

**NC STATE**  
UNIVERSITY

ANNUAL REPORT, 2012-13



Office for Institutional Equity and Diversity

# Mission, Vision, and Goals

## 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.

# From the Vice Provost

## Office for Institutional Equity and Diversity

The second year of the Office for Institutional Equity and Diversity (OIED) witnessed lots of progress and change for the unit. As vice provost for institutional equity and diversity, my leadership of the Office for Institutional Equity and Diversity received a very favorable five-year review from the campus community. This “vote of confidence” is very important in ensuring OIED continues to make strides and to provide leadership for NC State’s diversity and equity initiatives.



The unit continues to “form, storm, and norm” as employees separated from various OIED offices and ten national searches were conducted to recruit new colleagues. Even with all of the changes, OIED staff “performed” at an outstanding level during the past year with many programs, workshops and initiatives designed to engage faculty, staff and students in becoming more culturally competent. An example of outstanding performance was the work of Jennifer Castillo, assistant director of the Women’s Center. Ms. Castillo received the “Award for Excellence” for EPA employees in the Provost’s unit for her work with “Read to LEAD,” a social justice literacy program targeting elementary school students in the Raleigh area.

During 2012-13, the OIED served as convener of the North Carolina Diversity and Inclusion Partners (NC DIP), a network of diversity, equity, and inclusion professionals at institutions of higher learning across the state. As convener, the OIED hosted the partners’ annual conference at the NC State McKimmon Center in November 2012. The conference featured Dr. Damon Williams, noted diversity and inclusion expert from the University of Wisconsin-Madison, as keynote speaker. With over 100 people in attendance representing 23 colleges and universities, the one-day conference afforded practitioners from across the state with an opportunity to network and share best practices in diversity, equity and inclusion. Also, conference attendees got to hear some of the ground-breaking research featured in Dr. Williams’s two new books, [Diversity Strategic Leadership](#) and [The Chief Diversity Officer](#).

This year the OIED was able to change the name of its annual diversity awards to the “Chancellor’s Creating Community Award.” Award recipients received a monetary award as well as a certificate presented by Chancellor Randy Woodson. There were a record number of nominations this year as this event continues to identify and honor the best efforts of NC State’s faculty, staff, students, organizations and departments in fostering diversity and inclusion at the university.

Another noteworthy effort was the university’s celebration of the 40<sup>th</sup> anniversary of Title IX. Staff from the OIED, Athletics, the Libraries, and the Women’s Center collaborated to develop a week-long series of events designed to raise awareness about the importance of Title IX at the university. Events included a panel discussion and a video featuring luminaries such as Chancellor Woodson, General Counsel Eileen Goldgeier, and Athletic Director Debbie Yow discussing the impact Title IX has had on them personally. A new Title IX website was also developed to provide information on this historic piece of legislation that changed the face of colleges and sport in America.

Finally, the OIED began a National Diversity Advisory Board this year. Members of this board are alumni, philanthropists and other supporters of the university. It is hoped that this external group can provide valuable advice to the OIED about its diversity and equity work. The board met for the first time in May 2013 and will have its second meeting in November. As part of their commitment to the university, board members pledge to give a contribution to the OIED’s “Diversity and Equity Fund.”

The idea for the board came from one of the OIED’s faculty diversity liaisons. Four faculty members served in this role this year. Their projects ranged from establishing the national diversity advisory board (Dr. Monica Leach) to convening an UNC system Hispanic/Latino faculty forum (Dr. Maria Correa) to chairing a national social equity conference (Dr. RaJade Berry-James) to orienting search committees for the Chancellor’s Faculty Excellence Hiring Program about unconscious bias (Dr. Wendy Krause). The OIED will continue the faculty diversity liaison program as a way to intentionally engage faculty around issues of diversity, equity and inclusion.

With two successful years as the Office for Institutional Equity and Diversity, I believe the unit is poised to achieve even greater success with our programming and expanded communications efforts. Look for “OIED on Tour” in 2013-14 as well as Diversity Education Week, the MLK Campus Commemoration, Building Future Faculty Program and other initiatives designed to increase the cultural competence of our campus community. Look for OIED staff to develop additional partnerships as we work to engage the campus community in the important work of fostering a welcoming campus climate.

**Joanne G. Woodard**

June 2013

# Table of Contents

## Office for Institutional Equity and Diversity 2013 Annual Report

<b>Equal Opportunity and Equity</b>	<b>5</b>
<b>Diversity and Inclusion</b>	
<b>Faculty Diversity</b>	<b>10</b>
<b>Staff Diversity</b>	<b>15</b>
<b>Student Diversity</b>	<b>18</b>
<b>Multicultural Student Affairs</b>	<b>24</b>
<b>Campus Community Centers</b>	
<b>African American Cultural Center</b>	<b>30</b>
<b>GLBT Center</b>	<b>38</b>
<b>Women's Center</b>	<b>49</b>
<b>Outreach</b>	
<b>Outreach and Education</b>	<b>59</b>
<b>Communications</b>	<b>62</b>

# Equal Opportunity and Equity

## Office for Institutional Equity and Diversity 2013 Annual Report

### Associate Vice Provost Amy Circosta, J.D.

Data reported from May 1, 2012 - April 30, 2013

#### Programs

##### Complaint Processing

In 2012-2013, Equal Opportunity & Equity (EOE) responded to 47 complaints. Of those complaints, 27 presented allegations of harassment, 11 presented allegations of discrimination, 1 presented an allegation of retaliation, 1 was an issue regarding failure to accommodate, and the remaining complaints were referred to another resource for resolution.

Individuals complained most frequently on the basis of sex (19 complaints), race (7 complaints), and national origin (5 complaints). The categories of religion, disability, age, and retaliation complaints contained fewer than 5 complaints per category.

EOE responded to 100 percent of the complaints submitted. Of the complaints, 10 were dismissed by administrative closure or determination of no policy violation, 7 were referred to another NC State department for assistance, 12 individuals chose not to file a complaint or failed to respond to EOE's initial inquiry, 9 individuals reached a satisfactory resolution settlement, and 2 individuals 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 2013 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 June 2013. Employee job groups were reconfigured for purposes of providing greater accuracy enhancing the affirmative action planning.

Technical assistance was provided to sister institutions in preparing an organizational affirmative action plan. In addition, EOE must update its affirmative action planning software and is weighing the utility of competing vendors to use in development of the 2013-2014 Equal Employment Opportunity Plan.

EOE is currently assessing the role of Unit Affirmative Action Officers, and has planned a summer workshop to offer insight into the role as well as to ensure consistency across units.

The 2012 Faculty Exit Interview Report was in Fall 2012. According to NC State's Human Resources Information Management System, there were 96 permanent, full-time faculty members who separated from the university during the reporting year; of those separating, 8 faculty members completed an exit interview. Revisions to the faculty exit interview as well as a plan to increase response rate are in progress for the 2013-2014 year, with the Assistant Vice Provost for Faculty Diversity taking on responsibility for the exit interviews.

EOE staff reviewed and approved over 1316 employment actions via the NC State Online Employment System (PeopleAdmin 7). 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 continues to participate in an audit by the Office of Federal Contract Compliance Programs, with an anticipated conclusion in 2013-2014.

##### Title IX Compliance

As in prior years, 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 to the NC State campus. In addition, EOE and the Office of General Counsel partnered to present a workshop to relevant administrators, faculty, and staff on Title IX and Sexual Violence; the workshops will continue into the 2013-2014 academic year. EOE developed a brochure on Title IX and Sexual Violence for the university community as well as launched a Title IX website for





NC State.

EOE continued to work with campus partners to implement the Office for Civil Rights' recommendations to NC State, such as mandatory training for students on Discrimination and Harassment Prevention and Response (DHPR). A proposal has been submitted to fund an educational program for incoming students on sexual harassment and sexual violence prevention. EOE intends to continuously work to make alterations to existing policies and processes to enhance Title IX compliance in the 2013-2014 academic year.

As part of its collaboration and partnership with the Office of Student Conduct, Campus Police, and the Women's Center, under Title IX, EOE participated as an advisor in student hearings related to sexual misconduct, distributed educational materials to relevant offices on Title IX and Sexual Violence, and is in the process of revising NC State's Equal Opportunity and Non-Discrimination Policy to better reflect recent guidance on Title IX from the Office for Civil Rights. 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 Safety. EOE offered training on sexual harassment for the Movement, a sexual violence prevention peer education group.

EOE led a collaborative effort in Fall 2012 to recognize and celebrate the 40<sup>th</sup> Anniversary of Title IX. Representatives from Athletics, Libraries, Women in Science and Engineering, and the Women's Center joined with EOE to present the university community with a week's worth of Title IX awareness activities, including a panel discussion, a documentary viewing, and recognition of women alumni at a Women's Basketball game.



#### ADA Compliance

During the 2012-2013 year, 28 employees requested a determination of eligibility under the ADA. Of those, all were found to be eligible. Of the eligible employees who were/are currently seeking accommodations, 24 either came to an accommodations agreement or remain engaged in the interactive process. The remaining four were either unable to come to an agreement, or it was determined that there were no reasonable accommodations that would allow the employee to remain otherwise qualified for the specific position.

The ADA Coordinator has 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. EOE has initiated discussions 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. The ADA Coordinator consulted with University Housing in its efforts to prioritize building modifications related to access. A final example is the coordination of 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.

## **EOE Trainings/Presentations**

### Discrimination and Harassment Prevention Outreach

Ninety-seven (97) live presentations on the topic of discrimination and harassment prevention and response (DHPR) were offered to 3,536 participants during 2012-2013, 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 & 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, Sexual Assault Peer Educators, and Academic Support Program for Student Athletes. EOE, in collaboration with the McKimmon Center, also brought an educational program to Central Carolina Community College.

### New 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 970 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.

### New Employee Orientation

Nine hundred and one (901) 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."

## Discrimination and Harassment Prevention and Response Online Training Module

This year, 818 participants completed the Discrimination and Harassment Prevention and Response (DHPR) online training module.

## Equal Employment & 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 as well as remote university locations, resulting in exposing a significant number of managers and supervisors to this Office of State Personnel mandated training (please see the "Outreach & Education" section of the Annual Report for specific data).

## **Initiatives**

For the second year, EOE staff taught "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 Academic Support Program for Student Athletes regarding compliance issues employees may face when working with student athletes.

EOE staff collaborated with other OIED staff to offer a course on cultural competence for the ACE "At Home in the World" initiative. The course is ECD 225: Foundations in Cultural Competence – Developing Cross Cultural Skills for Professional Success. As a result of efforts made on this class, OIED staff presented 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

OIED staff collaborated to submit a proposal to the University Foundation for an educational experience all incoming student will participate in regarding the prevention of sexual violence and sexual harassment.

## Publications and Outreach

With the assistance of OIED's communications team, two new pamphlets were created for distribution and education about 1) Sexual Violence and Title IX, and 2) Resources for employees experiencing a medical condition (i.e., explaining the intersection between ADA Coordination, Leave Administration, and Employee Relations).

Additionally, the OIED communications team worked with EOE to develop "Equal Opportunity & Equity Guidelines," a booklet distributed to new employees during New Employee Orientation sessions.

EOE collaborated with the OIED communications team to update the DHPR online module. The new module is scheduled for preliminary release June 1, 2013.

Web pages within the OIED site have been developed to specifically focus on Title IX and ADA.

## North Carolina Diversity and Inclusion Partners

OIED staff continued its informal partnerships with diversity and inclusion professionals from North Carolina institutions, the North Carolina Diversity and Inclusion Partners (NC-DIP). NC-DIP is a consortium of equal opportunity compliance officers and diversity practitioners from public and private institutions of higher education in the State of North Carolina. The primary purpose of the consortium is to establish a statewide network linking chief diversity officers, equal opportunity compliance officers, 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, NC State was named the "lead convening" institution for NC-DIP. As a result, OIED staff members were responsible for the coordination of two professional development opportunities for diversity and inclusion professionals in the state. On November 29, 2012, NC-DIP hosted a conference entitled "Diversity in Higher Education: Strategy, Structure, and Change." On March 19, 2013, NC-DIP co-sponsored the Diversity and Inclusion Symposium at Wake Forest University. Both the conference and the symposium were well-attended and received positive feedback.



## **Advisory Committees**

### Advisory Committee for Harassment Prevention

The Associate Vice Provost for Equal Opportunity & Equity chaired the Advisory Committee for Harassment Prevention. The Advisory Committee, comprised of 16 members representing diverse NC State units and departments, worked to enhance and expand harassment prevention efforts throughout the campus community. Committee members advised EOE on existing prevention efforts as well as generated ideas for future prevention programs.

### Equal Employment Opportunity Advisory Committee

EOE staff chaired the Equal Employment Opportunity Advisory Committee (EEOAC), a committee which served to provide insight and feedback to OIED in its efforts to eliminate any artificial barriers that may exist for qualified individuals seeking employment or promotional opportunities at NC State. The EEOAC membership represented the diverse demographic and occupational groups within the University's faculty and staff workforce, and was charged with (1) providing recommendations regarding policies, procedures, and programs of the university as they relate to equal opportunity areas, (2) advising the vice provost for institutional equity and diversity on administrative measures to improve the university's performance in these areas, and (3) creating awareness of equal opportunity issues by serving as a vital communication link to the campus community.

### Disability Compliance Advisory Team

The ADA Coordinator and Director of Disability Services co-chaired the Disability Compliance Advisory Team (DCAT). There were 34 members that constituted the DCAT, representing a variety of NC State units and departments. The DCAT focused on advising on accessibility issues across campus, including areas of concern and areas of success.

In 2013-2014, EOE plans to assess the need for three separate advisory committees, exploring the advantages and disadvantages to consolidation of the three groups.

## **Staff**

Associate Vice Provost for Equal Opportunity and ADA Coordinator (EPA, 1.0 FTE): Amy Circosta

Assistant Vice Provost for Equal Opportunity (EPA, .75 FTE): Ursula Hairston

Assistant Equal Opportunity Officer (EPA, 1.0 FTE): Vacant

Administrative Support Associate (SPA, 1.0 FTE): Segrina Justice

### Recognitions

Ursula Hairston completed her Certificate of Accomplishment in Teaching.

### Partnerships

- Academic Support Program for Student Athletes
- Campus Police
- College of Management
- DELTA
- Disability Services Office
- Human Resources – Employee Relations
- Human Resources – Employment Services
- Human Resources – Training & Organizational Development
- Human Resources – Leave Administration
- Libraries
- New Student Orientation
- North Carolina Diversity & Inclusion Partners
- Office of General Counsel
- Office of International Services
- Office of Information Technology – Assistive Technology
- Office of State Personnel
- Office for Student Conduct
- SKEMA
- University Housing
- Women in Science & Engineering



### Committee Memberships and University Service

- Advisory Committee for Staff Diversity
- ACE "At Home in the World" Team
- Alliance for Sexual Assault Prevention



- Campus Mobility Advisory Committee
- Chancellor's Creating Community Awards Nomination Committee
- Disability Compliance Advisory Team
- EOI 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
- Onboarding Implementation Team
- Physical Environment Committee
- Provost's Advisory Council on the Status of Women
- SPA Grievance Panel Chair
- Search Committee for Assistant Director – Women's Center
- Search Committee for Scholar in Residence – Women's Center
- Staff Senate Diversity Committee
- Survivor Fund Advisory Council
- University Physical Master Plan Architecture Committee
- University Mini-Grants Review Committee



#### Staff Development and Professional Activities

- ADA Symposium (Indianapolis, IN)
- Diversity & Inclusion Symposium (Winston-Salem, NC)
- UNC System EEO Conferences (Chapel Hill, NC)
- Title IX Compliance (Chapel Hill, NC)
- National Association of College & University Attorneys CLE (Nashville, TN)
- North Carolina Diversity & Inclusion Partners Annual Conference (Raleigh, NC)
- NCORE (New York, NY)

#### Webinars, Audio-conferences, and Online Courses

- Conducting Campus Student Sexual Assault Seminar
- Clery Act Compliance
- OFCCP Public Briefing on Employment Discrimination

#### Staffing Changes

- Carson Cook separated from his position as Assistant Equal Opportunity Officer effective February 28, 2013.
- Ursula Hairston was promoted to Assistant Vice Provost for Equal Opportunity effective April 1, 2013.
- Recruitment to fill a vacant Assistant Equal Opportunity Officer position is in progress, with an anticipated hire date in June 2013.

### **PRR Activity**

EOE is currently vetting proposed changes to two policies. 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.

EOE will be revising the Resolution Procedures for Discrimination, Harassment, and Retaliation Complaints to reflect recent federal guidance on Title IX.

Changes made resulting from the PRR Review process are anticipated to go into effect during the 2013-2014 fiscal year.

# Faculty Diversity

## Office for Institutional Equity and Diversity 2013 Annual Report

### Assistant Vice Provost Marcia Gumpertz, Ph.D.

#### Programs

##### OIED Faculty Liaisons

Four faculty participated as OIED Liaisons in 2012-13: Maria Correa, Professor of Epidemiology and Public Health; Rajade Berry-James, Associate Professor and Director of Graduate Programs in Public Administration; Monica Leach, Associate Professor and Interim Department Head of Social Work; and Wendy Krause, Associate Professor of Textile Engineering, Chemistry and Science. Their involvement has produced great benefits through their initiatives, and also through their work with the Multicultural Faculty Group, the SREB Institute on Teaching and Mentoring, and the Building Future Faculty Program. The Faculty Liaisons developed the following initiatives.

- Maria Correa developed and organized the First Annual Hispanic-Latino UNC System Faculty Forum, which was held on October 6, 2012.
- Rajade Berry-James organized the 12th Annual Social Equity Leadership Conference, held at NC State on June 5-7, 2013. The conference theme is "Globally Engaged, Locally Responsible: New Challenges for Social Equity". This is an annual conference of the National Academy of Public Administration.
- Monica Leach put together an OIED National Diversity Advisory Board. The Board held its first meeting on May 9, 2013, and will provide important external perspectives to guide the direction of OIED's efforts. It will also be an important fundraising source for NC State's diversity efforts.
- Wendy Krause, with Special Assistant to the Provost Laura Severin, gave specially tailored diversity presentations to faculty search committees. Eleven of the 12 cluster search committees of the Chancellor's Faculty Excellence Program (CFEP) hosted these presentations. All evaluations on these presentations were extremely positive. To date, 6 out of 16 CFEP hires have been women, or 37.5%, which is a 10% increase over current tenured and tenure-track women faculty.



##### ADVANCE Developing Diverse Departments (D3) Project

The ADVANCE Developing Diverse Departments (D3) Project was concluded this year. Brief statements about the major outcomes over the 4 years of the D3 project are given here.

- Faculty hiring in STEM colleges: The female proportion of tenured and tenure track faculty hired increased substantially in PAMS between the 2006-08 years and the 2009-12 years. The proportion also increased, though more modestly, in CALS. The proportion decreased in the College of Natural Resources, however the proportion remained high; 5 out of 11 faculty hired in that college between 2009 and 2012 were female. In the College of Engineering the female proportion hired dipped slightly, but there were gains in the senior faculty - two of the 12 tenured faculty who were hired from 2009-2012 were female. The Colleges of Agriculture and Life Sciences and of Natural Resources increased the proportion of faculty hired from underrepresented groups. The other two science and engineering colleges saw either decreases in the number of African American, American Indian and Hispanic faculty hired or didn't hire anyone from these groups in the 2006-2011 period.
- Representation of women and underrepresented minorities among the NC State tenured faculty has increased from 2006 to the present, not quite as much as we hoped we might be able to achieve but more than we projected if the D3 project had not been in place. Detailed information and data are available in the D3 final report ([http://oied.ncsu.edu/advance/wp-content/uploads/2012/01/Final\\_Report-For-Web.docx](http://oied.ncsu.edu/advance/wp-content/uploads/2012/01/Final_Report-For-Web.docx)).
- The number of women and minority department heads has increased substantially at NC State from 2006 to the present. The representation among deans has stayed about the same; however, the number of female deans dipped to zero in the period between 2006 and 2012. Two of the

five deans hired in the past three years have been women (Natural Resources and Education).

- The risk of not obtaining tenure within the first seven years, adjusted for differences among academic colleges, remains stubbornly high for female assistant professors. It is estimated to be 38% higher for women than for men who joined the NC State faculty between 1996 and 2005.
- Comparison of the 2006 Faculty Well-Being Survey results with those of the 2011 COACHE survey gives some indication that satisfaction has improved among African American, Native American and Hispanic (URM) tenured full professors at NC State. Some areas for concern remain. A high fraction of URM associate professors reported not being satisfied in both 2006 and 2011. On the questions about department culture being conducive to developing to your full potential and department administration effectively resolving internal conflicts, a substantial fraction of URM assistant and associate professors gave more negative responses in 2011 than other faculty.

The final event hosted by the D3 project was the Developing Diverse Departments State-Wide Conference held on September 28, 2012 titled "Advancing Strategic Partnerships: Women and Minorities in STEM". Karen Dace, Deputy Chancellor for Diversity Access and Equity, University of Missouri-Kansas City, spoke on "Moving from Unlikely to Likely Allies in the Academy: Lessons Learned". Using essays from her recently released book, *Unlikely Allies in the Academy: Women of Color and White Women in Conversation*, Karen Dace shed light on the challenges associated with creating and maintaining cross-race alliances in the academy. Diane Magrane, M.D., Director, International Center for Executive Leadership in Academics, and Harriet Hopf, Professor of Anesthesiology and Director of Mentoring, University of Utah Medical School, led a workshop on "Ways of Leading: Challenges and Career Development" which explored how we may use the challenges of implicit bias and cultural expectations to enhance our effectiveness as leaders. Montserrat Fuentes, Professor and Head of the NCSU Department of Statistics, spoke on "Working Together to Achieve Work-life Balance: High Returns for Very Little Investment". In the current economic environment, professionals rank work-life balance as one of the most important work attributes, second only to compensation. This presentation discussed myths about work-life balance programs and offered recommendations to achieve a better integration of work and the rest of our lives, using NCSU as a case study.

The Climate Workshop Series consists of four workshops for a small group of department heads and a climate survey of the faculty and staff in the participating departments. The workshops give the department heads the opportunity to discuss climate issues within their departments, to review NC State climate data and climate data from their own department, to learn about ways to enhance department climate, the challenges and opportunities presented by diversity within the department, the experiences of diverse faculty and staff, best practices for recruiting and retaining diverse faculty, and conflict management skills. The department heads share the results of the department climate survey with the staff and faculty in their departments and work with them to develop and implement an action plan. Department heads Clay Clark, Biochemistry; Mary Ann Danowitz, Leadership, Policy, Adult and Higher Education; Lizette Hardie, Clinical Sciences; Bradley Kirkman, Management, Innovation and Entrepreneurship; and Patricia Simmons, STEM Education are participating in the 2012-13 series. The Climate Workshop Series was developed by the D3 Project and is now being coordinated and funded by the Office of Faculty Development. Betsy Brown, Vice Provost for Faculty Affairs; Margo Daub, Professor and Head of Plant Biology; Rebecca Brent, President of Education Designs; and Marcia Gumpertz, Assistant Vice Provost for Faculty Diversity facilitate the workshops.



Department heads Clay Clark, Biochemistry; Mary Ann Danowitz, Leadership, Policy, Adult and Higher Education; Lizette Hardie, Clinical Sciences; Bradley Kirkman, Management, Innovation and Entrepreneurship; and Patricia Simmons, STEM Education are participating in the 2012-13 series. The Climate Workshop Series was developed by the D3 Project and is now being coordinated and funded by the Office of Faculty Development. Betsy Brown, Vice Provost for Faculty Affairs; Margo Daub, Professor and Head of Plant Biology; Rebecca Brent, President of Education Designs; and Marcia Gumpertz, Assistant Vice Provost for Faculty Diversity facilitate the workshops.

#### Building Future Faculty (BFF) Program

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. This year 32 graduate students and postdoctoral scholars participated in the BFF program. A wide range of departments hosted BFF visitors: 8 departments in Engineering, 6 in CHASS, 2 in Education, 2 PAMS departments, and one department in each of the following colleges: Textiles, CALS, CVM, and the Poole

College of Management. The participants came from universities in all parts of the country, including the University of California at Sanata Barbara, the University of Chicago, the University of Texas at Austin, Howard University, American University, Georgia Tech, Cornell, the University of Illinois at Urbana-Champaign, and Virginia Tech.

