2011-12, OIED offered 33 workshops to 505 participants from the NC State campus community (113 hours). This total includes 4 sessions of the Equal Employment Opportunity Institute (EEOI) to 110 supervisors. Program feedback consistently indicates that participants of OIED workshops gain new knowledge and learn about resources and ways to apply the information gained.

OIED participated in 3 sessions of the Quick Start program sponsored by Human Resources.

### NCORE (National Conference on Race and Ethnicity)

OIED coordinated the meeting of professionals across campus that have an interest in working with diversity issues, based on participation in the NCORE Conference. The group met several times throughout the year and worked on the initiatives of Diversity Week, hosting Lee Mun Wah as a dialogue on diversity speaker and sponsoring an NC State student scholarship participant to NCORE.

### Cross Cultural Competence for Professional Success

As an action of the At Home in the World in Initiative the class *ECD 296: Cross Cultural Competence for Professional Success* was developed and piloted in Spring 2011.

## Staff

Beverly Jones Williams increased to permanent FTE of 1.0 in July 2011.

### Professional Development Activities:

- NCORE Conference, May 31-June 4, 2011
- Reasonable Accommodations under the ADA Webinar – Wednesday, June 22, 12-1:30
- Social Media Webinar – June 27, 2011, 2-3
- Society for Diversity Webinar – July 13, 1-2
- NCBI Campus Conference, November 17-19, 2011
- Diversity Partners Conference, December 2, 2011
- Critical Thinking Webinar, April 10, 2012
- Beyond the Basics Google Calendar Training, April 26, 2012
- Critical Thinking Webinar, May 1, 2012
- Google Docs for Educators, May 15, 2012
- Facilitated Mediation: August 18, November 9, 2011

### Committees

- OIED Committees
- Planning for Retreat/All Staff Meetings Team
- Tunnel of Oppression
- DCAT
- Task Force on Staff Diversity
- Diversity Awards Selection
- University Committees
- At Home in the World
- Destiny OneCE
- Assessment Council

## Recommendations and Concerns

Requesting more resources to build outreach and education strategies. Anticipating another year of growth and development as an OIED unit.

# Communications

Prepared by Elizabeth Snively, Communications Technologist

## Introduction

OIED Communications focuses on communications, marketing, and publicity programs for the office as a whole in addition to day-to-day technology support for the OIED workgroups.

## Programs and Initiatives

**Websites:** In OIED's first year, it rolled out a new, merged website for OIED, new websites for the Women's Center, ADVANCE, and North Carolina Diversity and Inclusion Partners (NC DIP), and updated and maintained websites for the African American Cultural Center and Multicultural Student Affairs. At the present time, all major OIED websites are up to date and compliant.

**Publications:** The communications team rolled out the *Diversity Digest*, a new weekly email newsletter. It designed numerous print and electronic publications for OIED groups. It also began performing accessibility checks on electronically distributed documents and assisted document creators in making their documents accessible.

**Video and Photography:** Communications began creating short videos for OIED functions and hopes to produce more projects in this medium in the coming year. The team also began to serve as photographers at OIED events and created a repository of photos for use in publications and media.

## Diversity

The communications team fully supports the mission, vision, and goals of OIED, both in its work and in principle.



## Staff

OIED Communications is a new team that is currently forming. Staff members include:

- Elizabeth Snively, communications technologist;
- Dr. Monica Price, a .25 FTE coordinator of communications (July 2011 - June 2012);
- Abbenyi Wa Abbenyi, a .5 FTE temporary graphic design intern (September 2011 - July 2012);
- In August 2012, a second full-time technologist will be hired on a permanent basis.

Elizabeth and Abbenyi are members of the NC State Web Developers' Network, an online forum that periodically meets to share technical information. The team has also established working relationships with the Office of Information Technology and University Communications to facilitate the completion of projects and problem-solving.

## Recommendations and Concerns

In 2012-13, the team hopes to achieve a workable balance of being able to accommodate the technology and communications workload while still exploring new projects and initiatives. If possible, the team could use one or more student workers with technical skills to assist with publications, photography, or even website maintenance and design. The team will most likely always have more communications-related project ideas than the time or resources to accomplish them.

The first year has been dedicated to merging the various identities that have come together as OIED. This involved bringing websites and publications up to a uniform standard. OIED has just begun to forge a new identity with initiatives such as the *Diversity Digest*, which will need to be promoted across campus. To do this, OIED will need to establish relationships with each of the colleges/units and their diversity offices, as applicable. OIED should also establish a relationship with all university development personnel, as funding is critical for OIED's many initiatives.



# NC STATE UNIVERSITY

## **Office for Institutional Equity and Diversity**

231 Winslow Hall  
Box: 7530  
Main: (919) 515-3148  
TTY: (919) 515-9617  
Fax: (919) 513-1428  
Web: [www.ncsu.edu/oied](http://www.ncsu.edu/oied)

## **African American Cultural Center**

355 Witherspoon Student Center  
Box: 7318  
Phone: (919) 515-5210  
Fax: (919) 515-5173  
Web: [www.ncsu.edu/aacc](http://www.ncsu.edu/aacc)

## **Diversity and Inclusion**

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## **Gay, Lesbian, Bisexual, and Transgender Center**

360 Harrelson Hall  
Box: 7306  
Main: (919) 513-9742  
Fax: (919) 513-3144  
Web: [www.ncsu.edu/glbtc](http://www.ncsu.edu/glbtc)

## **Multicultural Student Affairs**

1107 Pullen Hall  
Box: 7314  
Phone: (919) 515.3835  
Fax: (919) 515.8078  
Web: [www.ncsu.edu/msa](http://www.ncsu.edu/msa)

## **Women's Center**

324 Harrelson Hall  
Box: 7306  
Phone: (919) 515-2012  
Fax: (919) 515-1066  
Web: [www.ncsu.edu/womens-center](http://www.ncsu.edu/womens-center)