#### Assistant Professor's Community

The Assistant Professors' Community held 5 meetings this year. Erin Robinson (Office of Faculty Development) provided support. The APC had 5 meetings in 2012-13, on the following dates:

- 10/8/2011: Research Development at NC State
- 11/8/2011: Juggling Flaming Chainsaws: Work/Life Integration
- 1/28/2012: Making the Right Moves: A Practical Guide to Scientific Management
- 3/12/2012: A Conversation with Recently Tenured Faculty
- 4/8/2012: Planning for the Next One to Three Years

We will begin offering a similar program for associate professors in 2013-14, called the Associate Professors' Community.



## **Initiatives**

### Black Faculty Representation Working Group

The Black Faculty Representation Working Group (BFRWG), a group of department heads and university leaders, met several times from July 2012 to January 2013 to develop recommendations (see <http://oied.ncsu.edu/oied/diversity/BlackFacultyRepresentationWorkingGroup.php> for the membership roster) for increasing the representation of Black faculty at NC State). The BFRWG presented a final report with recommendations to the Provost in November 2012 and an action plan/implementation plan in January 2013. One of the primary recommendations is that each academic department develop a plan for recruiting and retaining Black faculty. Members of this Working Group will assist with creating sample plans and templates and meeting with department heads to explain the rationale and the process. In addition, we are currently working with Betsy Brown, Vice Provost for Faculty Affairs, to develop proposals for short and long term visiting scholar programs to enhance

diversity. The provost has committed to including criteria related to faculty diversity in the call for proposals for interdisciplinary clusters in the next round of the Chancellor's Faculty Excellence Program.

### Lactation Rooms

In 2011-12, 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 Provost's Office committed \$15,000 to provide paint, furniture, door locks, and signage for the new lactation rooms. Seven new lactation spaces have opened in Spring 2013:

- 3001B EBII
- 416 Poe Hall
- 424 Daniels Hall
- 130 1911 Building
- 146 Scott Hall
- 122 Avent Ferry Building
- 1202 Hunt Library

This doubles the number of lactation rooms available on campus. There are eight existing facilities, one each in Talley Student Center, SAS Hall, Admin III, the Student Health Addition, Harrelson Hall, and the McKimmon Center, and two at the College of Veterinary Medicine.

### Faculty Salary Equity Study

The 2012 Faculty Salary Equity Study, to be completed by July 1, 2013, examines salary equity for women and minority faculty at NC State. The model compares the salaries of women and minority faculty to their white male counterparts, taking into account academic college, market rates for faculty in their discipline, rank and tenure status, and years of experience. The process is overseen by a team of faculty and administrators composed of Joanne Woodard, Vice Provost for Institutional Equity and Diversity; Trey Standish, Assistant Director for Enrollment Planning; Barbara Carroll, Associate Vice Chancellor for Human Resources; Betsy Brown, Vice Provost for Faculty Affairs; Alice Taylor, Business and Technical Applications Analyst; Hans Kellner, Professor of English and Chair of the Faculty; Margery Overton, Professor of Civil Engineering and Special Assistant to the Provost; and Marcia Gumpertz Assistant Vice Provost for Faculty Diversity and Professor of Statistics (chair).

### General Education Program (GEP) Diversity Course Development Fund

Last year OIED awarded mini-grants to six faculty to develop courses for the US Diversity GEP list. Of these, one has been approved for the GEP list, 3 are under departmental, college, or university-level review, and one was offered in spring 2013 but the paperwork has not yet been submitted for GEP approval. One course has been abandoned because the faculty member has left NC State. The status of each successful course is listed below, along with the faculty member developing the course.

- HI 453 US-Latin American Relations since 1823. Rich Slatta – This course has been added to US Diversity GEP list.
- ENG 267. LGBTQI Literature in the United States. Gene Melton – This course was offered as special topics course in Fall 2012 and has been approved at the university level. It will be placed on the US Diversity list pending a revision to the statement of course objectives.
- HI 346, 446. Civil War and Reconstruction. Susanna Lee – HI 346 will be taught in Fall 2014 and HI 446 is an existing course. Both courses have been approved at the department and CHASS levels.



- COM 392. International and Cross-Cultural Communication. James Kiwanuka-Tondo. This course is under review in CHASS.
- T 101. Introduction to the College of Textiles. Liz Moran. This course was offered in Spring 2013 and is under review in the College of Textiles.

### Workshops and Speaker Events

The Faculty Diversity Group was happy to be able to provide support to produce three Speaker Events in Spring 2013.

- Jane Tucker, Negotiation for Women, February 22, 2013: Sponsored by the Department of Chemistry. This is a workshop for women faculty and postdocs in the laboratory sciences.
- Kerry Ann Rockquemore: This is a workshop for junior faculty offered May 2, 2013, sponsored by the College of Education Committee on Multicultural Initiatives and Diversity, on two topics:
  - Rethinking Mentoring: How to Build Communities of Inclusion, Support and Accountability, and
  - Writing, Procrastination, and Resistance: How to Identify your Funk and Move Through It.
- Juliana Nfah-Abbenyi and Christine Grant, Keeping Our Faculty of Color. This is a seminar for department heads and deans. June 11, 2013. Sponsored by OIED.

## **Staff**

### Staff Changes

- Garry Morgan joined the Diversity Group of OIED in September 2012 as Diversity Program Assistant. He supports Student, Staff and Faculty Diversity efforts within OIED. Notable achievements include hosting the 2013 Building Future Faculty participants and exhaustive work on the Social Equity Leadership Conference held June 5-7, 2013.
- Ming Trammel's appointment ended on Dec 31, 2012 when the ADVANCE Developing Diverse Departments project was finished. Her notable accomplishments this year include coordinating and chairing the ADVANCE D3 State-wide Conference, coordinating the visit of the ADVANCE D3 external review team, co-authoring the ADVANCE D3 final report, co-authoring the essay "Maybe We're Not So Smart: Identifying Subconscious Bias and Microaggressions in Academia," and moderating the WEPAN webinar "Forging Faculty Alliances in Academia: White Women/Men and Women of Color in Dialogue."



### Papers, Reports, Presentations, and Webinars

- Leibnitz, G., and Trammel, M. 2012. From Barriers to Bridges: A Dialogue for Women in ADVANCE. National Science Foundation JAM 12 Broadening Participation Research, Washington, DC, June 12-15, 2012.
- Trammel, M. and Gumpertz, M. 2012. Maybe We're Not So Smart: Identifying Bias and Microaggressions in Academia. Diverse: Issues in Higher Education, November 8, 2012 (<http://diverseeducation.com/article/49342/>).
- Gumpertz, M., Trammel, M., Brent, C.R., and Wyer, M. 2012. Developing Diverse Departments at North Carolina State University Final Report ([http://oied.ncsu.edu/advance/wp-content/uploads/2012/01/Final\\_Report-For-Web.docx](http://oied.ncsu.edu/advance/wp-content/uploads/2012/01/Final_Report-For-Web.docx)).
- Gumpertz, M.L., 2012. Developing Diverse Departments (D3) at North Carolina State University. American Society for Engineering Education Annual Conference, June 12, 2012, San Antonio.
- Grant, C. and Leonard, D., 2012. Forging Faculty Alliances in Academia: White Women/Men and Women of Color in Dialogue. Facilitated by M.S. Trammel. WEPAN Webinar. October 2012 (PowerPoint and webinar recording available).

### Grants

- NSF, DMR-1252518, Workshop on Ethnic Diversity in Materials Science and Engineering: PI: Justin Schwartz, Co-PI: Marcia Gumpertz. \$49,999. This workshop was organized by Justin Schwartz, Head of the NCSU Materials Science and Engineering Department. The workshop was held on



December 9-10, 2012, in Arlington, Virginia. The workshop was targeted to faculty, department heads, and directors of national labs in the field of Materials Science and Engineering, with the aims of understanding barriers and developing strategies for increasing the ethnic diversity among university faculty and engineers in the national labs.

#### Committees, University, and National Service

##### *Wendy Giddens, Committee Support*

- American Indian Advisory Committee
- University Diversity Advisory Committee
- Chancellor's African American Advisory Committee
- Hispanic-Latino Advisory Group
- Council on the Status of Women

##### *Marcia Gumpertz, University Committees and Service*

- Council on the Status of Women – co-liaison from Provost's office to the CSW
- Faculty advisor to We Connect Now, student organization for allies and students with disabilities

##### *Marcia Gumpertz, National Service*

- American Statistical Association Section on Statistics and the Environment. Chair, Awards Committee.
- American Statistical Association. Member of the Committee on Minorities in Statistics.
- Coordinated JSM Conference Mentoring Program at the Joint Statistical Meetings (JSM) in San Diego, August 2012.

# Staff Diversity

## Office for Institutional Equity and Diversity 2013 Annual Report

### Director of Staff Diversity Deb Collins Luckadoo, Ph.D.

#### Programs

##### Wolfpack Welcome Week 2012

Highlights included the convocation, featuring Common Reading author Rye Barcott, held in the afternoon in an effort to attract more faculty and staff; and the second annual Respect the Pack gathering, with greetings from the chancellor, a performance by a multicultural student dance team, and the signing of a beam for the new Talley. Packapalooza was the new WWW capstone event, a massive street fair on Hillsborough Street, featuring an organization fair, carnival attractions, food sampling, arts and crafts, and concerts.

##### Human Rights Awareness Fair

Human Rights Awareness Fair, part of Diversity Education Week in October, held on the Brickyard to help students recognize that the many areas of social justice that are often discussed on campus are rooted in human rights as outlined in the United Nations Declaration of Human Rights. Students were invited to enjoy a cup of fair trade coffee (Port City Java, purchased from University Catering) while reviewing the poster-sized declaration on display. Two student organizations that work on human rights issues were also present, distributing information and answering questions.



##### Human Rights Day

Human Rights Day was observed on November 14, 2012 at a ceremony in 100 Winslow Hall with Chancellor Woodson on hand for the annual declaration signing. The theme of the program was the first in a 4-part annual series spotlighting the human rights work of students, staff, faculty and alumni. 2012 was Spotlight on Students. Thirty-two students joined the chancellor for breakfast and to talk about their work with hunger, homelessness, literacy, shelter, water, and migrant workers, to name but a few. The students were gathered from CSLEPS, the Women's Center, Caldwell Fellows and Park Scholars. Professor Emeritus Slater Newman, founder of the NC State Human Rights Day observance, also joined the gathering and was very impressed with the students' achievements to promote and celebrate human rights.

##### Sisterhood Dinner

Sisterhood Dinner 2013, sponsored by the Council on the Status of Women in February, honored 125 Transformational Women of NC State. One of the last of the university's 125<sup>th</sup> anniversary celebrations, the Sisterhood Dinner recognized women of NC State who were historical "firsts", who had contributed outstanding athletic or academic achievements, who promoted or provided for the advancement of women, who earned Governor's Award for Excellence honors, or who serve or served in traditionally male roles. Barbara Mulkey, Chair of the Board of Trustees and prominent NC State alumna, served as the keynote speaker and entertainment was provided by the Ladies in Red, a student a capella ensemble. In addition, the annual Equity Awards for Women were given to an outstanding student, staff member and faculty member. This was the first year that nominations were sought in each of the categories, so that like nominees could be considered in the same category. Jacqueline Perry designed a poster depicting as many of the 125 women whose photos we could find, and the posters served as colorful centerpieces and souvenirs for guests.

##### InfoGuide

An InfoGuide for new faculty and staff who attend New Employee Orientation was drafted in collaboration with Elizabeth Snively and Marcia Gumpertz. Since NEO participants were often noticed to be in search of a campus map to figure out where they were and where they needed to go, a map is included in the guide to pinpoint the locations of all OIED offices and other diversity resources. The guide should be available for distribution later this summer.

##### New Employee Orientation

OIED continues to present the University's diversity message to all new employees at the New Employee Orientation (NEO) hosted by Human Resources. The message surrounds OIED's and the university's goals of making the university more welcoming and inclusive, and the role of all employees in that effort. All services for new employees, including orientation, are moving to the new onboarding process through the Business Operation Center.

### Staff Senate Diversity Committee

The Staff Senate Diversity Committee had a great year. Under the very capable leadership of Lynne Barbour from University Housing, the committee chose to devote themselves to programs for staff to raise awareness of the diversity present within the staff themselves, as well as awareness of international cultures. Their Veteran's Day observance included "planting" US flags on the lawn of Harris Field, one for every veteran among the students, staff and faculty at the university, and an appreciation lunch co-sponsored with the Union Activities Board. The committee also hosted the following:

- Lunch and Learns: Chinese food hosted by the Confucius Institute, an origami workshop conducted by the Japan Center, and a Holi Festival awareness program presented by Maitrie, the Indian Graduate Student Association, a workshop on Multicultural Suicide Prevention, presented by Social Work faculty who work on a grant project in which the GLBT Center is also a participant.
- Employee Appreciation Night at Women's Basketball at the game versus Duke in early January. OIED and the Department of Athletics provided pizza and drinks for 400 faculty and staff and their families, while the Staff Senate provided door prizes and hosted a diversity awareness fair featuring the Women's Center, Confucius Institute, Parents and Families Services and University Admissions.

### African American Faculty/Staff Organization

The African American Faculty Staff Organization (AAFSO) had a busy fall semester of programming, hosting a Meet 'n' Greet at the Washington Sankofa Room, a wellness-focused lunch and learn, with Thomas Easley and a local chiropractor, a book discussion with Dr. Sheila Smith McKoy, and finally, a large health fair in Carmichael Gym in November. During the spring semester they have spent their time focusing on internal issues, such as revising their bylaws and planning for the future.

## **Initiatives**

### Task Force on Staff Diversity

The Recommendations of the Task Force on Staff Diversity, facilitated first by Dr. Marcia Gumpertz, and finalized through the coordination of Ursula Hairston, were presented to the Executive Officers Meeting in October. The EOM endorsed the recommendations and mentioned that any recommendations that could be implemented quickly through administrative action should be so done.

### Staff Diversity Advisory Board

The Staff Diversity Advisory Board was formed to review the recommendations and to serve as a sounding board for the Director of Staff Diversity. The board is comprised of staff from almost every college and division, position category and demographic characteristic and meets monthly. In addition to reviewing the Task Force recommendations, the board met with Dr. Nancy Whelchel to learn about the upcoming 2014 rendition of the Staff Wellbeing

Survey, heard the OIED on Tour presentation, participated in an open Q & A session with Barb Carroll, and discussed issues of concern. They have also agreed to work on a staff diversity video to be included in new employee orientation.

### Leadership and Diversity Seminar Series

A Leadership and Diversity seminar series was facilitated for supervisors in University Dining (UD). In collaboration with Dorothy McLeod and a cadre of mid-level UD managers an 8-part workshop was developed for 11 supervisors of front line staff in the dining halls, C-stores and Port City Java coffee shops. Two groups of participants met twice each month, working on topics of identity, culture, and communication. Due to the upheaval in University Dining at the end of the semester, with the clearing of Talley Student Center and the relocation of staff to other facilities around campus, the program review is not complete. The goal is to complete the review before the end of June and to make plans, as indicated, for further training in University Dining. A meeting is also scheduled with University Housing to talk about a similar series for their trades supervisors.



### Supervisor Training

Supervisor Training was one of the strong recommendations of the Task Force on Staff Diversity. The results of the Staff Wellbeing Survey indicated that supervisors around campus are not consistent in their treatment of their employees, in terms of communicating with them about programs and activities

available to them, and they are perceived to selectively offer professional development opportunities such as Pathways and Performance Leadership. Better training for supervisors to improve their cultural competence and their leadership skills may increase the opportunities for all staff, which should improve their status, and lead to an enhanced climate. In collaboration with Dr. Kevin Rice of HR Training and Organizational Development, Dan O'Brien of Employee Relations, Ursula Hairston of OIED and Rachel Monteverdi, family and consumer sciences extension agent and member of the Council on the Status of Women, plans are underway for a more extended workshop series for supervisors on campus. The new training may be a combination of online and face-to-face experiences, which would allow for optimizing resources and offering the training to staff around the state. Mid-level managers are likely to be the target group for the pilot training program.

## **Staff**

Deb Luckadoo



**NC STATE UNIVERSITY**

**125**  
YEARS

- 125<sup>th</sup> Anniversary Committee
  - Subcommittee to plan events for students, faculty and staff,
  - Birthday celebration of ice cream and cake on the Fayetteville Mall for the 4H Congress
- Search Committees for the Faculty-in-Residence of the Chancellor's First-Year Student Leadership Program (2012 and 2013)
- Common Reading Committee. elected chair of 2014 selection process.
- Wolfpack Women Mentors, two mentees, a senior and a freshman
- NCBI Train the Trainer workshop at North Carolina Central University in Durham
- Onboarding Implementation Team of the new Business Operation Center
  - Employee Development Committee (New Employee Orientation)
- Chair, Search Committee for the Assistant Director for African American Student Affairs
- Council on the Status of Women subcommittee on women in faculty and administrative leadership
- University Diversity Advisory Council subcommittee reviewing the UDAC charge

## **Alignment with Strategic Plan**

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

- Provide high-impact educational experiences for undergraduates.
  - Human Rights Day observation: Focus on Students

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

- Supervisor training in University Dining
- Supervisor training collaborative with Human Resources
- NCBI trainer

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

- Enhance institutional pride among all staff, faculty, and students.
- Encourage diversity and inclusion.
- Facilitate work/life balance.
- Promote collaborations among faculty and staff.
  - NEO presentations to new faculty, staff and post-docs
  - Formation of Staff Diversity Advisory Board
  - Council on the Status of Women subcommittee on women in faculty and leadership roles
  - NCBI training
  - UDAC subcommittee on charge and bylaws
  - Staff Senate Diversity Committee programming
  - Council on the Status of Women Sisterhood Dinner Planning Team

# Student Diversity

## Office for Institutional Equity and Diversity 2013 Annual Report

### Assistant Vice Provost Tracey E. Ray, Ph.D.

#### Programs

##### University Mini-Grants

A "Call for Proposals" for the annual University Diversity Mini-Grant Program sponsored by the Office for Institutional Equity and Diversity (OIED) was issued in August 2012. Proposals from faculty and staff for the implementation of diversity and inclusion initiatives and research projects that further the academic mission of the university were sought. All faculty and staff were eligible to apply (full-time, part-time and temporary university employees) for a maximum of \$3,000 to be awarded per mini-grant. Proposals

for projects or research in one or more of the following target areas were encouraged: (1) enhance the quality of teaching and learning about diversity, (2) enrich the diversity experiences of all students (3) create a welcoming and inclusive work and learning environment where differences are respected and valued, that offers opportunity for and supports the success of all students, staff and faculty, (4) improve recruitment, retention and graduation of students from historically underrepresented groups, and (5) increase recruitment, retention and success of faculty from historically underrepresented groups. Proposals were reviewed by a selection committee of faculty, staff and members of the staff of the Office for Institutional Equity and Diversity. Members included: Tracey Ray (convener, non-voting member), Garry Morgan (OIED), Alice Warren (Continuing Education), Ashley Simons-Rudolph (Women's Center), Lori Jones (ARTS NC State- Division of Academic and Student Affairs), Melissa Simpson (Multicultural Student Affairs), Ming Trammel (OIED), Ursula Hairston (OIED), and Yulisa Lin (University Housing, Division of Academic and Student Affairs). There were 36 proposals submitted in 2012 compared to 23 in 2011 (56% increase). Nine proposals were funded, which included:

- African Dance Master Class Series  
- Principal investigator(s): Tara Zaffuto Mullins
- Recognize-Understand-Respect-Honor-Transform  
- Principal investigator(s): Leah Arnett
- We are WE: Improving Recruitment and Retention of Women in Engineering at North Carolina State University  
- Principal investigator(s): Emily Zechman
- Increasing diversity in the NLGL program for experienced educators  
- Principal investigator(s): Meghan Manfra
- Agricultural and Environment Summer Institute for Educators  
- Principal investigator(s): Lisa Guion Jones and Thomas Easley
- Diversity and Inclusion adVenture Experience (D.I.V.E.)  
-Principal investigator(s): David Crye and Ashley Gray
- Extended Support for Achieving Success through Challenges in Engineering and Technology (ASCENT)  
- Principal investigator(s): Susan D' Amico & Marilynn Anselmi
- First Year College North Carolina Immersion Spring Break Program  
- Principal investigator(s): Katie Cartmell and Kimberly Cole
- College Bound  
-Principal Investigator: Kimberly Bush



##### Fall and Spring Diversity Dialogues

The Fall Diversity Dialogue was incorporated into the University's Diversity Education Week. It was held on October 17, 2012 in Stewart Theatre and



featured actress and producer America Ferrera. Over 500 students, faculty, staff attended the event. Her talk followed the debut of her starring in the film version of a recent university common reading, "Half the Sky." Having recently returned to college to complete her degree in international studies, Ms. Ferrera spoke about the importance of civic engagement and her personal journey in television, film, as a producer, and voice for issues of civic engagement and international interest. She highlighted her recent efforts in voter registration through an initiative called, "America for America." The Spring Diversity Dialogue took place on Wednesday, February 27, 2013 in the Talley Student Center Ballroom. It was a student facilitated discussion on the book, *Howl of the Wolf*, a compilation of stories from NC States students as they were enrolled in an Interpersonal Relationships and Race Course. Eight members of the student organization, Wake Up Its Serious, A Campaign for Change and two Diversity Peer Educators from the Poole College of Management served as the facilitators of the dialogue. Two hundred copies of the book, *Howl of the Wolf* were distributed free during the program. About 250 students, faculty and staff attended the program.

#### Diversity Education Week featuring America Ferrera

The Office of Institutional Equity and Diversity partnered with the Union Activities Board, Diversity Activities Board to host the 3<sup>rd</sup> Annual Diversity Education Week. Tracey Ray (OIED) and Shelby Jones (UAB) provided coordination of the calendar of events for the week, which included 16 events. They were as follows:

#### *All Week*

- Exhibit: Selma to Montgomery: A March for the Right to Vote, Gallery, African American Cultural Center, 2nd Floor, Witherspoon Student Center

#### *Monday, October 15, 2012*

- Ally Rally with Student Diversity Peer Educators, 12:00 Noon, Brickyard
- Mis Education of Columbus on Trial, 6:00PM-7:30 PM, Washington Sankofa Room-African American Cultural Center, Witherspoon Student Center

#### *Tuesday October 16, 2012*

- Human Rights Awareness Fair, 11:00AM-1:00 PM, Brickyard
- Project SAFE Ally Training, 1:00PM-4:00PM, Harrelson Hall Room 330
- Minority Association of Pre-Medical Students Fall Conference Event: Focus on AIDS Awareness & Health Disparities, 6:00 PM-7:30 PM, 434 Daniels Hall
- Miss Representation (Film & Discussion), 7:30PM, Witherspoon Cinema

#### *Wednesday, October 17, 2012*

- Transgender 101, 9:00AM-11:00AM, Harrelson Hall Room 330
- These Hands Don't Hurt, 10:00AM-4:00PM, Brickyard
- Equal Employment Opportunity Commission, 2:00PM-4:00PM, Administrative Services Building II, Room 101
- Annual Fall Diversity Dialogue featuring America Ferrera – Valuing Diversity: Lessons from Ugly Betty, 5:00PM-6:30PM, Talley Student Center Ballroom
- Leadership Development Series 184 - Building Bridges: Strengthening Leadership for Diverse Communities (Part 2), 6:30 PM-8:30 PM, 3118 Talley Student Center

#### *Thursday, October 18, 2012*

- African American Cultural Center Book Club, Featuring: "Silver Sparrow" by Tayari Jones, 12:00PM-1:00PM, Washington Sankofa Room- AACC
- Research and Underrepresented Populations, 12:00PM - 1:30PM, Caldwell Lounge
- Neo-Diversity: "The New American Frontier," 6:30PM-8:30PM, Poe Hall Room 216, Featuring a Lecture and Dialogue with Dr. Rupert Nacoste, Professor of Psychology
- A Brief Tour to the Unseen Muslim World, 7:00PM-8:00PM, Riddick Hearth

#### *Friday October 19, 2012*

- "I Heart Diversity" T-Shirt Day, All Day Event, NC State University Campus



## Chancellor's Creating Awards Program

The 7<sup>th</sup> Annual University Diversity Awards Program, renamed the Chancellor's Creating Community Awards Program, was held on April 22, 2013 and co-hosted with Chancellor W. Randolph Woodson. 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. OIED staff and other university employees whose key job responsibilities connect with Equity, Diversity and Inclusion were not eligible for these awards. Detailed criteria was shared for each of the award categories. In addition, monetary awards were given for each of the award categories and are noted above. A committee comprised of 7 members of the OIED staff and members of the University Diversity Advisory Council reviewed the nominations and determined the award winners. 2013 award winners included: Dr. RaJade Berry-James (Outstanding Faculty), Brooke Bailey (Outstanding Staff), Guadalupe Arce-Jimenez (Outstanding Student), College of Natural Resources (Outstanding College/Division) and Feed the Pack Food Pantry (Outstanding Student Organization). Braxton Jackson was recognized as an honorable mention in the category of outstanding student. Wake Up Its Serious, A Campaign for Change and the Union Activities Board were recognized as honorable mentions in the category of outstanding student organization. Advisory groups, councils and committees of OIED, diversity training facilitators and participants [Equal Opportunity Institute (EOI), Project Safe, National Coalition Building Institute (NCBI), as well as other key partners received special recognition at the program.

### Student Recruitment Activities

Tracey Ray and Garry Morgan hosted several campus group visits that could not be accommodated by the Visitor's Center. Groups included, but were not limited to Walnut Creek Elementary, Barwell Elementary, Darden Middle School, Ben L. Smith High School and Heritage High School.

### 30<sup>th</sup> 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. 580 undergraduate students were invited to the banquet to be recognized for their academic achievement. These students were sophomore, juniors and seniors with a 3.0 or higher cumulative grade point average. Special undergraduate award recipients included: Senior Class Award, Junior Class Award, Sophomore Class Award, and the Tony K. Williamson SAAC Leadership Award.

## Department of Multicultural Student Affairs

Two positions became vacant during the 2012-2013 academic year in Multicultural Student Affairs. The vacant positions included the Assistant Director for African American Student Affairs and Assistant Director for Native American Student Affairs. A national search was conducted for both positions and will be fill in June 2013. In addition, Multicultural Student Affairs functioned under the leadership of Roderick Bradley who began in May 2012. Tracey Ray, Assistant Vice-Provost for Student Diversity assisted the department and coordinated/co-coordinated some programs in Multicultural Student Affairs due to staff vacancies. Those programs included advising the W.E.B. DuBois Honor Society, oversight of their spring induction ceremony and assisting with the coordination of the annual Ebony Harlem Awards Program. Rachel Ensing (Assistant Director, Office of Admissions) provided voluntary leadership in the coordination of the annual Native American Awards Program and Pow Wow.

## **Initiatives**

### ECD 225/296: Foundations of Cultural Competence- Developing Cross-Cultural Competence for Professional Success

This course is an initiative of the "At Home in the World" Grant Project, awarded by the American Council on Education and led by the Vice Provost for the Office of Institutional Equity and Diversity, Joanne Woodard and Associate Vice Provost and Director of Study Abroad, Ingrid Schmidt. This course, which was initiated in Spring 2012, was taught as a special topics course (ECD 296) during the Fall 2012 and Spring 2013 semesters. It was approved as a permanent course (ECD 225) in April 2013 and approved for Humanities and U.S. Diversity credit in May 2013. Credit to fulfill the Global Knowledge G.E.P. Requirement is pending a summer vote by the Council on Undergraduate Education. If approved, ECD 225 will be the second course to be approved to fulfill both the U.S. Diversity and Global Knowledge Co-Requisites. As a result, the Council of Undergraduate Education will be reviewing both co-requisites in

the Fall. This 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.

#### Marine Corps Leadership Seminar

This was an initiative from Senator Kay Hagan Office in partnership with UNC Chapel Hill, NC State University and NC Central University. OIED in conjunction with the Center for Student Leadership Ethics and Public Service and the Department of Multicultural Student Affairs hosted a Marine Corps Leadership Seminar on campus on April 11, 2013. Fifty-two students, faculty and staff participated in this unique workshop for developing leadership, courage, tenacity, teamwork and communication skills. The workshop was led by a team of marines from Quantico, Virginia.

#### Social Equity Leadership Conference

Tracey and RaJade Berry-James (Faculty Liaison) are Co-Chairing the 12<sup>th</sup> Annual Social Equity Leadership Conference which will be hosted by NC State University June 5-7, 2013. The annual conference will highlight existing and emerging issues involving social equity in Nonprofits, Education, Policing and Corrections, At-Risk Communities including Immigrants, Aging and the Elderly, Housing, Transportation, Environmental Protection & Sustainability, and Inclusive Excellence. Over 150 people from across the country are expected to attend.

#### Social Justice Living/Learning Community Proposal

J'nai Adams conducted research, crafted a proposal, and presented to staff in OIED for consideration for a Social Justice Living/Learning Community for 2015.

#### General Outreach

Tracey Ray coordinated with the Indian Education Center in Robeson County, NC to host a group of 23 middle school and high school teachers to visit and tour NC State campus on August 23 -24, 2012. The teachers began their visit at the Joyner Visitor's Center, enjoyed lunch at the Innovation Café located on Centennial Campus, toured the Science House, and learned about the Freedom Systems Center. The teachers then visited the N.C. Museum of Natural Sciences 'Nature Research Center' which had recently opened in April 2012. This effort was coordinated in conjunction with the American Indian Advisory Council.

#### African American Coordinating Committee

The African American Coordinating Committee met on a monthly basis from September 2012 to April 2013. Members included representatives from all academic colleges, the Office of Scholarships and Financial Aid, Athletics, the Academic Support Program and Student Athletes, University Housing, TRIO Programs, the Student Support Program, the Office of Admissions, the Graduate School, Multicultural Student Affairs and the African American Cultural Center. Topics discussed this year included but were not limited to: The College of Education's Passport to Success Program, the Pack's Pact- Minority Male Initiatives, the USC 110 course, establishing a core set of responsibilities for all college diversity personnel, a conversation with Campus Police, and sharing monthly roundtable announcements. Two summer extended meetings/retreats are being planned.

#### Military Veteran Affairs Working Group

A university military veteran affairs working group was re-established in Spring 2013 under the leadership of Tracey Ray. The group met on a monthly basis from February 2013-May 2013. The group reassessed the university's progress in all areas as outline on the UNC General Administration's (UNC-GA) Best Practices Guide. A updated report was compiled and sent the UNC-GA. In addition, the group priorities and worked through key areas of improvement which included the following: 1) Identifying and tracking military-affiliated students for evaluating and reporting purposes; 2) Establishing a veteran/military specific space on campus such as a veterans lounge or resource center; 3) Enhancing our military/veteran new student, transfer and parent's orientation sessions. Questions will be added to the Fall Admissions application and Incoming First Year and Transfer student survey's to collect more extensive data on the Fall 2013 and Fall 2014 classes. The committee was comprises of 13 individuals. Membership included faculty/staff from the Office of Admissions, the Graduate School, College of Humanities and Social Sciences – Leadership in the Public Sector Program, Veteran Affairs- Registration and Records, Office of Scholarships and Financial Aid, Academic Programs & Services- Division of Academic and Student Affairs, Student Development, Health & Wellness- Division of Academic and Student Affairs, the University Cashier's Office, University Housing and the Office for Institutional Equity and Diversity. Membership also included student representation from the Student Veterans Association. The group will be called the Military Affairs Working Group for the 2013-14 academic year to avoid any confusion about the interpretation of the word "veteran."

#### Interfaith Prayer and Meditation Space Proposal

As a result of student concerns from the Muslim Students Association and supported by the results of the Spring 2012 Campus Religious and Spirituality Climate survey, research on peer institutions was conducted, compiled and presented on this topic to various constituents including but not limited to: the



University Diversity Advisory Committee, Chaplain's Cooperative Ministry, Talley Student Center Operations Personnel, and the bi-weekly meeting of the Vice Provosts. A formal recommendation to establish and interfaith prayer and meditation space on campus will go to the University Space Committee in June 2013.

## **Staff**

The staff for Student Diversity in the Office for Institutional Equity and Diversity included Tracey Ray, Assistant Vice Provost for Student Diversity, Garry Morgan, Diversity Program Assistant, and Wendy Giddens, Executive Assistant. J'na'i Adams served as a Graduate Intern with Student Diversity and the Department of Multicultural Student Affairs during the Spring 2013 semester. Janell Miller completed a public history project for academic credit through the University Honors Program for OIED Student Diversity projects during the Fall and Spring semesters.

### Professional Development

#### *Tracey Ray*

- Suicide Prevention Training, July, 2012
- Clery Act Online Training
- National Coalition Building Institute- monthly team meetings & retreats.
- NC Diversity and Inclusion Conference sponsored for North Carolina Diversity and Inclusion Partners (NC DIP), NC State University, November 2012
- North Carolina Diversity Inclusion Partners Networking Opportunity, hosted by Wake Forest University (March 2013)
- Summer Shorts in Instructional Technologies, sponsored by DELTA (May 2013)
- American Colleges and University's Diversity and Learning Conference (October 2012) Baltimore, MD
- Jamaica Study Abroad, Amizade, Petersfield, Jamaica, ( June 15-22, 2013).



#### *Garry Morgan*

- Completed all requirements for the Equal Opportunity Institute (EOI) Certificate program.
- Served as the NC College Personnel Association Conference Co-Chair and attend the annual conference at North Carolina Central University (October 2012)
- Served as an American College Personnel Association (ACPA) Foundation Trustee Associate and attended the annual executive board meeting in Washington, DC (December 2012) and conference in Las Vegas, NV (March 2013)



### Teaching & Presentations

#### *Tracey Ray*

- AFS/ARS 346: Black Popular Culture (Distance Education)- Fall 2012, Spring 2013
- ECD 296: Foundations of Cultural Competence, Fall 2012, Spring 2013, co-taught with Beverly Williams and Ursula Hairston
- AFS 497: Special Topics in Africana Studies- Gullah/Geechee Nation Service Learning (Distance Education), Spring 2013, Charleston & St. Helena Island, South Carolina.
- ECD543: The American College Student- served as a Guest Lecturer on Diversity in Higher Education.
- "Barriers to Improving Diversity at Engineering Research Center's (ERC) and Ways to Overcome Them" panelist, National Science Foundation ERC Annual Meeting, Bethesda, Maryland (November 2012)
- "Exploring Intercultural Competence through Collaboration between Diversity and Internationalization," presented by Gailda Davis (American Council on Education, Tracey Ray (NCSU), Beverly Williams (NCSU) and Ursula Hairston (NCSU) , Association for American Colleges and University's Diversity and Learning Conference, October 2012, Baltimore, MD

#### *Garry Morgan*

- Social Capital, Elon University Intersect- Diversity and Leadership Conference , Elon, NC (February 2013)

### Committees

#### *Tracey Ray*

- Brooks Scholarship Review Committee (College Foundation of North Carolina)
- Study Abroad Scholarship Review Committee
- Chancellor's Leadership Awards Scholarship
- (Liaison) Black Alumni Society Undergraduate Scholarship

- (Liaison) Augustus M. Witherspoon Graduate Scholarship
- Council on Athletics (Athletics Compliance Sub-committee)
- African American Coordinating Committee, Co-chair
- Hispanic/Latino Advisory Group (HLAG), Member
- American Indian Advisory Council, Member
- University Diversity Advisory Committee, Member
- National Coalition Building Institute Team Member
- At Home in the World Steering Committee Member
- Respect the Pack Planning Committee (sponsored by Student Government), Member
- Quality Enhancement Plan Coordinating Committee, Member
- Early College High School Coordinating Committee, Member
- Student Center Board of Directors

## Recognitions

### *Tracey Ray*

- Fall 2012 & Spring 2013 , Thank a Teacher program

## **Alignment with Strategic Plan**

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

- ECD 225/296: Foundations of Cultural Competence course initiative
- W.E. B. Du Bois Honor Society
- Marine Corp. Leadership Seminar
- Diversity Education Week Programs & Initiatives
- Association for the Concerns of African American Graduate Students (ACAAGS) Annual Banquet – undergraduate participation
- Interfaith Prayer and Meditation Space Proposal

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

- University Diversity Mini-Grant Awards
- Social Equity Leadership Conference

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

- ECD 225/296: Foundations of Cultural Competence course (for students across all majors)
- Diversity Education Week Programs & Activities
- Social Equity Leadership Conference

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

- Chancellor's Creating Community Awards
- University Diversity Mini-Grant Awards

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

- AFS 497: Gullah/Geechee Nation Service Learning
- Social Equity Leadership Conference
- Jamaica Study Abroad Exploration, Amizade, Petersfield, Jamaica



# Multicultural Student Affairs

## Office for Institutional Equity and Diversity 2013 Annual Report

**Director, Rod Bradley, M.Ed.**

### Programs

#### Academic Enhancement

##### *African American Symposium*

The African American Symposium maintained its 2-session model which was held in August just prior to the start of the academic year for the entire freshman class cohort. 173 of 342 (51%) registered and 98 of 342 (29%) African American students in the freshman class attended. This yield was considerably 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 however preliminary data shows students who attended this year's symposium have an average fall gpa of 3.3

##### *Native American Symposium*

There were 23 self-identified Native American students in the 2012 freshman class. Eleven students (48%) participated in the Native American Symposium. This is down slightly from our targeted yield for this program of 50% or more.

##### *Hispanic Symposium*

The 3<sup>rd</sup> annual Hispanic Symposium took place in August, prior to the start of the academic year. 38 of 95 students (40%) students in the freshmen class attended. This yield exceeded 2011 by 9%. The cultural presentation "Orgullo Latino/Latino Pride" was presented by, Dr. Maria Correa (College of Veterinary Medicine, OIED faculty liaison). 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. Symposium counselors served as translators. More follow up information regarding all Symposiums moving forward is being utilized.

##### *Peer Mentor Program (PMP)*

The Peer Mentor Program's 184+ mentors voluntarily served three targeted populations (and others who requested mentor assignments). The ethnic demographics of the mentors (self-reported) were: Bi/Multi-racial (13), Native American (2), Caucasian (1), Hispanic/Latino (13), Asian American (1), Not Available (1), and African/African American (153). The mean grade point average for the Fall 2012 semester was 3.0, with 73 mentors on the Fall Dean's List! Spring 2013 data collection is in progress. All new mentors were required to enroll in ECD 224: Introduction to Student Development and Peer Mentoring course. It was offered in four sections, which included an online/independent study section. The classes served 85 first year mentors. Programs sponsored by the Peer Mentor Program include the PMP Mix and Match, which facilitated the initial meeting of Mentor/Mentee pairs and attracted about four hundred persons. The Annual Fall Seminar did not take place this year however we worked to provide seventeen peer mentor approved events for both mentors and mentees to attend as educational opportunities. 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 85 attendees. Other service and activities (co) sponsored by the Peer Mentor Program included a Study Abroad information session, Native American Culture Night, Mis-Education of Columbus, and the Annual Fall Mentor/Mentee Cookout. The year concluded with the Annual End-of-Year Awards & New Mentor Induction known as the Spring Fling. Students, faculty & 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 Dr. Jamila Simpson (Physical and Mathematical Sciences). This year's PMP recruitment activities included our traditional advertisement methods of student organization meeting attendance, listserv postings, and personalized email letters to attract students to this servant-leadership opportunity. 90 new Peer Mentors were recruited and current mentors (25) were retained for the 2013-2014 academic year.



### *Freshman Honors Convocation (18<sup>th</sup> Annual)*

A record 334/600 students (55%) 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 (70%), College of Management (66%), College of Engineering (63%), College of Agriculture and Life Sciences (57%), College of Natural Resources (53%), College of Humanities and Social Sciences (55%), and the College of Natural Resources (50%). The event featured Sarita E. Brown, President-Excellencia in Education. 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. A five hour basic version of the program/seminar was only offered during the university's fall break. This was a scaled down version of the full 15 hour program in order to accommodate a different presentation style. We will return to the original format during the 2013-2014 academic year based on statistical data. There were 72 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 Office of Institutional Equity and Diversity 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 reconvened in the spring of this year and met on a monthly basis for internal partners and scheduled one meeting with the external partners.

### *W.E.B. DuBois Honor Society*

NC State's Chapter of the W.E.B. Du Bois Honor Society (national head quartered at Florida State University; incorporated in 2008) continued with its objectives by inducting nine new members during the spring semester. 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. Plans for a Fall 2013 and Spring 2014 are forecasted to include a review of national requirements.

### Recruitment Activities

- Staff from Multicultural Student Affairs provided support to the Office of Admissions with their Fall recruitment receptions "Pack Previews" across North Carolina (Raleigh, Charlotte, Greensboro & Pembroke) as well as the spring, "Pack Premiere" events hosted in Charlotte and Raleigh.
- All Multicultural Student Affairs requests for middle schools were directed to Garry Moore in Student Diversity when the groups could not be accommodated through the visitor's center. The Department worked with the Haliwa Saponi Tribal School on a special visit in May 2013.
- On October 13, 2012 the Office of Undergraduate Admissions hosted its annual Open House program. Prospective students and parents visited campus to learn about the college selection process and NC State University. Our Staff connected with approximately 75 visitors
- MSA Staff and students assisted at the annual Multicultural Visitation Day "Embrace NC State" on Saturday April 15, 2013.
- Rod Bradley provided welcome remarks at 6 spring semester Admitted Student Visits co facilitated by the Office of Admissions and the E. Carroll Joyner Visitor's Center. Each admitted day yielded about 400 people (Total-2,400).

### Cultural Awareness and Reaffirmation

#### *Hispanic Heritage Month*

Programming for Hispanic/Latino Heritage Month included the following activities: 1) La Fiesta Del Pueblo (September 2012) - sponsored by El Pueblo, this is a community based event where NC State students perform community service; 2) El Salsabor! (September 14, 2012) – a cultural exhibition of food, dance and drama, co-sponsored by Mi Familia; 3) Understanding the Latino Vote (October 9, 2012) – co-sponsored by Multicultural Student Affairs, Mi Familia, The Society of Hispanic Professionals, Lambda Pi Chi Sorority, Lambda Theta Phi Fraternity, Lambda Theta Alpha Sorority ; 4) The Mis-Education of

### *Native American Heritage Month*

Programming for Native American Heritage Month included the following activities: 1) American Indian Science & Engineering Society National Conference (November 1-3, 2012) in Anchorage, AK; 2) Native American Culture Night (November 7, 2012) – a cultural exhibition of food, customs, singing and drumming, sponsored the, Native American Student Association, Student Mentor Association and Native American Student Affairs; 3) Film and Discussion-Spirit of Dawn (November 12, 2012) – sponsored by Alpha Pi Omega Sorority, Inc. 4). 18th Annual American Indian Celebration (November 17, 2012)-sponsored by North Carolina Museum of History 5) Cheraw Language Lesson (November 19, 2012) 6) Drum Workshop (November 20, 2012); 7) Dreamcatcher Workshop (November 26, 2012).

### *Kwanzaa*

The Annual Kwanzaa Celebration was held on November 27, 2012 and featured African American Master Story Teller and Writer Donna K. Buie. The program was held in the Witherspoon Cinema and was followed by the traditional Karamu feast (reception) in the Washington Sankofa Room. 15 students served as presenters of the seven principles of the Nguzo Saba, cultural attire models, and/or assistants. Approximately 100 students, faculty, staff and the general public attended the event.

### *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 "A time for reflection and celebration" various opportunities. The Annual Black History Month Calendar was available in full-color, 14x8½ posters and was published in electronic format on the MSA website and listserv and distributed through the Office for Institutional Equity and Diversity's "Diversity Digest," advertising 10 events offered throughout the month.

### *Native American Pow Wow*

The 22<sup>nd</sup> Annual NC State Powwow was held on April 6<sup>th</sup>, 2013 in Carmichael Gymnasium with approximately 800 visitors. This year's competition powwow offered a grand total of \$3,000 in prizes to 1st, 2nd and 3rd place divisions in each category.

### Student Leadership Development and Student Organization Advising

#### *Website/Listserv*

Multicultural Student Affairs launched a redesigned website in August 2011 and again in late fall of 2012. During this these transitions a new listserv system needed to be employed due to the inability to fix the existing system. The listserv disseminated announcements on internships, scholarships, campus and community programs and events. We are working to utilize to most up to date technology and are considering outside sources for the future of our listserv.

#### *Student Leadership Development*

The annual Multicultural Student Affairs Student Leaders Retreat was held in September 2012 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 and Science and Engineering, Society of Hispanic Professional Engineers, and Mi Familia, Lambda Theta Alpha Sorority Inc., Lambda Theta Phi Fraternity Inc., Lambda Pi Chi Sorority Inc. Approximately 30 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 scholarships for freshmen entering any institution of higher education. The UNIDOS Gala was held at NC State this Spring Semester (April). In addition we provided a peer mentor training for Shaw University Students who were looking to begin a formal peer mentoring program.

### *Civil Rights Alternative Service Break*

This Alternative Service Break trip was offered in partnership with the Center for Student Leadership, Ethics and Public Service and the Women's Center. MSA Director 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.



This partnership between the African Studies Program, Multicultural Student Affairs and the Center for Student Leadership, Ethics and Public Service continued during the 2012-2013 academic year. It extended 3 academic credits to an Alternative Service Break (ASB) trip to Charleston and St. Helena Island, SC during the university's spring break (March 2012), embedded in AFS 497: Special Topics in Africana Studies- Gullah/Geechee Service Learning and taught by Dr 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 \$200 each for the ASB experience which included documenting book collections for the Gullah archives. Ten students were enrolled in the course, which was the class capacity as outlined by the Distance Education Office (DELTA). The Department of Interdisciplinary Studies provided support to help offset some of the costs associated with the students group travel.

#### *African American Student Advisory Council (AASAC)*

AASAC was composed of 34 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 Afrikan American Cultural and the African American Cultural Center. Over 150 students, parents, faculty, staff and administrators were in attendance. NC State's College of Humanities and Social Sciences Multicultural Association of Students (CHASS-MAS) won AASAC Organization of the Year.

#### *Native American Student Association (NASA) & American Indian Science and Engineering Society (AISES)*

Native American Student Affairs, the Native American Student Association (NASA), and the American Indian Science & Engineering Society (AISES), hosted its annual Native American Student Awards Banquet on April 5, 2013 in the Walnut Room, Talley Student Center. Dr. Ryan Emanuel and Ms. Kim Pevia 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 85 students, faculty, staff, alumni and guests were in attendance. NASA and AISES also sponsored or co-sponsored social, cultural and educational programming such as Native American Welcome Reception (August 22, 2012), and end of year cookout (April) with both organizations. NASA and AISES members completed community services hours at the following powwows: NC School of Science and Mathematics, UNC-Chapel Hill, North Carolina Indian Unity Conference and UNC-Pembroke.

#### *Mi Familia & 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 10<sup>th</sup> Annual Somos La Revolucion (We Are the REVOLUTION) program March 30 at the McKimmon Center which yielded approximately 300 in attendance. The Annual Unidos Gala (9<sup>th</sup> Annual Awards Banquet) was held at the McKimmon Center at NC State University (April 13, 2013) in a collaboration between NC State, Duke and UNC Latino student organizations. This program acknowledges the successes of students who've made significant contributions academically, socially and politically to the cause of Latino affairs on their respective campuses. Juntos drop-out prevention program and attention to migrant farmworker 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 major service activity; Volunteering at the Boy Club in Raleigh (reoccurring). SMA sponsored several programs including: SMA Game Night, PMP to the State Fair! , Valentine's Day Fundraiser, PMP Movie Night held in the Washington Sankofa Room, Zaxby's and Freshberry Fundraiser. 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 2012-2013 school year.

## **Initiatives**

#### True Colors Facilitators Training

Three members of the staff participated in training to become True Colors certified and enable them to present the program throughout campus. True Colors, a temperament typology communication tool and international model will allow us to provide training to students. This program serves as a catalyst to open greater conversations and learning opportunities about self, others, and differences. This facilitator training was done in consultation with Beverly Jones



Williams as to compliment other OIED diversity/cultural competence trainings.

### OIED Units Student Workforce Training

MSA in conjunction with the Women's Center proposed a student assistant (work study) unit wide training. This would consist of a fall student employee 2 hour workshop featuring a welcome and or presentation by Vice Provost Woodard (or designee). Also students would participate in a job rotation allowing training and exposure to the various units in OIED. The participating units would be the African American Cultural Center, Women's Center, GLBT Center and Multicultural Student Affairs. This idea is to model the training and collaborative opportunities for our students providing a practical approach to workforce development. We hope this pilot will act as a tool for the future training of student assistants.

### Multicultural Student Leaders Collaborative

This was developed as a formal opportunity for multicultural student leaders to meet regularly and share ways to help transform NC State. Students were invited from organizations with a cultural mission. The idea was for a few (10-15 students) to provide various cultural perspectives in developing programs or addressing issues. From this group the Vote night-Post Election Party at the Tunnel was formed.

## **Staff**

- Rod Bradley, M.Ed. – Department Head (began May 22<sup>nd</sup> 2012)
- Abraham Dones, M.S. – Assistant Director for Hispanic Student Affairs
- Derek Oxendine, M.Ed. – Assistant Director for Native American Student Affairs (July -December 2012)
- Melissa Simpson Assistant Director for African American Student Affairs (July 2012-January 2013)
- Jussani Brown – Office Manager
- Mary Medina – Peer Mentor Program Graduate Assistant.
- Rachel Ensing (Admissions) served as a coordinator for the Native American Powwow in a temporary role in the spring semester. J'nai Adams served as a Graduate Intern during the Spring 2013 semester. A national search was conducted for the vacant positions of Assistant Director of Native and African American Affairs in March of 2013. The positions will be filled in June by Ian Stroud (Asst. Dir. Native Student Affairs) Jasmine Omorogbe (Asst. Dir. African American Student Affairs). The department had the following work-study students: Tyler Allen, Shufarrell Bonaparte, Kerwin Chavis, Deina Diaz, Justin Hamilton, Essence Howell, Katina Mitchell, Velvet McClurkin, and Jaqueline Murrillo.



### Professional Development Activities

- All Staff Members Completed the Clery Act Training.
- Rod Bradley participated in the following activities: National Conference of Race and Ethnicity in Higher Education –NCORE (May 2012), National Pan-Hellenic Council (NPHC) Retreat Facilitator (August 2012), Excellencia in Education ALASS Conference (October 2012), Workplace Violence Prevention (February 2013), True Colors Facilitator Training (April 2013) LeaderShape Cluster Facilitator (May 2013), NCORE (May 2013).
- Jussani Brown attended OIED Administrative meetings, personnel connections meetings, and LAN Tech meetings.
- Abraham Dones participated in the following activities: Chair Hispanic Latino Advisory Group -HLAG (2012-2013), National Pan-Hellenic Council-NPHC Retreat Facilitator (August 2012), UNIDOS Advisor-NC State, Duke, Chapel Hill, Minority Male Conference (May 2013), True Colors Facilitator Training (April 2013). Advisors Development Institute (2012-2013), Alternative Spring Break Advisor, Dominican Republic (Spring 2013), Abraham was enrolled in two graduate level courses.
- Derek Oxendine Indian Women of Proud Nations Conference held in Pembroke, NC (September 2012, American Indian Heritage Month planning committee with the North Carolina Museum of History, NASPA Region III Indigenous Peoples Knowledge Community Representative and was re-appointed to serve for the 2012 - 2014 term, NASPA Region III Summer Symposium (June 2012) held in Virginia Beach, VA. Derek Oxendine was appointed to serve as an alumni delegate on the Native American Advisory Committee at the North Carolina School of Science and Mathematics. Derek Oxendine was admitted to the Ph.D. in Educational Studies program at UNC-Greensboro and began doctoral studies in August 2012.
- Mary Medina attended the North Carolina Diversity Inclusion partners (NC DIP) Fall Conference (November 2012), NASPA Conference-Orlando, FL (March 2013), served as a National Coalition Building Institute (NCBI) Facilitator, True Colors Facilitator Training (April 2013).

- Melissa Simpson attended the North Carolina Diversity Inclusion Partners (NC DIP) Fall Conference (November 2012)

#### Teaching/Academic/Professional Presentations

- ECD 224: Introduction to Student Development and Peer Mentoring, taught by Rod Bradley, Abraham Dones, Derek Oxendine, and Melissa Simpson (Fall 2012)
- EAC 301 – Fundamentals of Leadership, taught by Abraham Dones (Spring 2013)
- LDS 195 – Cross Cultural Communication, Abraham Dones
- Cross Cultural Advising, Office for Advising Support, Information and Services, taught by Abraham Dones

#### University Committees

##### *Jussani Brown*

Personnel Connections, Assistant Director Search Committee

##### *Rod Bradley*

University Diversity Advisory Council, Hispanic Latino Advisory Group, American Indian Advisory Council, African American Coordinating Committee, Summer START, Role Model Leaders Forum, Chancellors Leadership Scholarship Review Board, University Open House

##### *Derek Oxendine*

University Open House, Study Abroad Scholarship Reviewer, New Student Orientation Advisory Committee, Greek Life Student Awards Committee, New Student Orientation Assistant Director Search Committee, Chair- American Indian Advisory Council, Harassment Prevention Committee, Chancellor's Leadership Scholarship Committee, Talley Renovation Marketing Committee, and Leader of the Pack Review Committee.

##### *Abraham Dones*

Academic Support Program for Student Athletes Advisory Committee, Pack's Pact, Hispanic/Latino Advisory Group, Wolfpack Welcome Week Planning Committee, Student Affairs Programming Committee, Tunnel of Oppression Committee, Real Life at NC State Planning Committee, Study Abroad Scholarship Reviewer, Leader of the Pack Review Committee, North Carolina Society of Hispanic Professional Scholarship Review Committee, and Chair- the Hispanic Latino Advisory Group, Center for Student Leadership, Ethics and Public Service Butler Awards Review Committee.

### **Alignment with Strategic Plan**

Goal 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

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

- AFS 497 Gullah/Geechee Alternative Service Break Trip and the Civil Rights Alternative Service Break

Goal 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

## Office for Institutional Equity and Diversity 2013 Annual Report

**Director, Sheila Smith McKoy, Ph.D.**

### Programs

#### Exhibits

*Majesty Incognito: East Meets West, August 1 – August 31, 2012*

The African American Cultural Center presented “Majesty Incognito: East Meets West” highlighting the work of Tokyo-born artist, Yuko Taylor, whose art is inspired by images of 19th Century African Americans. Blending traditional Japanese styles and icons with portraits of African American men, women and children whom Taylor salutes as the “builders of this country, the exhibit was the first summer exhibit at the AACC and the first exhibit curated by the AACC. The gallery opening included a performance by the Thomas Taylor Trio, a jazz band with members affiliated with the North Carolina Central University Department of Music. The partnership for the exhibit also included the Roundabout Art Collective of Raleigh. The event was well-attended by both campus and community participants. Approximately 200 visitors viewed this exhibit. Photographs of the event may be accessed at <https://www.facebook.com/media/set/?set=a.394981483898883.92433.217230441673989&type=3> (USP, Goals 1, 3 and 5).

*Selma to Montgomery: A March for the Right to Vote, September 12 – November 7, 2012*

Comprised of photographs taken by award-winning African American photographer, Spider Martin, the exhibit documented the series of Civil Rights marches calling for the enactment of voting rights legislation in Alabama that took place from March 5 – March 25, 1965. Consisting of 46 black and white photographs, the exhibit documents the issues faced by the multi-racial participants in the marches. This exhibit drew a substantive audience for the duration of the exhibit. The exhibit also interfaced well with classes from the Africana Studies Program and the Department of History and was included in course syllabi. Approximately 300 visitors viewed this exhibit. (USP, Goals 1, 3 and 5).

*Opening Doors: The Lives and Legacies of Lawrence M. Clark and Augustus M. Witherspoon (Inaugural Exhibit of the Writing the Lion's Tale Series) January 31 – August 1, 2013*

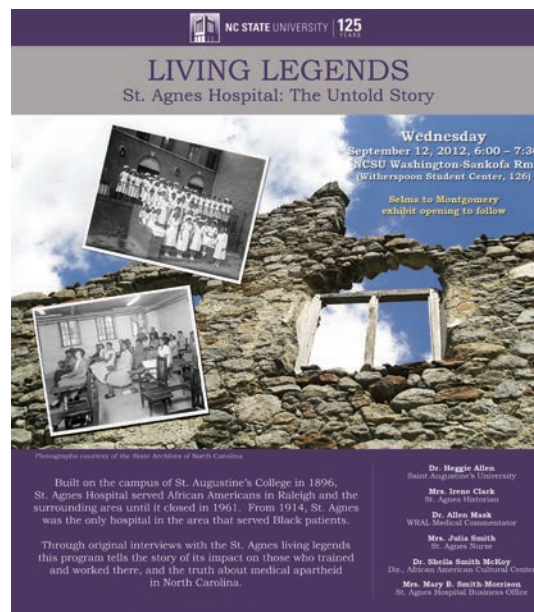
This exhibit funded, in part, by the 125<sup>th</sup> Anniversary Committee, is the first in a series of exhibits that will be curated at the AACC under “Writing the Lion's Tale.” Commemorating the lives of the two men who changed the face of NCSU in terms of diversity, the exhibit chronicles the lives and achievements of Lawrence M. Clark and Augustus M. Witherspoon. This exhibit has been the most visited exhibit in the history of the African American Cultural Center; it has been the focus of special events, unique sessions with international students from Brazil and France, incorporated into class syllabi and attended by individuals interested in this aspect of NCSU's history. The exhibit includes a 10 minute original video. A longer, 30 minute commemorative video is currently in post-production and will be available for sale by June 30, 2013. The exhibit was featured on the North Carolina State University home page. The exhibit is still open and is regularly visited. At the present time, approximately 1200 visitors have viewed this exhibit. (USP, Goals 1, 3 and 5).

#### Harambee (August 22, 2012)

Harambee is an annual event that was significantly revised during the 2012-2013 academic year. Although the event met the expectation of welcoming faculty, staff and students to the new year and engaged new members of the campus community, it also included the “Majesty Incognito: East Meets West” with the artist, Yuko Nogami Taylor. The Thomas Taylor jazz trio performed at the reception. Approximately 180 administrators, faculty, staff, students, alumni and community members attended the event. (USP, Goals 1 and 4).

#### Living Legends (September 12, 2012)

St. Agnes Hospital: The Untold Story - Through original interviews with the St. Agnes living legends, the program told the story St. Agnes Hospital, its local



The poster for "Living Legends: St. Agnes Hospital: The Untold Story" features a collage of historical photographs of the hospital and its staff. The text on the poster includes the title "LIVING LEGENDS St. Agnes Hospital: The Untold Story", the date and time "Wednesday September 12, 2012, 6:00 - 7:30", the location "NCSU Washington-Sankofa Rm (Witherspoon Student Center, 126)", and a note that the "Selma to Montgomery exhibit opening to follow". It also lists several speakers: Dr. Reggie Allen, Mrs. Irene Clark, Mrs. Allen Mack, Mrs. Julia Smith, Dr. Sheila Smith McKoy, and Mrs. Mary B. Smith Morrison.

For more information on the program please call the African American Cultural Center at (919) 515-5210. In compliance with the Americans with Disabilities Act, NC State will honor requests for reasonable accommodations made by individuals with disabilities. Requests can be served more effectively if notice is provided at least 10 days before the event. Direct accommodation requests to Darin Jones at (919) 515-5882.



and regional impact, and its place in the history of medical apartheid in the U.S. The program included a panel discussion involving Dr. Allen Mask, WRAL Medical Commentator, Mrs. Mary B. Smith-Morrison (former St. Agnes Hospital Business Office employee), Dr. Salimeh El-Amin (Associate Professor, Allied Health Sciences, St. Augustine's University) and Dr. Sheila Smith McKoy. The 30 minute short documentary about St. Agnes was produced, written and directed by Dr. Smith McKoy for the program. The film includes interviews with Dr. Hengameh G. Allen (Dean and Executive Director, College of Allied Health, St. Augustine's University), Mrs. Irene Clark (St. Agnes Historian), Mrs. Juliana Smith (former St. Agnes Nurse). The opening of the Selma to Montgomery exhibit and a reception immediately followed the program. Voter registration was available on site. This program was really embraced by the community. Several audience members shared stories about their connection to St. Agnes. The AACC continues to receive requests for copies of the documentary video created for this program. The program is also regularly broadcast on channel 18. The program was attended by approximately 170 participants including administrators, faculty, staff, students, alumni and community members. (USP, Goals 1, 4 and 5).

#### SPACE (Saturday Program in Academic and Cultural Enrichment) (September 15, 2012 – April 20, 2013)

This year, this innovative program linking U.S. students with their counterparts globally, focused on two international schools, one in Ghana and the other in Jamaica. The program re-connected with the students at Osino Presbyterian School in Osino, Ghana; the Holmwood Technical High School in Clarendon, Jamaica was added to the program. The program began well, with 15 students at the AACC; 35 – 40 students in Ghana, and 8 students in Jamaica. The site in Ghana was not able to fully participate because of rolling brown-outs in the country which impacted both electricity and band width. Although the site was visible on the Skype link, we were unable to hear the students. Much of their participation took place via email and via the telephone. The Jamaica site was impacted early in the program by Hurricane Sandy; however, they participated well throughout the year until February when we were unable to get appropriate permission to send cameras to the site as we had planned. The U.S. students come from a variety of high schools in the area, including the NCSU STEM Early College High School. Four students returned from last year's pilot SPACE Program, three of whom participated as peer mentors. The cultural trip for the SPACE students took place in Charlotte, NC, on December 8<sup>th</sup>, during which time the students visited heritage sites and participated in the "America, I Am" exhibit at the Harvey Gantt Center. The U.S. students completed their research projects on April 20, 2013. their first internationally engaged research projects. For additional information about the SPACE Program, please see the AACC website and see the SPACE Annual Report. (USP, Goals 1,3 and 5).

#### AACC Tour

Uganda: The Pearl of Africa (December 26, 2012 - January 6, 2013) The AACC Tour Program enabled the AACC to create global connections and to enhance educational innovation. This year's program, Uganda: The Pearl of Africa, was a successful collaboration with CSLEPS. Six students and one participating faculty member, Derek Aday, Associate Professor of Biology, accompanied Dr. Sheila Smith McKoy and Dr. James Kiwanuka-Tondo, Associate Professor of Communication. The tour was focused on HIV/AIDS and the impact of clean water resources. In addition to visiting cultural sites and participating in safaris, the participants worked with TASO, the AIDS Service Organization, a non-governmental organization focused on HIV/AIDS treatment and researched access to water resources in both rural and urban areas in Uganda. The trip has become the launching point of NCSU collaboration with the Maama Watati project which will involve faculty from CHASS, CALS, CNR and CVM as well as staff from CSLEPS and the Office of International Studies. For additional information, see the NCSU Maama Watati Concept paper. (USP, Goals 1,2,3, 4 and 5).



#### AFS Faculty Book Talk: Deidre Crumbley: Saved and Sanctified: The Rise of a Storefront Church in Great Migration Philadelphia and Marc K. Dudley, Hemingway, Race, and Art: Bloodlines and the Color Line (September 26, 2012)

The program included author commentary and video essays about each of the two Africana Studies Program faculty members and their research. Focused on their recent book-length publications, the program enabled students to converse with faculty about their research and their foci within the interdisciplinary work of Africana Studies. Two original videos were produced by Dante James for the program. The videos currently stream on both the Africana Studies Program website and the AACC website. The program provided a unique educational experience for our students and other participants. The program had a low attendance; only 6 participants were present for the program. (USP, Goals 1, 2, 3, 4, and 5).

#### Infiltrating Hollywood: The Rise and the Fall of the Spook Who Sat by the Door (September 29, 2012 (Hayti Heritage Center)

Working in collaboration with other members of the Southern Black Film and Media Consortium, a consortium linking the AACC with our counterparts at UNC, Chapel Hill and Duke University, the NCSU Africana Studies Program, academic units at St. Augustine's College, Shaw University, UNC, Greensboro, NC A & T University, NC Central University and Bennett College and one community partner, the Hayti Heritage Center, presented a screening and panel discussion of *Infiltrating Hollywood: The Rise and Fall of the Spook Who Sat by the Door* (2011). The film, directed by Christine Acham and Clifford Ward, adapted from the equally controversial 1969 novel by Sam Greenlee, focuses on the making of and FBI repression of the film. When *The Spook Who Sat by the Door* first released in 1973, it presented a very different view of Black life from that presented in the Blaxploitation films that defined the era. Including interviews with Sam Greenlee and Melvin Van Peebles, the documentary discusses the importance of film as a medium of social commentary. Following



the screening, a panel discussion of humanities scholars, including Sheila Smith McKoy, Charlene Register, Joseph Jordan, and filmmaker, Dante James contextualized and critically situated the film. Although Sam Greenlee accepted the invitation to participate in the event, he was hospitalized and could not attend. This important screening and panel discussion linked filmmakers, humanities scholars, community-based organizations in celebration of African American experience, history and culture. This project was made possible by funding from the North Carolina Humanities Council, a statewide nonprofit affiliate of the National Endowment for the Humanities. Dr. Charlene Register (UNC) and Dr. Sheila Smith McKoy were featured on the UNC NPR radio program The State of Things, hosted by Frank Stascio, on September 28, 2012. We also placed an advertisement in The Independent to advertise the event. Approximately 160 participants from the area participated in the event. (USP, Goals 1, 3, 4 and 5).

#### The Mis-Education of Columbus: Columbus on Trial (October 15, 2012)

Partnering with Multicultural Student Affairs, the AACC organized this panel to examine the impact of Columbus on contemporary African American, Native American and Latino/o American Cultures. The program was a part of Diversity Week programming for the year. Program participants presented research and commentary on the social, historical and cultural impacts of Columbus. The panelists included Dr. Clifford Griffin, Associate Professor of Political Science and Director of International Programs for the College of Humanities and Social Sciences, Prof. Dick Reavis, Associate Professor English, and Ms. Rosa Saavedra, an internationally known farm worker rights advocate. Approximately 100 students, faculty, staff and members of the surrounding community attended the program. (USP, Goals 1, 3, 4 and 5).

#### AACC Book Club Programs (October 18, 2012 and March 26, 2013)

There were two book club discussions held this school year. In the fall book club gathering, we met to discuss Tayari Jones' Silver Sparrow which led to a lively discussion centered on polygamy and family secrets. In the spring book club gathering, we met to discuss Makuchi's The Sacred Door and Other Stories: Cameroon Folktales of the Beba (March 26, 2013) which introduced us to great folktales and riddles from the Beba. It was an informative discussion in which participants were able to see similar themes of the folktales across several cultures. These events were not well-attended. The Jones presentation attracted approximately ten participants and the Makuchi reading attracted six participants. (USP, Goal 1).

#### Heritage Day (October 27, 2012)

In 2003, the AACC changed the format of Heritage Day from a lecture into a program that targets community youth from underserved populations. This year, workshops included step team, gospel choir, theatre, Hip Hop Dance, African Dance, textiles crafts and the blacks and wax museum. With the goal of maintaining existing networks while seeking to serve new pockets in the community, the AACC targeted a local church whose minister is on staff at NCSU. The result was as planned and the new group attended several programs throughout the year. Approximately 200 participants, including community youth, NCSU students, AACC Administration, and staff attended the event. (USP, Goals 1 and 4).

#### Shoeboxes of Love: (November 1, 2012 - December 15, 2012)

This signature program is focused on teaching our students to give back to the community. This social service program connects the AACC with departments across campus including the Office of the Provost, the Women's Center, CSLEPS, Housing, DH Hill, Greek Life, Union Activities, NCSU Joyner Visitor Center's staff and Student Media. Student organizations participation included CHASS-MASS, 100 Black Men, the Mu Omicron Chapter of Delta Sigma Theta Sorority, Inc., the Kappa Omicron Chapter of Alpha Kappa Alpha Sorority Inc., Reach Out and Touch, PEACE Church, Uninhibited Praise and the African Student Union. To maximize productivity, time and box balance the AACC moved from accepting individual items to accepting filled boxes. This format raises conscientiousness regarding the needs of underserved populations by teaching guidelines such as not packing candy in the box with soap. Community groups and organizations such as Strengthening the Black Family, Community Success Initiative, local churches and community service programs were provided with boxes for their constituents. Each year, the reach of the program continues to grow; the total number of boxes collected this year was 225. (USP, Goals 4 and 5).



#### Red, White and Black Walk (Monday, November 8, 2012 and April 11, 2013)

Partnering with D. H. Hill Library, under the leadership of Toni Thorpe, the AACC has continued to present this campus walking tour focused on the history of African American students and faculty leaders at NCSU. . Walter Jackson (NCSU Department of History) and Toni Harris Thorpe, who shared African American history from oral narratives, led two primary walks during this academic year. Additional walks have been requested throughout the year to serve the needs of

alumni and faculty who have incorporated the walks into their courses. During this academic year, the Red, White and Black Walks have been featured on the university home page, is the subject of an app developed by the staff of the D. H. Hill Library and has been featured in an article in *Diverse Issues in Higher Education* (<http://diverseeducation.com/article/51363/#>) and in an article entitled "University's App Provides a Walking Tour of Black History" in *American Libraries* (v. 44, 2013, p. 20). We estimate that approximately 250 members of the university community, the surrounding community and alumni have participated in the walks this year. (USP, Goals 1 and 5).

### 2013 Martin Luther King Campus Commemoration: (January 14, 2013)

This year's campus commemoration was moved from main campus to the McKimmon Center to accommodate the large crowd that this year's speaker, Dr. Iyanla Vanzant, was expected to draw. The event, though free for members of the campus community, was a ticketed event; members of the general public were charged \$10.00 to attend. Dr. Iyanla Vanzant, author of *Peace from Broken Pieces* and host of OWN's *Fix Your Life*, engaged the largest audience to date for the MLK Commemoration. In addition to the NC State campus community, the event included wide participation from the Mary Lou Williams Black Cultural Center at Duke University, the Stone Center for Black History and Culture at the University of North Carolina, Chapel Hill, St. Augustine's University, Shaw University, and North Carolina Central University. This event was also the inaugural event for a new student group housed at the AACC, AYA: The African American Cultural Center Ambassadors. The ambassadors assisted with ticket distribution, marketing, ushering and evaluation collection. In addition to partnering with Ticket Central for the event, we worked with Student Media to advertise the event. The AACC also used social media to market the event. As importantly, the event was featured on the NC State University home page. The Martin Luther King Campus Commemoration was attended by over 680 members of the campus and local communities.



### Children's Author and Illustrator Don Tate (January 24, 2013)

There were two sessions held for Don Tate who was in the Raleigh area to promote his newest release *Hope's Gift* written with Raleigh, NC author Kelly Starling Lyons. This was a co-sponsored event with Interdisciplinary Studies. Tate's presentation was multi-media based and he connected well with the audience. The attendance from students and staff at Centennial Middle School made the event a success. They were a great audience that asked probing questions. From later conversations with staff members at Centennial, they valued being invited to attend and the students still remembered the visit and his presentation. The program involved approximately 40 participants. (USP, Goals 1 and 5).

### African American Read-In (February 6, 2013)

A panel discussion was held using Toure's *Who's Afraid of Post-Blackness* as the framework for the discussion led by Dr. Smith McKoy and students from North Carolina State University who presented their thoughts on race, racial identity, and the notion of blackness. Attended by more than twenty people from campus and local community, the conversation was spirited and enlightening. Students want to have more of these discussions and it was suggested to invite students from area colleges to participate in future panel discussions.

### L. M. Clark Luncheon and Lecture: (March 19, 2013)

The Clark Luncheon and Lecture featured Dr. Ricky Jones, author of *Black Haze: Violence, Sacrifice, and Manhood in Black Greek-Letter Fraternities* (2004) and *What's Wrong with Obamamania?: Black America, Black Leadership, and the Death of the Political Imagination* (2008). Focusing on the controversial issue of hazing, the lunch lecture, originally conceived of to accommodate 20 participants, attracted over 50 participants including students, staff, faculty and members of the wider community. In addition, although the lecture was scheduled to last from 12:00 -2:00, the event actually ended at 3:15. Comments from participants were positive, despite the passion that was clearly articulated during the event. (USP, Goals 1, 2, 3 and 5).

The energy of the lunch time presentation continued with the evening lecture. Dr. Ricky Jones presented an engaging lecture entitled "How Greek Letter Organizations Will Kill themselves: Necessary Responses to Hazing in the 21<sup>st</sup> Century;" the lecture was based on his own scholarship and advocacy work as well as the work of other anti-hazing researchers. The program was followed by a reception and invitation for guests to view the Opening Doors Exhibit. Participation in the event exceeded our seating capacity of 100 chairs; it was attended by 220 participants comprised of members of the Clark family, administrators, faculty, staff, students and members of the local community attended. (USP, Goals 1, 2, 3 and 5).

### The Lawrence M. Clark University Community Dinner (March 21, 2013)

The AACC presented this signature event, revising and reviving the University Community Brotherhood Dinner which ended in 2009. Funding by table sponsorships, corporate donations, and the support of OIED, the Lawrence M. Clark University Community Dinner reestablished linkages with Shaw University and St. Augustine's University at the event that recognized student, faculty and humanitarian achievement. Six students, two each from North Carolina State University, St. Augustine's University, and Shaw University, received a \$500.00 scholarship for outstanding academic achievement. One faculty member, Dr. James Kiwanuka-Tondo received the newly established Lawrence M. Clark Faculty Excellence Award. Two humanitarians, one local and one international received the Benjamin O. Mays Award for outstanding contribution to American culture: Margaret Rose Murray, a local community

activist and organizer, and Charlotte O'Neal, whose work in the U.S. and Tanzania link two disparate cultures. Administrators from each of the campuses participated in the event including Chancellor Randy Woodson, Provost Warwick Arden, Vice President Evelyn Leathers (Shaw University), Vice President Roland Bullard (St. Augustine's University), Dr. Sheila Smith McKoy and Mr. Darryl Lester, Interim Assistant Director, AACC. EventusEnvision, a local event planning company, worked with the AACC to plan the event at no charge to the AACC. The program received wide acclaim via email and phone messages. Of particular note was the length and format of the dinner and the selection of a local humanitarian along with an international humanitarian. Though the program was also intended to be a fundraiser for the AACC, there was not a significant profit made from the program. Please see the attached Excel file for the financial report on the program. (USP, Goals 1, 4 and 5).

#### Ebony Harlem Awards: (April 26, 2013)

This signature program has celebrated the achievements of students of African descent at North Carolina State University for several years. Faculty and staff members participated in the event by presenting the awards. In addition to AACC staff, campus participants included Vice Provost Joanne Woodard (OIED), Dr. Monica Leach (Department of Social Work), Ms. Terri Price, Ms. Roushaunda Breeden (Poole College of Management), Mr. Greg Tourino (D.H. Hill Library), Mr. Woody Joseph (University Housing), Mrs. Courtney Simpson (TRIO Student Support Program) and Mrs. Tammeka Allen Whitaker (College of Design). Guests from the focus target included Ms. Justine Hollingshead, Dr. Tim Luckadoo, Dr. Deb Luckadoo, Mr. John (USP, Goals 1 and 5).



#### With the Africana Studies Program

##### *African Diaspora Film Festival, Campus Cinema, Witherspoon Student Center (October 1 – November 5, 2012)*

- 10/1 - Apocalypse Africa: Made in America (2008), Dir., Del Walters. Speaker: Del Walters
- 10/8 - Love Brewed in an African Pot (1981) Dir: Kwah Ansah, Speaker: Dr. Sheila Smith McKoy
- 10/22 - Night Catches Us, Dir: Tanya Washington
- 10/29 - MAMA C: Urban Warrior in the African Bush (2012) Dir: Joanne Hershfield; Speaker Dr. Joanne Hershfield
- 11/5 - An African Election, Dir., Jarreth Merz. Speakers: Benjamin Ankomah, MA, Social Work, Fritz Biveridge (PhD Candidate, Archeology, University of Ghana, Legon), and Inusah Abdul Nasiru (PhD Candidate, Psychology, University of Ghana, Legon)

##### *The University in the Community Forum (December 1, 2012)*

University in the Community Forum: HIV: A Global Campaign, A Local Focus Commemorating World AIDS Day; Speakers: James Bunn, co-founder, World AIDS Day, Dr. James Kiwanuka – Tondo and Dr. Sheila Smith McKoy.

#### Additional University and Community Partnerships

##### *NCSU Libraries: D.H. Hill with Marian Fragola, Director of Program Planning and Outreach*

- Red, White and Black Walk: (November 8, 2012 and April 11, 2013).
- ReadSmart: Dr. Smith McKoy reviewed Tony Morrison's Home on August 23, 2012.
- The Student Leadership Initiative: Featured in the Hunt Library Opening on April 3, 2013
- Ms. Fragola serves on the AACC Advisory Board.
- Mr. Greg Tourino, Associate Director of Centennial Campus Research Services, NCSU Libraries, participated in the 2012 Ebony Harlem Awards as an award presenter.
- Schedules semester private gallery tours of AACC Exhibits for DH Hill Diversity Committee
- 2013-2014 Future Plans: The Long Civil Rights Movement: Content, Context and Capacity. The AACC has been approached to participate in this grant opportunity.

##### *TRiO Student Service Program: Courtney Simpson, Program Director*

- Gives student credit to students who attend programs sponsored by the African American Cultural Center. Schedules individual group tours of exhibits to ensure that student attend AACC Gallery exhibits

##### *University Scholars Program: Ken Johnson, Assistant Director*

- Seeks opportunity to co-sponsor programming by meeting with AACC each semester

##### *Shaw University – Donna Battle, former University Chaplain*



- Speaking engagement for the ACES program
- Sunday Leadership Breakfast: September 23, 2012 – A conversation between student leaders from St. Augustine's University, Shaw University, North Carolina State University, Duke University and North Carolina Central University. Facilitated by Toni Harris Thorpe
- Shared worship Sundays: Each semester PEACE Church visits Shaw University. PEACE Church Choir also sang as a guest choir and participated in service.
- Toni Thorpe presented as part of the Lay Minsters Series during Fall 2012

*St. Augustine's University (Community Youth Program) – Contact: Iyailu Moses, English Department*

- Positive communication Skills for Youth – workshop that focuses on African American values and respect for elders as well as basic communication skills with an emphasis on manners and positive energy and presentation.

*Centennial Campus Magnet Middle School – Esung Weever – Language Arts Teacher*

- Will establish a regular visit schedule to work with the Centennial Middle Diamond Gems program. This is a student support program designed to provide leadership, academic and social skill building support for a group of twenty young girls. The program meets during the school day. The AACC will assist with support from the AYA ambassadors and AACC student residential groups.

*Community Success Initiative – Dennis Gaddy, Director*

- Distributor of Shoeboxes of Love to support community of parents who are incarcerated with providing gifts and support for their children.
- Consistent supporter of PEACE Church and AACC programs and events including the Clark Dinner and the 2012 MLK Campus Commemoration

*The YMCA – Charlene Provilius – Alexander Family YMCA Youth Coordinator*

- Contact for organizing participation for community youth in Heritage Day, Blacks in Wax Museum, Homecoming Carnival and selected AACC programs

*Young Women's Leadership Academy – April Love, Assistant Principal and Director of Outreach*

- Sheila Smith McKoy and Toni Thorpe participated in the Professional Career Day (February 15, 2012)
- AACC connected Mrs. Love with members of the Kappa Omicron Chapter of Alpha Kappa Alpha to provide a step team workshop activity. The KO members also participated in the evening Black History Program and the Professional Career Day with the emphasis on seeking a college education.
- Mrs. Love and her staff with students attended the AACC Blacks in Wax museum.

## **Initiatives**

### Development Goals

The AACC worked closely with the University Development Office to generate donor information for its initiatives this year. The Center is still in the process of creating a donor base but made significant progress due to development initiatives associated with the Lawrence M. Clark University Community Dinner. In addition, the hire of Darryl Lester as the interim assistant director of the AACC will enable the AACC to create a viable and sustainable development plan.

### Programming Goals

During the 2011-2012 academic year, the AACC set the following goals. The details which follow describe our progress in meeting these goals during the 2012 – 2013 academic year.

1. To establish sister-center relationships with relevant international research centers.

This goal was met with the establishment of the Southern Black Film and Media Consortium which resulted in one grant-funded event. These linkages have, however, continued, particularly in regards to the Sonja Haynes Stone Center at UNC.

2. To establish African language courses utilizing native speakers for both the community and the campus in a course with significant cultural content.



The Center has identified native speakers of Twi, Ga, Yoruba and Beba who are interested in working with us to develop the course. I have also connected with Dr. Ruth Gross, Head of the Department of Foreign Languages, who has advised that we work closely with a new hire in Franco-phone language and literature during the fall, 2013 semester.

3. To consult with media specialist to begin producing a weekly issues and research oriented podcast produced at the AACC.

Although the AACC hired Dante James, who was involuntarily separated from the AACC in December, to fulfill these responsibilities, he did not make a significant impact in this area. Sheila Smith McKoy's work in short documentaries for AACC programs have, however, partially met this need. We will reevaluate this goal after the new hire of the assistant director is made and we are fully staffed.

4. To establish a faculty-in-residence program that brings faculty with active research projects to the center.

The AACC pioneered the residency program; however, we did not have a faculty liaison during this academic year. We plan to seek permission to have a faculty liaison during the 2013- 2014 academic year.

### *Student Engagement Activities*

While we have committed to creating an infrastructure to mentor our residential student organizations, staff changes prevented us from formally meeting with these groups as frequently as we did last year. All of the staff, however, has been engaged with members of the residential student organizations and in mentoring our student workers. The establishment of AYA: The African American Student Ambassadors, a goal that was met this year, has provided the staff with an opportunity to provide targeted and sustained initiatives for our students.

### *Faculty Engagement Initiatives*

As a member of the Black Faculty Working group, I worked to establish a plan to attract and to retain faculty of African descent on campus. The AACC has events planned to coincide with the launch of these initiatives, which have yet to be announced. We remain committed, however, to both the Black Female Faculty Gathering and the Black Faculty Initiative. The Black Faculty Initiative will be launched at Harambee during the 2013- 2014 academic year.

### *Grant Activity*

As P/I, Sheila Smith McKoy has received a \$5000.00 Large Grant from the North Carolina Humanities Council to present the Infiltrating Hollywood Program referenced above. Smith McKoy also received a \$7,500 grant from the 125<sup>th</sup> Anniversary Committee to create the Writing the Lion's Tale Inaugural exhibit, Opening Doors: The Life and Work of Dr. Augustus Witherspoon and Dr. Lawrence M. Clark. Smith McKoy submitted a grant requests which were not funded for the Institute for Library and Museum Services: Learning Labs Grant and for the NCSU Foundation.

Smith McKoy is also a part of the the Maama Watali grant proposal which will be presented to USAID as a concept paper in June. It is also her intention to apply for the Merck Neighborhood of Choice Grant which is due on June 30, 2013.

## **Staff**

There have been two significant staffing changes at the AACC during this academic year. Judson Fraley, the administrative support staff, accepted a position at UNC during the fall semester. In addition, Dante James, an EPA at-will employee, also separated from the university. Crystal Harkless was hired to fill the administrative position. Darryl Lester was also hired as the interim assistant director. The search process for this position is ongoing and should be complete in time to hire the successful candidate for the new fiscal year.

There will need to be hires to fill temporary positions at the AACC for both the SPACE Coordinator and for the librarian. Both positions will need to be filled for the upcoming year. The AACC has also benefited from the hire of a temporary graduate student employee who works in video production for the AACC. The following information summarizes staff engagement and awards for 2012 – 2013:

### Service and Engagement

#### *Dr. Sheila Smith McKoy, Director*

- ACE: At Home in the World
- African American Coordinators Committee



- Interdisciplinary Studies Council, AFS
- Tenure Committee, Prof. John Charles (Williamson), Department of English
- University Diversity Advisory Committee
- Maama Watali Board of Directors
- NC Community AIDS Fund, Co-Director
- Deployment Home, Board Member
- Women's Center Assistant Director Search Committee
- Chancellor's Creating Community Awards Review Committee

*Darryl Lester, Interim Assistant Director*

- Hindsight Consulting
- NCGAAP
- Deployment Home

*Toni Thorpe, Programming Director*

- Ms. Thorpe received a certificate of appreciation from the Center for Student Service and Leadership - Youth Advocacy Committee and a Certificate of appreciation from WEST (Women Empowering Society Together) during the 2012 – 2013 academic year.
- AACC Assistant Director Search Committee
- Peace Church, Adviser
- 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
- Student Media Advisory Board, member
- Symposium Counselor Training - Communication workshops
- University Common Read Committee, 2012- 2013

*Crystal Harkless, Administrative Manager*

- AAFSO

## **Alignment with Strategic Plan**

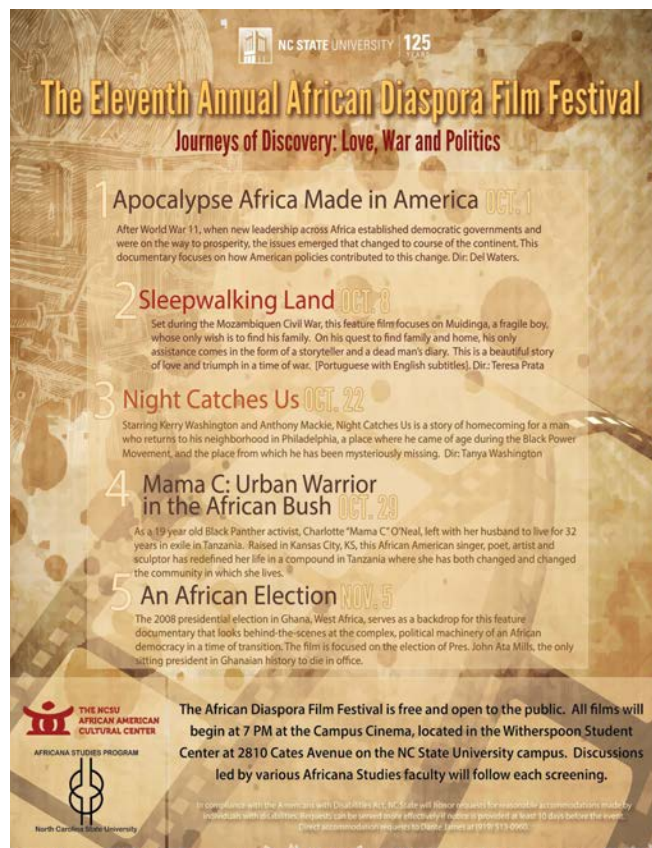
Goal 1: The AACC provided classroom space and partnered with faculty on a number of initiatives. The AACC also linked our programming to on-going courses, participated in the creation of create new knowledge, supported undergraduate, graduate and pre-college students initiatives.

Goal 2: The AACC worked with faculty members to present research-based programming, providing students with the opportunity to interface directly with faculty about their research. AACC programming provided unique opportunities for faculty engagement as outlined below.

Goal 3: The AACC participated in interdisciplinary engagement throughout the year, working with the Interdisciplinary Studies Program (Africana Studies Program, Film Studies, Women's and Gender Studies) the Department of Communication, the Department of English, CSLEPS, the Office of International Affairs, Park Scholars Program, University Scholars Program, the Office of Greek Life, and the Office of Student Media.

Goal 4: The AACC considerably enhanced its programming for the year. The AACC also created strategic relationships with philanthropic and grant organizations, working to create a comprehensive development plan.

Goal 5: The AACC has developed a long-term, sustainable infrastructure to support, enhance and sustain global partnerships through multiple programs.



# GLBT Center

## Office for Institutional Equity and Diversity 2013 Annual Report

### Director, Justine Hollingshead

#### Programs

##### Summer

- Adam Ward, GLBT Center Graduate Assistant and GLBT-CA Advisor, along with Richard Tyler, Assistant Director for the NC State Counseling Center, and Bekah Jaeger, GLBT Center Program Assistant, met with student leaders on the GLBT-CA Executive Board to begin training and preparing for the upcoming academic year. The Executive Board members for 2012-2013 were Kyle Vey (President), Caroline Yopp (Vice President), Mick Williams (Secretary), and Hudson Rains (Treasurer).
- The GLBT Center and GLBT-CA again had a presence during the Orientation Information Fair over the summer. This was a time for significant visibility for students who may not have been out to their parents and for parents who might have been worried about their student. During each session we talked to students and parents, both members of the GLBT community and allies. One of our student office assistants, Lucas Kessler, who was an incoming first year student, helped to staff the table each day answering questions from students and parents.
- Students and staff from the GLBT Center and GLBT-CA served as volunteers for the Crape Myrtle Festival Gala event. The event was held at the Progress Energy Center Memorial Auditorium and culminates a yearlong fundraising effort. The NC State GLBT Center is a grant recipient from Crape Myrtle as well.
- During the summer Shades of Pride, a local nonprofit organization, held a resource event as a part of Triangle Black Pride. The entire event spanned four days with the resource fair occurring on a Saturday. NC State GLBT Center has been a part of this event since its inception. Adam Ward and some of our students attended to represent the Center.



##### August and September

- GLBT-CA participated in the second annual Campus Crawl (formerly known as Cates Crawl), and members staffed a display table, providing information about the group and the GLBT Center to students.
- The GLBT Center hosted an Open House event as a part of Wolfpack Welcome Week. There were over 75 people who attended the event, including students, faculty, and staff. We provided light refreshments and an opportunity for people to interact during a social gathering. A number of allies attended and spent time talking with incoming first year students.
- The GLBT Center and GLBT-CA participated in the campus-wide Respect the Pack event during Wolfpack Welcome Week. This was a great way to showcase all of the student organizations and departments/entities that have a diversity focus and why this is important for NC State.
- GLBT-CA helped to co-sponsor IRC's annual Silent Disco event, and members provided volunteer support and staffed an information table for GLBT-CA.
- The GLBT Center, Women's Center, and Women & Gender Studies program partnered to host a photo exhibit titled: Shifting Gears: Finding Intimacy in Men's Friendships. This was a photo-narrative project by Robert Heasley, Neal Wecker, and Photographer Deborah Halpern. The exhibit was on display in the lobby of the 1911 building followed by a Q&A session with the photographer.
- The first GLBT-CA meeting of the fall semester was a social, and had 78 students in attendance. Justine Hollingshead updated members about the Chick-fil-A issue on-campus. Adam Ward and the GLBT-CA Executive Board provided information about events and involvement opportunities.



available throughout the academic year.

- Adam Ward and Samuel Byrd, a Residence Director for University Housing and graduate student in the College Counseling program, attended the second annual Southeast Region LGBT College Prep Fair hosted by Campus Pride at the Pride Charlotte festival, representing NC State University. This is the second year the GLBT Center has partnered with the Office of Undergraduate Admissions to attend the college fair, and is a step towards intentional outreach and recruitment of talented GLBT-identified high school students. Approximately 40 prospective students, 8 alumni, and 50 other individuals visited the table.
- The second GLBT-CA meeting of the fall semester featured PSA videos made by returning Resident Advisors during their GLBT training, showing support for the community. Members voted on a winning video, and RAs from that campus were invited to a pizza party with GLBT-CA. Videos are available at <http://www.youtube.com/user/glbtcenr>.
- GLBT-CA participated in the annual Brickyard Involvement Fair organized by SORC, and members staffed a display table, providing information about the group and the GLBT Center to students.
- Kyle Vey, President of GLBT-CA, attended the MSA Student Leaders Retreat. This was an opportunity for student leaders involved in diversity-related student organizations to network and build partnerships for the upcoming academic year. Several ideas were taken away from the retreat and implemented, including cross-promotion of meetings and events between groups.
- For the third year, GLBT-CA partnered with Presbyterian Campus Ministries, Hillel Jewish student organization, Episcopal Campus Ministry, and the Raleigh Wesley Foundation for Shack-a-thon, an event involving construction of shacks to raise money for Habitat for Humanity. This was known as the "Unity Shack," and was the fourth highest fundraising shack, raising \$2,379.87. The shack played a role in helping Habitat for Humanity at NC State have the most successful Shack-a-Thon in its history, with a final donation of \$28,310.05
- Adam Ward attended the Alumni Association's Volunteer Leadership Conference for the second year, and has been working with Allison Dodson, coordinator for constituency programs, to build a GLBT alumni constituency group. Several alumni have been identified as leadership, and the GLBT Center has committed to providing support for the group.
- At the sixth GLBT-CA meeting of the fall semester representatives from University Police and the Raleigh Police Department attended in order to begin fostering a stronger relationship with the GLBT community, and to address any concerns students have with the Raleigh Police Department after an incident involving a transgender identified student occurred at the end of last academic year.
- NC State had record participation in North Carolina Pride Festival this year, an event held yearly near Duke University's campus in Durham. For the second year, GLBT-CA built a float, and over 60 students rode on the float or marched with the group. Students also staffed a table for the GLBT Center, distributing literature and signing up individuals for the GLBT Center's listserv.

## October

- Luke Keeler from Wake County Human Services attended the seventh GLBT-CA meeting to educate students on STD prevention and safe-sex concerns, and provided literature and condoms for the GLBT Center to distribute. This is the third year GLBT-CA has partnered with Wake County on this topic, and it continues to help students make healthy life decisions. The Center also continues to be a condom distribution site for Wake County.
- Justine Hollingshead, Adam Ward, Bekah Jaeger, and GLBT-CA members volunteered during fall break for the seventh annual Crape 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, with a donation in the amount of \$1500.
- The GLBT Center and GLBT-CA partnered to paint the Free Expression tunnel for National Coming Out Day. This coordinated effort involved over 40 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 handout over 600 t-shirts as part of the GLBT Center's signature event, "I Heart Diversity" t-shirt giveaway. Students, staff, and faculty receiving the t-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 support and solidarity for the GLBT community.





- Justine Hollingshead, Adam Ward, Bekah Jaeger, Brooke Bailey, Samuel Byrd, and two students involved in GLBT-CA attended the second annual Raleigh Is Coming Out (RICO) 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.
- Adam Ward and Bekah Jaeger represented the GLBT Center at NC State Open House, providing information and literature to prospective students and families. Several parents in same-sex relationships visited the table and shared how thankful they were that NC State has the GLBT Center as a resource.
- Diversity Education Week kicked off with an Ally Rally in the Brickyard, where “NC State Ally” bracelets were distributed. Rachel Turner (a student leader and passionate ally), Vice Chancellor Mike Mullen, Vice Provost Joanne Woodard, Justine Hollingshead, and Adam Ward offered remarks about the University’s commitment to diversity and the GLBT community, and the role of out allies in moving the human rights movement forward.
- Justine Hollingshead and Lisa LaBarbera-Mascote presented Transgender 101 at the North Carolina Housing Officers conference in Durham NC. This was a requested program to help fulfill a need for greater awareness and information regarding the transgender community.
- The ninth GLBT-CA meeting focused on academic support and academic issues facing GLBT students, which featured guest presenters Marcia



Toms (Undergraduate Tutorial Center) and Julie Nelson (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. The group had plenty of questions throughout the meeting, and both Marcia and Julie offered to be a resource if students had future questions.

- GLBT-CA students were provided tickets to attend the Diversity Dialogue with America Ferrera: Lessons from Ugly Betty. Justine Hollingshead, Adam Ward, and Bekah Jaeger also attended.
- The GLBT Graduate Student and Young Professional Network (GSYPN), coordinated by Adam Ward, held its first monthly meeting at the Hive in downtown Raleigh. The meeting was a mixer between similar groups from UNC and Duke, and the GLBT Center purchased hors d’oeuvres. Approximately 20 graduate students/professionals attended.
- Justine Hollingshead presented at the Association of American Colleges and Universities (AACU) Diversity Conference in Baltimore MD on how to develop a safezone ally training program. This was well attended with over 25 participants. Other staff from OIED also presented at the conference.
- The first GLBT Faculty and Staff Networking event took place at the end of October. We partnered with the Raleigh Business and Professional Network (RBPN) at one of their

monthly social events at a local restaurant. We had 9 individuals attend the first event.

## November

- For the first year, GLBT-CA entered a float in NC State’s annual Homecoming Parade, and students marched alongside alumni and [drag] Queens of the Pack Lily Diva-ine and Karma E’lectra down Hillsborough Street. This provided great visibility for the GLBT community, and the crowd showed enthusiastic support!
- Representatives from the USDA LGBT Special Emphasis Program attended the thirteenth GLBT-CA meeting, providing information about career opportunities available within USDA-NRCS, their paid student internship program, and degree requirements of certain careers within the agency. During the meeting representatives also discussed what it is like to be out in the workplace, and considerations students should be making when job searching.
- The GLBT Center partnered with GLBT-CA to put on the fourth annual Cabaret at NC State. This was a mixed variety show, with performances from Grains of Time, Fusion, and other groups on-campus, including cultural performances from GLBT-CA students. Cabaret has now become an OIED Signature Event, and highlights student talent and collaborations with campus groups. Lily Diva-ine (Adam Ward) 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. Mick Williams, Secretary for GLBT-CA, worked with Bekah Jaeger and served as the student assistant for the event.
- 8 students from GLBT-CA attended the annual Equality NC Conference, paid for by the GLBT Center. The workshop-based conference brought GLBT North Carolinians and allies together for a day of policy discussions and activist skills training. Justine Hollingshead and Adam Ward also attended the conference and fundraising gala.

- The GLBT Center Speakers Bureau had its first panel discussion with a group of Resident Advisors from Lee and Sullivan halls, discussing sexual orientation, gender identity, stereotypes, and issues facing the GLBT community on-campus. Speakers Bureau members were diverse and included: Adam Ward, Caroline Yopp (GLBT-CA Vice President, and an out ally), Hudson Rains (GLBT-CA Treasurer, and NC State's first out gay athlete), Dani Lechner (incoming GLBT-CA Vice President for 2013-2014, and an out queer pansexual identified female), Ian Pike (former GLBT-CA Vice President, and an out transgender male), and Vincent "PJ" Lewis (a frequent volunteer for GLBT Center events, and an out bisexual identified male).
- Justine Hollingshead, Adam Ward, and several students participated in a "Die-In" on the Brickyard, and attended the Transgender Day of Remembrance Vigil held in downtown Raleigh, in remembrance of lives that have been lost due to violence towards the transgender community. This event was sponsored by Equality NC and the LGBT Center of Raleigh.
- GSYPN held its November meeting at the Straw Valley Café in Chapel Hill, co-sponsored by the UNC Kenan-Flagler MBA Pride Club. Approximately 30 graduate students/professionals attended.
- Justine Hollingshead, Adam Ward, Bekah Jaeger, and Leslie Ware attended the NC DIP (Diversity and Inclusion Partners) conference hosted by NC State University at the McKimmon Center. Justine Hollingshead served on a panel of other out GLBT identified colleagues from NC discussing issues that impact the community and how to better serve as an ally.

## December

- Adam Ward participated in the Mayor's Unity Day Celebration which took place on December 1st. This was a time for members of the Raleigh area to talk about the Human Relations Commission report regarding diversity and inclusion.
- The second GLBT Faculty and Staff Networking event took place. Based on feedback from interested faculty and staff we coordinated a lunch event at Porters restaurant. We had 15 individuals attend, most of them new to the group.
- Justine Hollingshead attended the week-long CIT (Crisis Intervention Team) training. This is a collaborative effort for Wake County and trains public safety personnel (police, EMS, and first responders). NC State University Police is also a part of this effort, led by Chief Moorman. She was also a session facilitator presenting on GLBT issues and how to serve as an ally for the community.
- Nevin Kessler, Vice Chancellor for University Advancement, organized participation for NC State in a national webinar regarding fundraising efforts related to the GLBT community. Members from his team, along with the GLBT Center staff, and board members from the LGBT Center of Raleigh were in attendance.
- A Project SAFE training session was conducted for 45 of the Health Center staff members. This particular training was initiated by Leah Arnett, Director of the Health Center, and Beth Neel, Medical Director.

## January

- The GLBT Center's Speakers Bureau visited a Millbrook High School Gay-Straight-Alliance meeting and discussed what it is like to be out in college, and considerations for students to make when deciding on a university or workplace. Approximately 30 high school students attended the event - a large group for a high school GSA. Many high schools do not have GSAs, or do not have sponsored groups and are not recognized by their school as an official student organization.
- Ashley Gray of University Recreation spoke to GLBT-CA at a meeting about a new Diversity and Inclusion Adventure Experience with Outdoor Adventures, an initiative with OIED. GLBT-CA was offered two spots on the spring break trip.
- A student-led GLBT bible study group entitled "Peculiar People" held its first meeting on and the GLBT Center has offered use of the lounge for the group's future meetings.
- Justine Hollingshead, Adam Ward, Bekah Jaeger, Samuel Byrd, and Rachel Turner attended Creating Change: The National Conference on LGBT Equality, held in Atlanta Georgia. Events included meetings of the LGBT Consortium of Higher Education resource professionals, a plethora of workshops ranging from immigration reform concerns to GLBT healthcare under the Affordable Care Act, networking opportunities, and a day long symposium on the first day of the conference. Additionally, Bishop Gene Robinson (known for being the first priest in a same-sex relationship to be consecrated a bishop in a major Christian denomination) premiered a movie entitled "Love Free or Die" at the conference, and we have secured Bishop Robinson as a speaker for the fall 2013 semester, as well as a showing of his movie. See <http://glbtcenter.smugmug.com/GLBTCenterGeneral/Creating-Change-Conference/> for photographs from the conference.
- Adam Ward staffed a table for the first Diversity and Donuts event held by the Poole College of Management. Roshaunda Breeden, diversity coordinator for the Poole College of Management wrote "Adam did an excellent job connecting with our students and sharing resources from your office. We are working to provide more opportunities to educate our students on topics in diversity and inclusion."



- The January GSYPN meeting was held at the XYZ lounge in the A Loft hotel in Chapel Hill, co-sponsored by Duke and UNC. Approximately 23 graduate students/professionals attended.
- The GLBT Center, Women's Center, Student Health Center, and the Counseling Center all met with Planned Parenthood from Raleigh. This is a collaborative effort to help make sure needs are met for our students and that they are aware of resources in the local community.

## February

- The GLBT Center Speakers Bureau held a panel discussion at the Unitarian Universalist Fellowship of Raleigh as part of their OWL sexuality education curricula and approximately 35 youth from the local community attended the program.
- GLBT-CA students participated in the annual Historic Thousands on Jones Street (HKonJ) march and rally. This year the event was centered around the issues of voting rights, economic sustainability, healthcare affordability, educational equality, and inequalities in the criminal justice system.
- 4 GLBT-CA students participated in the fourth annual LGBTQA Triangle Leadership Retreat, and built partnerships with students from Duke, UNC-CH, Elon, Meredith, and NCCU.
- GSYPN held its February meeting at The Bar in Durham, sponsored by DUKEOUT. Approximately 21 graduate students/professionals attended.
- Justine Hollingshead was asked to be a part of a diversity panel representing the GLBT community at the national Science Online conference hosted by NC State at the McKimmon Center. Individuals from around the country participated in person and online via live tweeting and blogging.
- Hudson Rains was photographed as a part of a national project called Fearless. The nationally acclaimed photographer, Jeff Sheng, has been here on campus before and had both his Fearless and Don't Ask Don't Tell photo projects on display at NC State. We worked with the athletic department and his coach, both of which had to sign off on his participation. The final project is slated for national release sometime later this fall into next spring. He will be acknowledged as a member of the NC State Athletic Department in what we presume to be our first out athlete on campus. Hudson was named to the 2013 All ACC Academic Team in April. This is the second time he has been selected for his academic performance. Hudson also posted the top score during the season on the one-meter and three-meter diving boards, along with the platform diving surface.
- Justine Hollingshead participated in the Higher Education Visitation Weekend and spent time with all of the candidates. Even though the GLBT Center did not have a graduate assistantship opening this year, it was still important to be a part of the interviewing weekend so that any members of the GLBT, ally, or questioning communities would be aware of the commitment from NC State and resources available on campus.



## March

- Adam Ward volunteered for the first annual Run on the Dix 5k charity race for the Alliance of Aids Services-Carolina, held on Dorteia Dix campus. Approximately 100 runners/walkers participated in the event.
- The second annual Diversity Debate for campus-wide student body officer positions (SBP, SSP, UAB, and Senior Class President candidates) was held prior to elections. Rachel Turner did a fantastic job moderating the debates, and Kyle Vey and Caroline Yopp assisted with logistics. See <http://ustre.am/VdU0> for video clips from the debates. We had over 40 people in the room that night and 82 views through the actual debate. There have been over 400 total views of the video clips since the debate.
- Hudson Taylor, founder of AthleteAlly.org, joined the Scholar's Forum with over 250 students attending the event. Hudson Taylor founded Athlete Ally in January of 2011. An athlete all his life, Hudson experienced demeaning humor in high school and college athletics, but befriended LGBT people when studying theater and Interactive Performance Art at the University of Maryland. Seeing the juxtaposition between the theatre department and the locker room, Hudson felt it was imperative that he confront a side of sports that no athlete should be proud of: sports marginalize LGBT athletes, coaches and others through systemic homophobia and transphobia. Hudson decided that he could no longer watch from the sidelines as his athletic culture isolated and segregated LGBT athletes and betrayed the integrity and diversity at the heart of athletics. When Hudson wore an LGBT equality sticker from the Human Rights Campaign on his wrestling headgear, he encountered criticism from his peers, but received positive attention from the media. Following his presence in the media, Hudson received hundreds of emails from parents and closeted athletes. This experience inspired him to found this non-for-profit organization, with the mission of educating, encouraging and empowering straight athlete allies to combat homophobia and transphobia in sports. Hudson also joined a group of students, faculty, and staff from NC State

for dinner to share in more personal conversations about the role of allies in the community.

- A group of 25 students, faculty, and staff from NC State attended the Marriage Equality Vigil held in downtown Raleigh. Over a two day period of time the Supreme Court heard oral arguments regarding Proposition 8 and the Defense of Marriage Act (DOMA). Their final rulings will be made public in June 2013.

#### April

- A GLBT-CA meeting featured a Parent's Panel in partnership with PFLAG Triangle (Parent's, Families, and Friends of Lesbians and Gays). Four PFLAG parents and two parents of students in GLBT-CA served on the panel. They spoke about their experiences as parents of GLBT identified children. Panel discussions continue to be one of the most popular meeting themes, and approximately 60 members attended.
- GLBT-CA partnered with the NC State Women's Rugby Club to hold the 4th annual spring drag show fundraiser at a local club in downtown Raleigh, filling the club and raising over \$1000 for both groups.
- GLBT-CA, in partnership with the UAB Diversity Activities Board and IRC, put on the first ever Second Chance Prom at NC State, as an opportunity for gay, lesbian, bisexual, transgender, and straight ally students to attend prom with whomever, regardless of sexual orientation and/or gender identity/expression. Students thoroughly enjoyed the experience, and we are looking forward to continuing it as an annual event. We subsequently found out from an NC State alum that there was a similar type of event, not called Prom, held back in the late 80s/early 90s.
- The Ally Coalition photo shoot was organized on campus by a student, Anne Marie Fristoe. This project is in conjunction with the Grammy award-winning band FUN. And designer Rachel Antonoff. The Ally Coalition was created with the purpose of inspiring people to take action for GLBTQ equality. Equality NC has partnered with them to create awareness here in the area. We had over 50 people photographed on the brickyard responding to the statement "I'm an ally because..." See [http://equalitync.org/what/ally\\_coalition/](http://equalitync.org/what/ally_coalition/) for a link to the photo gallery.
- Trent Hurst, a tennis player from New York City that participates in the Crape Myrtle Tennis Classic, spent the day at NC State as a scholar in residence. Trent has been a donor for the GLBT Center for the past few years and agreed to spend time with the Poole College of Management and the SKEMA program through GTI. Trent has already committed to coming back to campus in October of 2013 prior to the tennis tournament. He was a huge hit with the students and staff, including the time he spent with the GLBT Community Alliance at their weekly meeting. Justine Hollingshead, Rebekah Jaeger, Leslie Ware, Bill Swallow, Samuel Byrd, Adam Ward, Julius Perkins had dinner with Trent Hurst, Director of Global Marketing for Coty/Sally Hansen, potential donor shared an evening together at Porter's Tavern for dinner. Dialogue centered around individual career advancement, NC State GLBT Center events/efforts, and marketing/branding were areas of interests.
- Our third GLBT Faculty and Staff Networking event was another lunch held at David's Dumplings. There were only five individuals who attended this event, but based on feedback the day and time of the year seemed to be a challenge.
- The GLBT Center sponsored a table at Drag Bingo as a fundraising event for the AIDS Alliance – Carolina. There were over 800 total people in attendance at the NC State Fairgrounds Holshouser Building. 10 students and staff from NC State were among the group. This provided for great visibility for NC State and the GLBT Center in the local community.

#### May

- GLBT-CA held its annual end-of-year picnic in Pullen Park during final exams, with food and games for students.
- On Saturday May 4th the second annual Out! Raleigh Festival was held on Fayetteville Street in Downtown Raleigh, organized by the LGBT Center of Raleigh. Justine Hollingshead, Adam Ward, Bekah Jaeger, Julius Perkins, and Leslie Ware helped to staff a vendor tent for the GLBT Center throughout the day. The festival featured over 100 vendors, and it is estimated that 15,000 people attended the event.
- Adam Ward and Garry Morgan of OIED presented on a Diversity Panel for the Summer Conference Staff through University Housing, speaking about diversity and inclusion, GLBT issues, good customer service, and representing NC State University's values.
- Lavender Graduation, the second of our signature annual events was held in the Hunt Library Auditorium. Faculty and staff attendance was high and numerous family members of students were present as well. Over 20 students participated and over 30 indicated interest in participating. Lavender Graduation featured two speakers as a part of the program. A shared perspective and story from the GLBT student leader/peer, Hudson Rains and GLBT faculty/staff, Dr. Richard Tyler from the Counseling Center. We also presented our annual awards:

- Thomas H. Stafford Lavender Leadership Award Recipient – Glen Edwards





- Evelyn Q. Reiman Outstanding Ally Recipient – Dr. Beth Neel
- Rachel L. Turner Rainbow Ally Recipient – Leslie Ware
- It Gets Better Award Recipients – College of Education and College of Sciences

#### Other Items of Importance

- The Assistant Director position will now be permanently funded through an approved student fee increase starting July 1, 2013.
- One of the concerns nationally for the GLBT community is the inability for all members to donate blood. On campus there are regular blood drives, with the large event at the beginning of the academic year. We spent time collaborating with CSLEPS and the local chapter of the American Red Cross regarding greater awareness about the exclusion of members of the GLBT community, in particular gay men, being able to donate blood.
- With the announcement by Dan Cathy, CEO of Chick-fil-A, regarding his stand on same-sex marriage, it set into motion discord with having two eatery locations on campus. There was a great deal of confusion regarding the contracting process for franchise vendors like Chick-fil-A and how their policies/practices correlate with the university. A team of individuals on campus including members from Campus Enterprises, University Communications, CSLEPS, Student Government, and DASA to name a few, met over the summer to draft a plan to respond if necessary. Throughout the end of the summer into the fall semester we spent a great deal of time with small group forums answering questions and explaining the impact. It proved to be an excellent approach, providing support for the GLBT community from the university.
- Our current GLBT Center website was completely overhauled to be more efficient and user friendly. More time will be spent during the summer of 2013 making sure that the site meets ADA requirements.
- We have increased attendance for Project SAFE and Transgender 101. In part this was due to both being offered through the Equal Opportunity Institute – EOI. We also had two colleges (Education and Sciences) offer training for their faculty and staff.
- GLBT-CA met weekly to hold meetings with themes as varied as suicide awareness/prevention, academic success and advising, panel discussions (parent's panel, transgender panel, coming out panel), and film viewings; bringing in guest presenters from both on and off campus. GLBT-CA has become a unique group, dedicated to supporting students, educating the campus community, and effecting social change. GLBT and allied students find a great sense of community in the group, and attendance at meetings has nearly doubled over the past 2 years.
- The GLBT Center has continued our partnership with CSLEPS to facilitate an ASB trip to San Francisco looking at homelessness and the GLBT community. There were 12 students and an adviser, Chester Miller Assistant Director with University Housing, who participated in the trip. One of the partners that hosts our group for the day is the National Center for Lesbian Rights (NCLR) with Kate Kendell, Executive Director, spending time with our students.
- Throughout the year we developed a GLBT Center Procedures Manual. Bekah Jaeger led the effort to come up with an internal resource laying out precise steps and providing in-depth insight and information on handling various crises and or delicate subject matters surrounding students, faculty, and staff.



#### GLBT Center and GLBT-CA Stats

Individual contacts for our weekly E-news distribution	1,206
Website unique page views	21,460 views since June 2012
Twitter Followers	1,256
Facebook page "likes"	2,420 (up 13% since 2011-2012)
Facebook weekly "reach"	3,172 people
Average number of calls and visits per day	25 (includes usage of the lounge)
Group membership (GLBT-CA)	364 (75 – dues paying members)
Group membership (Coffee Talks)	30
Group membership (Alumni Constituency)	48
Group membership (Graduate Student and Young Professionals Network)	51

## Training and Outreach Stats

Average number of Project SAFE and Trans 101 attendees per session	12 (6-7 training sessions per semester)
Project SAFE ally training	2 (summer), 5 (fall) and 5 (spring)
Transgender 101 training sessions	1 (summer), 2 (fall) and 2 (spring)
University Housing staff trained on GLBT issues annually	250 (each for a total of 4 hours/person)
Annual programs and events (in conjunction with GLBTCA)	2 (summer), 35 (fall) and 27 (spring)
GLBT 101 sessions (classroom and on campus)	3 (summer), 10 (fall) and 9 (spring)
TalkBin inquiries	11

## Initiatives

- GLBT Climate Survey: Survey was designed with the help of key staff including, Leslie Ware, Sam Morris, Nancy Welchel, Bekah Jaeger and Justine Hollingshead during the fall of 2012. The survey was launched in January of 2013 and was open through March. Approximately 166 students, staff, faculty and administrators who self-identified as being members of the GLBT community completed the survey. Preliminary results showed over 30% of the participants identifying as staff or faculty. Some differences between the staff/faculty and student groups emerged including differences in perception and awareness of transgender issues. Although both quantitative and qualitative data were collected, the qualitative information will be the most useful to determine both the positive and negative aspects of campus climate for the GLBT community.
- NC State GLBT Center has developed an application (app) that will be launched summer of 2013 via Apple and Android. We know from feedback and research that the GLBT community looks for information in anonymous "safe" ways, including online. By creating an app that will feature our calendar, an RSS news feed, links to our social media, and important information we are hoping to reach more individuals. The third party vendor allows us full dashboard access to make changes and push notifications to subscribers. There will not be fee for the individual who downloads the app. We have partnered with University Communication to make sure the app is in line with the NC State brand and with OIT to prepare the app for launch.
- Fundraising and friendraising has been a focus area for this year and will be so moving into the future. NC State GLBT Center was one of six grant recipients with the Crape Myrtle Festival. CMF is a local nonprofit whose mission is to raise funds throughout the year to help support the GLBT community and organizations. Receiving this grant afforded us the opportunity to provide additional programs and services. Some of our students and staff have assisted with serving in volunteer roles for some of the Crape Myrtle events throughout the year. This has been a great way to reconnect NC State GLBT identified alums with our current students. We also worked throughout the year to update records in Advance denoting members of the GLBT and ally community. This will help moving forward to have an accurate record of our alumni. There are also some previous alumni who have been noted as possible donors for either the GLBT Center and/or NC State. Justine Hollingshead has worked with staff in University Advancement to develop a plan to cultivate donors.
- Registration for Project SAFE and Trans 101 will now become more robust and efficient. Staff from the GLBT Center met with Leslie Dare from DASA to provide instruction on how to use Class Tech for registration with Project SAFE and Transgender 101. This will help to make the registration process easier for both participants and staff. Successfully converted the project safe ally list over to dropbox and to our online database so that all allies are listed online.
- 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. 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 (BCD) training. This allowed for scenario based training and a time for discussion. This continues to be a great partnership with University Housing as we try to educate residence hall staff regarding the needs of the GLBT community. From research on and off campus, residence halls tend to be a location where our GLBT students do not feel safe or comfortable.
- 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 our current Project SAFE ally training. In exchange GSK has made donations back to the GLBT Center.
- Faculty and Staff Networking Group - This closed group was started for faculty and staff in an effort to support their needs. Over 40 people have joined the group; however, attendance has fluctuated over the course of the year at our three events. The climate survey consistently showed a need to support staff and faculty and a desire to have a networking group but most participants completing the survey did not seem to realize there already was a group formed on campus.



- Hudson Taylor, founder of Athlete Ally, joined the NC State family in March for a Scholars Form held in Witherspoon Student Center. Hudson founded Athlete Ally in January of 2011. An athlete all his life, Hudson experienced demeaning humor in high school and college athletics, but befriended LGBT people when studying theater and Interactive Performance Art at the University of Maryland. Seeing the juxtaposition between the theatre department and the locker room, Hudson felt it was imperative that he confront a side of sports that no athlete should be proud of: sports marginalize LGBT athletes, coaches and others through systemic homophobia and transphobia. He decided that he could no longer watch from the sidelines as his athletic culture isolated and segregated LGBT athletes and betrayed the integrity and diversity at the heart of athletics. After presenting, time was allotted for a question and answer segment with Hudson and NC State students. The event ended with one-on-one question/answering with Hudson and an evening shared with dinner at Porter's Tavern with NC State students and staff including Ken Johnson, Adam Ward, Hudson Rains, Glen Edwards, Kyle Vey, and Rachel Turner.
- In May Justine Hollingshead, Vice Provost Joanne Woodard, and Monica Leach from the Social Work Department traveled to Indianapolis, Indiana to attend the 2013 NCAA Inclusion Forum. The three day professional conference provided an opportunity to show the level of membership commitment required to make progress on issues involving disabilities, international student-athletes, LGBTQ, race and ethnicity, and women in sports. Attendees heard educational sessions, keynote speakers on topics with the common theme of bringing voices together to create a more inclusive environment in intercollegiate athletics, and networking opportunities between people who do the same type of work, and they got a chance to exchange ideas and best practices.
- In the fall semester we taught a course titled GLBT Life as an ECD special topics class. The curriculum was developed largely by Brooke Bailey, a master's student in the Higher Education program and intern with the GLBT Center. This was done as a pilot class. Bekah Jaeger has worked to expand the curriculum and will teach the class this coming fall. We have partnered with Leadership, Policy, Adult, and Higher Education, in particular Dr. Audrey Jaeger, to develop a permanent course number within EAC, including designation for GEP U.S. Diversity credit. This new course, Theory to Practice: Understanding the GLBT Community will explore the lived experiences of gay, lesbian, bisexual, and transgender (GLBT) people through the use of scholarly and popular readings, films, media, and guest speakers. The course will examine how identity and community are socially constructed and how GLBT experiences are located in larger US society.

## **Staff**

- Bekah Jaeger was hired as the Assistant Director for the Center after serving as Program Assistant. This was a newly created position with temporary funding via approval of the Provost.
- Julius Perkins was hired as the Program Assistant in November 2012. Julius E. Perkins, a proud alumnus of Elizabeth City State University, received his Bachelor of Arts in the fall of 2010 in Music Performance, with a concentration in voice. As an ambassador for the university, Julius served as the North Carolina Music Educators Association (NCMEA) 2007- 2008 state secretary; as the premiere vocalist for the inaugural 105 National Voices of History Historically Black Colleges & Universities Concert Choir at the Kennedy Center in Washington, D.C.; and as an annual recruiter among the United States of America during spring tours. His efforts as student supervisor of the Kennis Wilkins Call Center at ECSU, established the "Class of 2008" giving campaign with contributions reaching the remarkable financial goal of \$26,000.00. In February of 2011, Julius traveled to PyeongnaeHopyeong, South Korea where he served as the primary foreign English teacher at Jangnae Elementary School for grades two through six. His unique teaching method and technique produced an enormous growth in grammatical structure, reading comprehension, and casual dialogue expression with over 900 students. Beyond the classroom, his involvement with the inclusive outreach ministry Open Door Community Church created avenues for GLBT-Q HIV testing, strategic planning for transgender equality, and various resources and social outlets for the "unnoticed" community. In addition to his proven success as an innovator, Julius was selected to facilitate the first English cooking workshop at the Star Light Resort English Camp, and was named Director of Children's Choir at Pyeongnae Presbyterian Church. Julius, a native of Greenville, North Carolina is the son of Mr. & Mrs. Julius R. Perkins. In his spare time he enjoys time shared with six siblings, traveling abroad, and singing.
- Committees that Justine Hollingshead served on: 125<sup>th</sup> Anniversary Planning Team (Student Faculty and Staff Engagement Subcommittee Chair), ASAP, Wake County Crisis Intervention Team planning team, Group Insurance and Benefits (GIBC), Diversity Education Week, University Diversity Advisory Committee, Pride in Place Taskforce, Harassment Prevention Advisory Council, Wolfpack Welcome Week Planning team, LGBT Consortium of Higher Education resource professionals, Wake County Domestic Violence Taskforce, and the Southern Placement Exchange Planning team.





- Justine Hollingshead also serves as the Secretary for the LGBT Center of Raleigh Board and is an active member of the Raleigh Business and Professional Network.
- Committees that Bekah Jaeger served on: Tunnel of Oppression steering committee, Rape Education Coordinator search, SAMHSA Grant (suicide prevention, GLBT Advisory Board, GLBT Center Program Assistant Search Committee Chair, OIED - program collaboration
- Committees that Julius Perkins served on: Assistant Director for African American Cultural search
- Brooke Bailey, an RD for North and Watauga Halls, served as an intern with the GLBT Center as a part of the Higher Education Administration master's program.
- Leslie Ware, Social Work Intern, completed all internship requirements in the spring of 2013 and served for the entire academic year in the Center.
- Justine Hollingshead selected as one of the 125 Transformational Women of NC State University
- Leslie Ware - Rachel L. Turner Ally Award recipient
- Brooke Bailey - Outstanding Staff Award recipient
- Adam Ward served on the GLBT Center Assistant Director search committee, and finished his first year of a two year term on the Board of Directors for the Raleigh Business and Professional Network, a local non-profit GLBT professional organization. Adam also completed the fall semester with a 4.0 GPA, and finished all coursework for his academic program (Comparative Biomedical Science), now focusing on thesis research. Additionally, Adam was accepted as an Associate Member of the Oncology Core for the NC State Center for Comparative Medicine and Translational Research.
- Throughout the year we have had two students representing the GLBT Center and GLBT-CA on campus wide committees. Glen Edwards has served as the Presidents' Roundtable/Chancellor's Liaison Group representative and Dani Lechner has 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 our needs.

## Alignment with Strategic Plan

Goal 1: Hudson Rains was photographed as a part of a national project called Fearless. The nationally acclaimed photographer, Jeff Sheng, has been here on campus before and had both his Fearless and Don't Ask Don't Tell photo projects on display at NC State. We worked with the athletic department and his coach, both of which had to sign off on his participation.

The final project is slated for national release sometime later this fall into next spring. He will be acknowledged as a member of the NC State Athletic Department in what we presume to be our first out athlete on campus. Hudson was named to the 2013 All ACC Academic Team in April. This is the second time he has been selected for his academic performance. Hudson also posted the top score during the season on the one-meter and three-meter diving boards, along with the platform diving surface.

Goal 4: The GLBT Climate Survey was designed with the help of key staff including, Leslie Ware, Sam Morris, Nancy Welchel, Bekah Jaeger and Justine Hollingshead during the fall of 2012. The survey was launched in January of 2013 and was open through March. Approximately 166 students, staff, faculty and administrators who self-identified as being members of the GLBT community completed the survey. Preliminary results showed over 30% of the participants identifying as staff or faculty. Some differences between the staff/faculty and student groups emerged including differences in perception and awareness of transgender issues. Although both quantitative and qualitative data were collected, the qualitative information will be the most useful to determine both the positive and negative aspects of campus climate for the GLBT community.

### Key Findings

- A total of 109 eligible students and alumni completed the GLBT Climate Survey, as well as 57 eligible faculty, staff, and administrators.
- Regardless of affiliation with NC State, participants responded they were neither likely nor unlikely to recommend NC State to a prospective student or employee who was a member of the GLBT community.





- Faculty, staff, and administrators felt the campus climate had improved since they arrived at NC State for members of the community who identify as gay, lesbian, and bisexual, but had stayed the same for those who identify as transgender. However, students and alumni felt the campus climate has stayed the same since they arrived at NC State for all members of the GLBT community.
- 98% of participants reported that the GLBT Center plays a helpful role in campus climate for members of the GLBT community and for the NC State community at large, even if they have not used services or attended events themselves.
- While participants reported having an overall positive experience at NC State, the responses to qualitative survey questions showed specific needs which should be addressed on campus, including the presence of anti-LGBT people and groups on campus, the prevalence of anti-LGBT mindsets on campus, and a lack of benefits for participants' partners.

Goal 5: We have spent a great deal of time partnering with the Health and Counseling Centers on campus. This past fall Leah Arnett and Beth Neel worked to find time for us to facilitate a Project SAFE training for 45 of the Health Center staff. This summer the Counseling Center will be offering a four hour training block to including Project SAFE and Transgender 101. One of the critical focus areas has been finding ways to better meet the needs of our transgender students from a physical and mental health standpoint. Key leaders from both centers have taken an active interest in meeting one on one with students to address their individual needs. In addition, the Health Center was the recipient of an OIED Diversity Mini Grant specifically targeting ways to become more aware and educated regarding the needs of the transgender community. The Health Center leadership has hosted a non-traditional age NC State student who is a post-operative male to female (MTF) transwoman to share her experiences from a personal standpoint. Staff members from the Health Center have also attended conferences and symposia regarding health needs of the GLBT community.

# Women's Center

## Office for Institutional Equity and Diversity 2013 Annual Report

**Director, Ashley Simons-Rudolph, Ph.D.**

### Programs

Read to L.E.A.D.: Literacy and Social Justice Youth Development

In Spring 2012, the Women's Center piloted a program about gender, race/ethnicity, and ability between NC State students, faculty, and staff and racial/ethnic minority children at least one grade-level behind in reading/writing. To better explain program goals, student volunteers renamed the program to Read to L.E.A.D. (Learn, Engage, Ask, Do): Literacy and Social Justice Youth Development (hereafter: Read to L.E.A.D.). Goals and Objectives of Read to L.E.A.D. include:

- Developing the personal, academic, and professional capacity of NCSU student mentors to become "equity-minded practitioners" willing to engage in conversations that can lead to transformational change
- Fostering the personal and academic development of local youth that are low income and attend community youth-serving organizations
- Building community through the sharing of common interest and challenges, where individuals feel valued and self-efficacy is developed
- Creating diversity-oriented research and evaluation opportunities for NCSU students, faculty, and staff
- Advancing the mission and goals of our partners as well as the university's commitment to its land grant charge and strategic plan.

Read to L.E.A.D. campus and community partners include NCSU's College of Education, Students Advocating for Youth (SAY) Living and Learning Village, NCSU Libraries, Psychology Department, Minorities in Agriculture, Natural Resources and Related Sciences, CHASS Multicultural Association for Students, Raleigh Boys and Girls Club, Neighbor to Neighbor, Wake County Read and Feed nonprofit, Youth for Hope, Raleigh Little Theatre, McDonalds, Pita Pit, Jason's Deli, and Quail Ridge Books.

With help from Women's Center partners, Read to L.E.A.D. grew from 30 Wake County Public School mentees and 12 NCSU volunteers in 1 site to 80 elementary kids, and 155 NCSU student volunteers across 4 sites<sup>1</sup> per semester. Undergraduate and graduate student, faculty, and staff volunteers representing various colleges across campus, including education, social work, engineering, and business were trained by the NC State Women's Center, National Coalition Building Institute (NCBI), and the College of Education on best practices in literacy as well how to facilitate intentional conversations with their mentees about social justice. Additions this year include new technology components, enhanced training for NCSU mentors, and special "on campus" and "in the community" service projects.

**New Technology-** With expanded partnerships with the College of Education<sup>2</sup> and NCSU Libraries, Read to L.E.A.D. expanded the concept of "literacy" to include best practices in technology literacy. For example, the Women's Center pilot tested the use of ipads and has found that they engage reluctant readers, provide a tactile technology experience for learners, and enable access to innovative diversity-related resources available online. Partnering with technology experts at the College of Education afforded intentional use of technology applications, important for minority and low income children that may not have the same access due to the resources in their schools, communities, and homes.

With help from NCSU Libraries, the Women's Center created a widget categorizing books available at DH Hill, the Women's Center library, and also a "wishlist" for donors (see <http://www.librarything.com/catalog/literacysjd>). There are currently 164 books featuring racial/ethnic, gender, and ability diversity at appropriate reading levels for mentees in the Read to L.E.A.D. library. The Women's Center seeks to build the library of hard copy and e-books. To



<sup>1</sup> Raleigh Boys & Girls Club-Washington Elementary Site, Raleigh Boys & Girls Club-Poe Library site, Neighbor to Neighbor, Youth for Hope

<sup>2</sup> <http://ced.ncsu.edu/about/news/connecting-community-teaching-literacy-through-technology>

this end, community partner Quail Ridge Books held a book drive from January 20-28, 2013 to feature information about Read to L.E.A.D. and solicit private donations.

**Enhanced training-**The Women's Center also increased training and engagement opportunities for the NCSU mentors. Mentors submit weekly journals to the Women's Center detailing their experiences as a mentor and highlighting questions or ideas for further training. This year, all mentors were invited to connect with each other on a Facebook group (<https://www.facebook.com/groups/259610814150481>). This active group has increased collegiality and a sense of belonging among mentors as well as providing a forum to discuss diversity and literacy. In addition to the Facebook group, Nathan Stevens and Dr. Angela Wiseman from the College of Education created a "reading buddy blog" (<http://ncsureadingbuddies.edublogs.org>) containing activities, mentor and mentee blogs, program information, photos, etc. This website connects mentors to mentees and their families and provides a forum for intergenerational dialogue about diversity issues.

**Special Service Projects-**The Read to L.E.A.D. program expanded its activities this year to include special opportunities for mentees to interact with the larger NC State campus. As mentees are low-income and/or first generation college students, the Women's Center believes that early exposure to the campus experience will help mentees align their academics with higher education while promoting NC State as a campus of choice. On November 12, 2012 the Women's Center hosted a campus day for mentees to experience "college life". Student saw demonstrations from the College of Engineering & College of Education, participated in fun exercise with the Athletics Department, visited the DH Hill library, and ate at the campus dining hall in Clark Hall. A video montage was made of the day and shared with NC State mentors, mentees, and their families. See <http://animoto.com/play/w4903cmU01Oxm9VC1stsXg>.

On February 23, 2013 mentees and mentors attended "Blacks in Wax", a day to remember and honor those who fought for equality and justice. This "living museum" hosted by the African American Cultural Center and was enjoyed by 10 Read to L.E.A.D mentors and 15 mentees. At the conclusion of Blacks in Wax, the Women's Center hosted a lunch for NC State mentors and facilitated an enhanced training on cultural competency.

At the conclusion of each semester, Read to L.E.A.D. celebrated "Youth Service Day" by assembling food bags for low-income youth through the Inter-Faith Food Shuttle's "backpacks for buddies" program. Photos from this service event can be found at <http://oied.ncsu.edu/womens-center/read-to-lead-2013/>



In sum, Read to L.E.A.D. has grown exponentially this year and continues to thrive with new technology and advanced diversity training. Read to L.E.A.D. is quickly becoming a signature program of the Women's Center and OIED.

#### 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. The Women of Welch (WOW) Village was created to enhance women's leadership outside the classroom through support, empowerment, leadership development, and education. WOW creates a holistic community that fosters individual women's growth and development while challenging residents to act as citizens of a global community. There were 18 "WOW Women" in the 2012-2013 academic year including 13 first year students. This year, WOW participated in a high ropes course (Schenck Forest) for team-building, had a private mentorship session with activist and scholar Melissa Harris Perry, and went on a gender-equity focused fall break trip to Washington DC (including stops at Occoquan workhouse-a women's suffrage historical site and US Capitol to visit with NC Senator Kay Hagen). WOW also participated in 5 "crucial conversations" including a showing of MissRepresentation, and presentations about human trafficking, fat positivity, diversity and privilege, and healthy relationships. WOW hosted 3 faculty dinners featuring Dr. Sarah Stein (Communications), Monica Leach (Social Work), and Blair Kelly (History). WOW residents and Women's Center staff participated in many campus events together including the annual Chocolate Festival and Take Back the Night events. New to WOW this year is the requirement that WOW residents participate in a 3-hour academic course "Introduction to Women's and Gender Studies" taught by the Director of Women's and Gender Studies and 2 Women's Center staff. The academic course enhances theoretical understanding of gender and counts towards the US Diversity Requirement of the NCSU General Education Requirement. WOW received many accolades this year including WOW mentor Amanda McKnight selected as the recipient of the Women's Equity Award at the 2013 Sisterhood Dinner.

#### Women in Transition (WIT) in Higher Education Support Group

Convened June 2012, Jennifer Bell hosts a group of women who are currently on leave from careers in higher education. The group meets monthly in the Women's Center and has featured NCSU speakers, such as Dr. Mike Mullen, Dr. Deb Luckadoo, Justine Hollingshead, and Dr. Jose Picart. The objective is to help women stay connected with current issues in higher education and network with professionals in the field. In addition, the group continues OIED's efforts to diversify the career pipeline into higher education.

## WolfPACKS (Programming for Adult Caregiving Knowledge and Support)

In August 2012, Women's Center Program Associate Lois Crowe created the program when the campus climate survey and anecdotal evidence revealed a high need and lack of existing programs to support staff caring for dependent adults. Approximately eighty NCSU staff indicated on the survey that they currently provide care to a dependent adult, or anticipate providing care in the near future, and would be interested in such a university service. The group meets monthly and is co-facilitated by the Women's Center and Taryn Patterson, a graduate student in psychology focusing on lifespan development and aging. Areas of interest and greatest need were selected by group members at the start of the academic year and the meetings have featured topics such as coping with stress, managing family conflict, and "the sandwich generation" (caring for parents and young children simultaneously).

## Social Justice Book Club

With the African American Cultural Center, the Women's Center co-facilitated a new student/faculty/staff book club centering on social justice and women's leadership issues. The group met through the fall semester and read/discussed "Silver Sparrow" by Tayari Jones and "Peace from Broken Pieces" by Iyanla Vanzant.

## Wake Young Women's Leadership Academy

The mission of the NCSU Women's Center and Wake Young Women's Leadership Academies (WYWLA) closely align. As the "university partner" of WYWLA, the Women's Center helped facilitate a meeting between Wake County Public Schools (WCPSS), Provost Arden and other university administrators to formalize a pre-college agreement between NCSU and WCPSS. The Women's Center also supported the Women's Leadership Academy in other ways including participation in the "Day of the Girl" Event (October 11, 2012) discussing advances in girl's lives and highlighting opportunities for global engagement in gender equity issues. The Women's Center is proud to support the WYWLA in its opening year and looks forward to expanding the collaborations in the future.

## Weekly Knitting Circles

A group of six NC State students and staff met weekly in the Women's Center to learn knitting and discuss gender-related topics. This year, the group knitted scarves to be auctioned for charity at the Chocolate Festival as well as hats for newborn babies at local hospitals.

## Staff Yoga

The Women's Center continues to provide two low-cost weekly yoga classes 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.

## Special Months/Weeks

### *Breast Cancer Awareness Month (October 2012)*

The Women's Center created and distributed 1250 pink ribbon pins galvanizing support for survivors and encouraging the campus community to attend the Chocolate Festival for Breast Cancer Research and Education. Women in Science and Engineering (WISE) assisted the Women's Center in creating and distributing the pins as a joint service project between WISE and the Women's Center.

### *Domestic Violence Awareness Month (October 2012)*

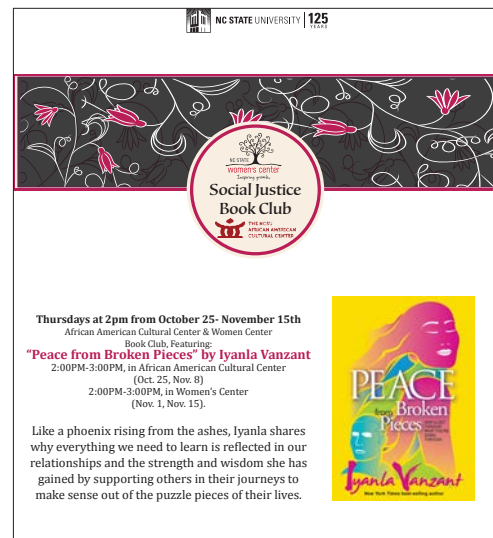
The Women's Center created and distributed 1250 purple ribbons reflecting the importance of the issue and raising general awareness of the prevalence of interpersonal violence. As with the breast cancer pins, students from WISE assisted the Women's Center in creating and distributing the pins.

### *Diversity Education Week: (October 15-19)*

The Women's Center supported the OIED Diversity Education Week with 3 events. "These Hands Don't Hurt" provided students, faculty, and staff an opportunity to stamp their hands on a canvas as a pledge to end interpersonal violence. Co-sponsored with the Muslim Student Association, "A Brief Tour to the Unseen Muslim World" provided information about the gender in Islam, and gender and the meaning of hijab in an interactive way. Finally, the Women's Center screened "Half the Sky", a film about international gender inequality featuring Diversity Education Week headliner America Ferrera.

### *40<sup>th</sup> Anniversary of Title IX (November 12-16)*

The Women's Center collaborated with WISE Living and Learning Village, OIED, NCSU Libraries, and the NCSU Women's Basketball team to provide a week-long celebration of Title IX. Events included a brickyard celebration, screening and discussion of a Title IX documentary, panel discussion, and a





special exhibit at the basketball game.

### *Rethinking Gender (August 21, August 23)*



With the Women's and Gender Studies Department and the GLBT Center, the Women's Center sponsored a two-part event entitled "Re-thinking Gender". In part 1, Dr. Robert Heasley, Professor of Sociology at Indiana University of Pennsylvania presented an art exhibit in the lobby of the 1911 building. The display "Shifting Gears: Finding Intimacy in Men's Friendships" featured photographs depicting a diversity of male friendships. The show and ensuing Q&A by Dr. Heasley on August 21 generated a lively discussion about the need for expressiveness in male friendships. The Women's Center hosted "Origins of Gender Stereotypes-A Dine and Discuss Event" on August 23. Dr. Betsy Crane, Professor of Sociology at Widener University presented about biological and sociological evidence for gender stereotypes and debunked many historical myths about "a woman's place". Sixty-two students, faculty, and staff attended the event.

### *Alternative Service Break-Atlanta (October 4-6)*

A new partnership with the NC State Multicultural Students Association, the Women's Center took 13 students on a service break focused on gender and racial equality. With stops at the International Civil Rights Center and Museum & North Carolina A & T in NC and SisterSong (reproductive justice), Ebenezer Baptist Church (historic Martin Luther King Jr. district), and Open Hand in Atlanta (food for low-income, chronic or critically ill, and homebound seniors) in Atlanta, the Women's Center facilitated discussions and service opportunities related to the intersectionality of gender and race.

### *MissRepresentation (October 16)*

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. Ninety-five students attended this film shown in the Witherspoon Student Center. The film was followed by an interactive discussion on body image with Women's Center community partner Julia Taylor, Dean of Student Services at the Wake Young Women's Leadership Academy. Event was co-sponsored by Women's and Gender Studies Department.

### *Chocolate Festival (November 9)*

The Chocolate Festival is an annual event that combines breast cancer awareness and wellness with chocolate sampling and a silent auction. In partnership with NCSU Office of Parents and Family Services, the Women's Center timed the festival to coincide with a weekend of events dedicated to welcoming parents and families to the Wolfpack community. Forty chocolatier and health and wellness vendors helped make this year the largest Chocolate Festival ever. The Women's Center sold 1100 tickets and engaged 100 volunteers raising a total of \$9390 for Women's Center programs, Kay Yow Breast Cancer Funder, Komen for the Cure, and Pretty in Pink. The Women's Center also piloted a new Chocolate Festival website: <http://oied.ncsu.edu/chocolate>, which provided information about the event for vendors and attendees.

### *Beyond the Veil: Undercover as a Muslim Woman (February 28)*

With the Muslim Student Association, the Women's Center co-sponsored a panel of 4 Muslim students and 1 Muslim staff member who spoke about their experiences wearing the veil and their thoughts about Muslim feminism. Event was held in Park Shops and approximately 100 NC State students attended.

### *Alternative Service Break-Guatemala (March 1-10)*

In partnership with the NC State Center for Student Leadership, Ethics, and Public Service (CSLEPS), the Women's Center offered an Alternative Service Break trip to Guatemala. Traveling through multiple cities, the Women's Center focused on gender issues and explored intersections of oppression in Guatemala by learning and serving at multiple organizations which empower women and girls. Heidi Grappendorf and Jenn Scott represented Women's Center staff as Advisors and the Women's Center financially supported 1 male and 1 female student Team Leader.

### *Project Prom-ise (March 1-28)*

The Women's Center collaborated with community non-profit "Pearl's Closet Prom Project" to collect formal wear for low-income youth. Women's Center students and staff provided training and materials for workshops focused on goal setting, healthy relationships, and media literacy. High school students participated in workshops in exchange for donated formal wear.

### *Diversity and Doughnuts (March 19)*

The Women's Center partnered with the Diversity Educators from the Poole College of Management to discuss Women's Center services and gender-related topics impacting women in managerial positions.

### *Take Back the Night (March 25)*

"Freedom from Violence" was the theme for the 26<sup>th</sup> annual Take Back the Night. Take Back the Night raises awareness of rape, physical, and sexual assault in and around the NCSU community and allows survivors of interpersonal violence, in addition to their supporters, a chance to unite and connect with the community. This year, the march began in the Women's Center and travelled through the Free Expression Tunnel to arrive at the Witherspoon Student Center. In the Witherspoon Washington Sankofa Room, Jenn Scott (Assistant Director, Interpersonal Violence Services, NCSU Women's Center), Dr. Ashley Simons-Rudolph (Director, NCSU Women's Center), Joanne Woodard (Vice Provost of Institutional Equity and Diversity), Sgt. Bill Davis (Campus Police), Angel Bowers (Counseling Center), Justine Hollinghead (Director, GLBT Center) and 2 survivors from Interact spoke on the importance of creating a campus culture where violence is not tolerated. Student acapella groups Grains of Time and Ladies in Red performed during a candlelight vigil. The evening ended with a brief presentation by Omega Psi Phi and Delta Sigma Theta on "what allies can do" to help survivors and prevent acts of violence. Representatives from the Counseling Center were available to support students. Take Back the Night was attended by over 200 students, co-sponsored by 28 campus and community partners, and fundraised over \$5,000 for interpersonal violence-related programming and support in the Women's Center.



### *Invisible War (April 11)*

Co-sponsored with Departments of Communication, Social Work, and Women's and Gender Studies, the film focused on sexual assault and response in the United States military. The Women's Center Assistant Director of Interpersonal Violence Services served on a discussion panel immediately following the film.

In sum, the NCSU Women's Center provided a diverse slate of favorite programs, old and new in the 2012-2013 academic year. Women's Center programming cross-promotes Women's Center services and a description of these services follows.

## **Services**

### Interpersonal Violence Services

Despite chronic underreporting, the Women's Center believes that sexual assault is as alarmingly prevalent at NCSU as it is nationally. As of Fall 2012 NC State has 15,178 female students<sup>3</sup>, and research<sup>4</sup> indicates that 2.8% of these students – or 1 in 36 women – will be sexually assaulted during an academic year. Given these statistics, it is estimated that 424 sexual assaults occurred during the 2012-2013 academic year. The NC State Women's Center is working to serve survivors and increase the general campus awareness of how to prevent interpersonal violence. The Center's efforts include:

- 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. The Women's Center Assistant Director of Interpersonal Violence Services trained 10 new volunteers for the Relationship and Sexual Violence Phone Line (RSVP Line) in January 2013.
- 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 referrals and accompaniment to law enforcement agencies. Between September, 2012 and May 2013, the Women's Center served 16 survivors of interpersonal violence.
- The Women's Center convenes a primary prevention task force called the 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 on NC State's campus by encouraging positive relationships while eliminating interpersonal violence through activism, advocacy, awareness and education.
- The Women's Center fundraises and maintains a Survivor Fund. Modeled on the Victims of Compensation Act, the Survivor Fund defrays costs associated with interpersonal violence such as taxi cab fare to the hospital and fees associated with needed changes in housing.

3 <http://upa.ncsu.edu/univ/fact/student-statistics>

4 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: <https://www.ncjrs.gov/pdffiles1/nij/182369.pdf> .

The Women's Center advertises the availability of these services through large scale campus campaigns including presentations to all incoming students during orientations, distributing information in 7,800 "welcome bags" to on-campus residents through "inter-residence council", and placing window clings on every third mirror in all main campus academic buildings. Interpersonal violence prevention and services remain an important component of the Women's Center mission and the services are further marketed in Don't Cancel that Class presentations described below.

### Don't Cancel that Class

Don't Cancel that Class provides course instructors and campus leaders engaging programming related to gender equity issues. Topics currently offered include media's impact on US women's health and well-being, constructions of race and gender in rap and hip hop, stalking, chivalry, power, politics & sports, sex trafficking, Title IX, healthy masculinities, international women's health, feminist ethics, sexual violence 101, how to help survivors of interpersonal violence, healthy relationships, and feminism 101. The Women's Center continues to add new topics according to interest and expertise. Women's Center staff and trained peer educators from the student group, The Movement provide customizable, interactive discussions. The NC State community can request the workshops through a new online system: [http://ncsu.qualtrics.com//SE/?SID=SV\\_3sbMV4P-w1nmjz3](http://ncsu.qualtrics.com//SE/?SID=SV_3sbMV4P-w1nmjz3). Using Qualtrics software this year allowed the Center to better track which workshops are most popular with what audiences. This year, the Center conducted 41 workshops to student groups and academic classes. The table below summarizes that data:



	Student Groups	Academic Courses	Total
Media & Women	2	1	3
Race & Gender in Music			0
Stalking	2		2
Chivalry			0
Power, Politics. And Sports	1	3	4
Sex Trafficking	1		1
Title IX		1	1
Healthy masculinities	1	1	2
Int'l Women's Health		1	1
Feminist Ethics		1	1
Sexual violence 101	10	2	12
Survivors: How we can help	3		3
Healthy Relationships	8	1	9
Feminism 101	1	1	2
Total	29	12	41

In general, student groups favored "how-to" workshops such as "sexual violence 101" and "healthy relationships" and more theoretical-based workshops such as "power, politics, and sports", "feminist ethics", and healthy masculinities" were requested by faculty for academic courses. It is expected that the percentage of faculty requests will grow in the 2013-2014 academic as the Center develops specific marketing materials for them.

### Lactation Room

The Women's Center hosts a room in Harrelson Hall for lactating mothers and others with carework responsibilities. The room includes a padded rocking 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 2012 Council on the Status of Women's report to the Provost which resulted in a \$15,000 designation for similar lactation rooms on campus. This year, the Women's Center assisted the Council in creating and publishing a list of similar spaces on campus. This information can be found numerous places on the NC State website, including the Women's Center website: <http://www.ncsu.edu/womens-center/new-lactation-room-on-central-campus>. In addition, the Women's Center serves a consult for other university administrators wanting to create similar lactations spaces. Women's Center Director Ashley Simons-Rudolph consulted with the Hunt Library, NCSU Cooperative Extension Office, NC State Multicultural Student Association, and UNC-Greensboro with logistics and budget information this year.

### Student Groups

At the nexus of Women's Center programs and services are student groups 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 a university's purpose, the Women's Center greatly values the reach of the affiliated student groups this year. Women's Center student groups meet regularly in the NCSU Women's Center and are trained to advocate for diversity issues in their

own lives and in their communities. Their purpose and primary activities are highlighted below.

### *The Movement to End Interpersonal Violence (The Movement)*

The Movement is a trained group of male and female NCSU 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 do so through Don't Cancel that Class. To better ensure continuity of resources, The Movement became a Women's Center Program this year. This designation professionalizes the group and clearly aligns it within the Women's Center umbrella. The Movement currently has 6 active peer educators with 10 new peer educators eligible to join in the Fall 2013.

### *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 relationship building. CFYSL Program is a year-long commitment and includes multi-year mentorship and service-learning opportunities. The NCSU Women's Center expanded recruitment efforts and initiated a new application and interview process this year. Twenty-four students were accepted into the program, all women, and included approximately 55% Caucasian, 19% Black, 12% Asian, 4% Hispanic and 10% Native American students. Student majors included 47% from the STEM disciplines, 15% from the Humanities, 12% from Business, 15% from Education, with 11% being in First Year College. Eight students in the program are first generation college students. The program convened three times at the Chancellor's residence and included opportunities to interact and learn from the Chancellor and Mrs. Woodson. Speakers included Dr. Lisa Broome from the University of North Carolina at Chapel Hill who spoke about diversity on corporate boards, and President of Peace College, Dr. Deborah Townsley who spoke about being a female college president. Additional program modules included:



- Negotiation: Knowing your worth!
- Leaning In: Leadership tools, advice, insights and suggestions from current female leaders.
- Professional Development: Resumes, cover letters, networking, professional development and more!
- True Colors: Discovering your style and using it to your advantage.
- The Hillary Clinton Effect: How female/male leaders are perceived and how you can harness the power of that perception.
- Feminism 911: What it is, what it means and being empowered as young women.

Evaluation instruments including constructs of leadership readiness and critical thinking were given to the students as a pre-test at the beginning of the program and a post-test will be administered at the end of the cohort in December 2013.

### *Read to L.E.A.D.*

A cohort of approximately 100 current and former Read to L.E.A.D. mentors have begun to organize themselves and regularly communicate using social media and ongoing training offered through the Women's Center. Although not a formalized "student group" yet, the Center anticipates growth and cohesion of this body in the 2013-2014 academic year.

While focused on its core mission, the NC State Women's Center seeks to be dynamic and flexible to respond to emerging opportunities and fresh ideas for increasing its impact. Below is a summary of some of the Center's additional initiatives.

## **Initiatives**

### *Grant Writing*

The Women's Center has been actively engaged in scientific growth through grant writing. The Women's Center team wrote a total of 6 proposals for a total of \$93,845.18. The Center has been awarded 2 of those proposals for a total of \$64,997.18 with 2 other proposals (\$24,348) awaiting notification. In addition to proposals funding their own work, Women's Center staff actively contributed to an additional 2 proposals supporting campus partners (CALS, WISE) this year. The Center expects to continue and expand grant writing in the coming year.

### *Assessment*



The Center has also renewed its focus on assessment. New to the 2012-2013 academic year is the employment of a single assessment tool measuring the Center's programming/services/opportunities on aspects of education, advocacy, and leadership. With the help of OIED, the Center has built a robust assessment plan measuring:

- Who attends Center programs, uses Center services, and participates in Center leadership opportunities. The Women's Center is interested in both frequency (reach of the Women's Center) and depth (how many times people are interacting).
- What attendees perceive as the value of the event/opportunity. The Women's Center has employed a new one-page evaluation completed by a random sampling of students, faculty, staff, and community members who attend Center programs/use Center services. This evaluation provides an instant snapshot for quality assurance purposes. New to the 2012-2013 is a measurement of the congruency between what Women's Center staff perceive as the purpose of a program (primarily educational vs primarily inspirational, etc) vs what the attendee self-reports as gaining from the program.
- When programs are services are utilized so that the Center may improve program planning and staffing.
- Where - Previous data shows that despite marketing efforts, knowledge about the Women's Center is generally low on campus. The Women's Center has employed the evaluation to better understand where program participants are learning about the Women's Center and what kinds of marketing are more likely to be successful.
- Why - The Center now has the capability to quantitatively and qualitatively define why people connect with the Women's Center and what they report wanting/expecting from their Women's Center.
- How - The new data tool allows the Center to better define how Center programs/services impact the NC State Community in the long-term. This year the Women's Center began using the Cornell Critical Thinking Z-test which measures changes in critical thinking from baseline (before Center programming, etc) and at follow-up (after a significant dosage of Women's Center programming). Critical thinking provides another way to measure the impact of gender equity programming and aligns with the university's Quality Enhancement Plan goals.

All of the Center's evaluation tools have been piloted, pre-tested, and have been approved by the NCSU Institutional Review Board (IRB) so that the data can be useful to the Center internally and available for presentation/publication nationally. Creating new measures and sharing quantitative and qualitative measures and data with campus and community partners as applicable are new ways in which the NC State Women's Center contributing to the dialogue about what works in diversity programming.

#### *Intra-and Inter-University Collaboration*

In addition to assessment, Intra-and Inter University Collaboration was a major focus this year. Again, the Women's Center consulted with NC State Training and Organizational Development (T&OD) to streamline and improve efficiency. The Women's Center has fully implemented a strengths-based task system (StrengthsQuest) wherein staffing and professional development is aligned with strengths and stated directions. The Women's Center staff has codified its values of what they do and how they do business into a new professional staff manual. The Center also wrote a staff manual for the student staff and professionalized student staffing with monthly trainings and annual evaluations. Outside the Center, the NC State Women's Center is actively engaging with its sister Centers and community-based organizations. In addition to the partnerships stated elsewhere that directly support specific programs, the Women's Center director made site visits to Planned Parenthood (1/15), UNC-Chapel Hill (2/8), Duke University (2/27) this academic year.

#### *Media Presence*

In addition to assessment and new collaborations, the Women's Center expanded its media presence. The Center intentionally focused on NC State media (Technician) to promote the Women's Center and increase visibility on campus. However, the Center also received some external recognition, specifically for its two Signature Programs, Chocolate Festival and Take Back the Night. A summary table of media coverage follows:

Content of Coverage	Technician	Off-campus media
Women's Center-general	6	
IPV Services	4	3
Chocolate Festival	2	1
Gender Equity Expertise	2	
In Support of Student Groups	2	
Anniversary of Title IX	2	
Read to L.E.A.D.	2	
Total	20	4



As a Center tasked specifically with increasing diversity, the NC State Women's Center has worked this year to intentionally market its education, advoca-

cy, and leadership opportunities to a wide variety of campus constituents as well as broaden diversity of thought in all efforts. Specifically, the Women's Center sought to:

- expand the understanding of gender to include the study of men and masculinity
- facilitate the understanding of intersectionality by sponsoring a new race/gender ASB trip.
- reach international populations and provide opportunities to globally engage

A brief summary of new efforts follows:

#### *Men and Masculinity*

In the 2012-2013 the Women's Center was awarded a new "Men and Masculinity Coordinator" position by the Centers for Disease Control. Unfortunately, the grant funding was delayed due to the slow federal reauthorization of the Violence Against Women Act as well as federal sequestration. However, the Center has been notified that funding is expected in the 2013-2014 academic year and therefore expects to explicitly reach out to men regarding their gender equity concerns soon. In the meantime, the Center has included a new masculinity-related workshop through Don't Cancel that Class with an additional workshop forthcoming in the summer of 2013. A new academic class "Introduction to Men and Masculinity" has been approved for the Fall of 2013 and will be taught by Women's Center staff through the Women's and Gender Studies Department.

#### *Intersectionality of Gender and Race*

As described above, the Women's Center partnered with the office of Multicultural Student Affairs (MSA) to co-sponsor a Fall Alternative Service Break opportunity focusing on the intersectionality of gender and race. Visiting the International Civil Rights Center and Museum highlighted the important connections between the Feminist and Civil Rights Movements in the United States. Students who primarily affiliated with either Center had the opportunity to openly dialogue about intersectionality. Women's Center and MSA staff facilitated theory-to-practice related service opportunities at SisterSong (reproductive justice), and Open Hand-Atlanta (food for low-income, chronic or critically ill, and homebound seniors).

#### *International Opportunities*

The Women's Center expanded its work both with international students and with American students interested in international issues. Women's Center staff and Movement Peer Educators actively worked with SKEMA (Global Training Initiative) to present Don't Cancel that Class Workshops to all of their international students studying at NC State. In order to bridge the cultural gaps between American and international students and to increase opportunities for international engagement for American students, the Women's Center also partnered with the Muslim Student Association on its annual joint program "Beyond the Veil" as well as a newer partnership on "A Brief Tour to the Unseen Muslim World" which featured a gender focus this year. The Women's Center continued its annual partnership with CSLEPS on the Alternative Service Break trip to Guatemala, as well as its support of WomenNC (international human rights community group). The Women's Center supported the American Council on Education's "At Home in the World" grant team, which is developing a "People like Me Study Abroad" marketing message for NC State students.

In addition to the efforts above, the Women's Center team actively sought a leadership role with respect to the study of gender in the Middle East. Despite an increased need for cross-cultural understanding, scholarly travel between the US and Middle East/North Africa remains complicated by ongoing political unrest and NCSU has few study abroad programs in the region. To this end, the NC State Women's Center secured \$5000 "Internationalization Seed Grant" to create a Virtual Lab (ViLa) between NCSU and the American University in Cairo (AUC). The ViLa will be housed in the NCSU Women's Center, will be interdisciplinary, and will involve students, faculty, and research staff at both institutions. The ViLa will provide opportunities for a greater cross-cultural understanding around gender issues as well as international engagement and research for students, faculty, and staff. The ViLa will begin in the fall of 2013 with a forum about gender equity and civic engagement.

## **Staff**

Jennifer Castillo, MS Associate Director of the Women's Center serves on the Raleigh Promise Steering Committee and the SAY Advisory Board. Jennifer also participated in the year-long Raleigh Chamber of Commerce - Leadership Raleigh program. She has presented to community-based groups such as Pearl's Closet, United Way/YouthThrive, as well as NCSU Housing (Students Advocating for Youth & Women of Welch Villages) about the importance of creating and supporting a



campus culture that understands and promotes diversity and equity. She attended Light Up Your World facilitator training in the fall of 2012 as well as the Pathways to Achieving Civic Engagement Conference and CCDA (Community Development) Immersion Training in Spring of 2013. Jennifer was nominated for the Pride of the Wolfpack award and received the University Award for Excellence for EPA Professionals.

*Lois Crowe* retired as University Program Associate in February 2013 after 22 years of service at NC State. Before her retirement, Lois organized the most populous and highest fundraising Chocolate Festival to date.

*Krystina Dillard*, MS is a minimum time AmeriCorps Member. She is pursuing a Ph.D. Psychology in the Public Interest at NC State. She attended LeaderCast 2013 and co-presented with Christina Foster at the national Social Equity Leadership Conference at NCSU<sup>5</sup>. She participated in Wake Up and Read Campaign and is a co-leader of their action team. She also participated in YouthThrive trainings.

*Christina Foster* is an AmeriCorps Read to L.E.A.D. Coordinator. She completed her bachelor's degree in Business Administration with minors in Nonprofit Studies and Women & Gender Studies in May 2013. She presented on cultural competency & culturally relevant practices at the AmeriCorps 3<sup>rd</sup> Quarter Meeting and co-presented with Krystina Dillard at the national Social Equity Leadership Conference at NC State. Christina also attended LeaderCast 2013 and the Pathways to Achieving Civic Engagement Conference.



*Dr. Heidi Grappendorf* joined the Women's Center team in July 2012 in the new position of Scholar in Residence/Assistant Director of Leadership. She has presented on Women and Leadership Tools to CSLEPS, Psychology and Impacts of Title IX to a Psychology of Gender Class, University Scholars, and NC State Libraries, Work/life integration to OIED and Council on the Status of Women, Women in Leadership to WISE, Women & Negotiation to University Theatre, and Gender - Where are We Going? to NC State Libraries. She has published two articles and has two text book chapters in press<sup>6</sup>. Additionally, Heidi has two national presentations in press<sup>7</sup>. Heidi represented the Women's Center on the Council on the Status of Women, and led the Chancellor's First Year Student Leadership Program this year.

*Adrianna Harrell* served as Interim Assistant Director of Interpersonal Violence Services for the Women's Center until September 2012 and now serves as Programs Coordinator. A new position for Women's Center, the Programs Coordinator provides support for the volunteers and Don't Cancel that Class programs as well as supporting Signature Programs and facilitating growth and innovation in programming. This year, Adrianna presented on Women and Leadership at the North Carolina College Personnel Association and chaired the Program Collaboration Committee

for OIED. Once a student worker, now a professional staff member, Adrianna will leave the Women's Center in the summer of 2013 to pursue a Master's degree in Social Work.

*Jenn Scott*, MS Assistant Director of Interpersonal Violence, joined the Women's Center team in September of 2012. She has presented to peer educators from the NCSU Health Promotions team as well as Navy ROTC, and Women of Welch Living and Learning Village. This year, Jenn attended the Trauma Stewardship conference in Texas and published a blog for Triangle Women's Consortium's 16 days against gender violence campaign<sup>8</sup>.

*Dr. Ashley Simons-Rudolph*, Director of the Women's Center was appointed co-editor of the journal Gender Issues, a leading journal in the field of interdisciplinary and international study of gender. Ashley also graduated from the Bridges: Academic Leadership for Women program this year. Ashley led the committee on women's collegiate leadership measures for the American Association for University Women. She presented at the national Consortium of Universities for Global Health Conference<sup>9</sup>. Ashley also contributed to public forums about gender and the Arab Spring for the NCSU Office of International Affairs, and jobs with an NCSU degree for CHASS new student orientation.

*Kimberly Zugay*, was hired as the new University Programs Associate in March 2013. Kimberly has 12 years of experience at the NCSU Union Activities Board. Kimberly served two consecutive terms as the Treasurer for the North Carolina College Personnel Association from 2011-2013.

5 Foster, C. & Dillard, K. (2013). Read to L.E.A.D.: A Literacy & Social Justice Model. Social Equity Leadership Conference. Raleigh NC.

6 Grappendorf, H. (2013). The "year" of women in sports? Why stop at one? Journal of Physical Education, Recreation, & Dance, 84, 7-8. Henderson, K., Grappendorf, H., Tomas, S., & Bruton, C. (2013). The status of women in the parks and recreation profession in the US. World Leisure Journal, 55, 58-71. Grappendorf, H. (in press). Addressing the gender gap in sports. In Borland, J., Burton, L., Kane, G (Eds.) Sport Leadership in the 21<sup>st</sup> century. Burlington, MA: Jones & Bartlett. Grappendorf, H. (in press). Gender Equity in Sport. In, Lee, T. (Ed.), Power, politics, problems and policy in the governance of sport. Durham, NC: Carolina Press.

7 Lilienthal, S. J., & Grappendorf, H. (2013). Mud, Sweat and Fear: An Exploration of the Participant Motivations in Obstacle Racing. North American Society for Sport Management (NASSM), Austin, TX. Grappendorf, H. (2013). What Works for Male Professors May Not Work for Female Professors: Rethinking Building Rapport with Students. North American Society for Sport Management (NASSM), Austin, TX.

8 <http://triangleglobalhealth.wordpress.com/2012/11/30/16-days-interpersonal-violence-on-college-campuses>

9 Simons-Rudolph, A. (2013). Twenty Minutes Equals One Hour: Adopting and Adapting American Research Ethics in Cairo Egypt. Consortium of Universities for Global Health. Washington, D.C.

# Outreach and Education

## Office for Institutional Equity and Diversity 2013 Annual Report

### Director, Beverly Jones Williams

#### Programs

(Goals 1, 3 and 5 of strategic plan)

#### Equal Opportunity Institute (EOI)

This year the EOI had a record number of participants and graduates. Sixty (60) participants attended orientation in fall 2012. This is double the number of participants oriented each year in the past. Sixty five(65) individuals registered for workshops (this includes non-graduate returners). Forty five (45) participants completed program requirements and joined the total of 387 graduates. Among these graduates 18 were students and received an EOI honor cord to wear at NC State University graduation. A new program launched this year acknowledged EOI participants who completed at least 3 additional elective workshops (beyond 3 required and 7 electives required). These 24 "Special Recognition" graduates received extra recognition at the graduation ceremony. Another new EOI opportunity offered was for past EOI Graduates. The opportunity to be recognized for continuing to develop knowledge through attending additional workshops was titled "Graduate Scholars". Seven (7) EOI "Graduate Scholars" received a specially designed EOI lapel pin in recognition of their continued development.

Graduates were recognized at a ceremony on April 30, 2013 held in the Institute for Emerging Issues Multipurpose Room in the new Hunt Library. The beautiful large facility was needed as over 100 guests attended this event. Thomas Easley, CEO, The Easley Branch, LLC and Director of Community Diversity, College of Natural Resources delivered the keynote address. His address embraced this year's EOI graduation theme "New Frontiers". He encouraged our graduates to not just take their certificates and sit them on a shelf but to embark on new ways of practicing what they have learned in their working and learning environments. A reception followed the recognition of all EOI participants. A new EOI logo was revealed at this graduation ceremony.

Recommendations developed at the May 24, 2012 EOI Advisory Team Meeting lead to changes in our pre/post assessment reports to more appropriately assess learning and enhance number of respondents. Advisory team members also recommended development of the structure to recognize "Special Recognition Gradates" and establish "Graduate Scholars."



Feedback from participants continues to demonstrate that the EOI is an effective program with 99% of participants recommending the program. Participants continue to learn from the program as evidenced from the following reflection comments.

- "I am better equipped to have conversations with others about topics concerning equal opportunities for others. I have new resources to gather information for myself or point others to increase knowledge about discrimination, harassment, social justice, and equality."
- "My experience with the EOI has helped me to recognize biases that I subconsciously and unfairly place on others around me. It has helped me to become more aware of my own diverse perspectives and those of the people I interact with daily. The workshops I have taken have opened my eyes to the ways in which my actions impact others, both positively and negatively, whether I am aware of it or not. Because of the EOI I have decided to study abroad this summer in Peru, and become more acquainted with a culture very different from my own. The EOI has helped me to realize the importance of diversity and that discovering diversity is a journey I am partaking in, in search of social justice for all people."

This year participants experienced several difficulties with workshop registration and receiving updated course information. A new system for registration is still being explored to help alleviate these problems. Out of our 65 participants 45 completed the program. Additional resources are needed for mentoring and support of participants.

Partnerships with Human Resources and the Center for Student Leadership, Ethics and Public Service continue to make this program strong. Partnership



with GLBT Center this year has allowed for more programs addressing GLBT issues.

OIED Workshops were well attended this year with an average increase in attendance of 7 participants per workshop. OIED sponsored 39 workshops including EEOI sessions. The total of participants for 2012-13 was 741. This was a total of 135 workshop hours. "Fair Housing" was added this year as a new workshop learning opportunity.

EEOI was facilitated six times for our campus community from August through May, including 1 session for staff at the NC Research Campus in Kannapolis, NC.

OIED participated in 4 sessions of Quick Start sponsored by Human Resources.

#### National Coalition Building Institute (NCBI)

The NCBI Team conducted 43 workshops from June 2012 – May 2013 to 1109 participants. The total workshop hours of training provided was 117.5. Workshops sponsor groups included OIED and Leadership Development Series open enrollments, orientation ambassadors and leaders, summer start, central campus RAs, CHASS introductory class, Foundations of Cross Cultural Competence class, and undergraduate and graduate social work classes. New groups trained this year include summer undergraduate research students, Read to L.E.A.D. volunteers, Feed the Pack Food Pantry volunteers, first year college students, Educational Talent Search students, and College of Natural Resources Engaging Leaders Program participants. NCBI continues as an integrated part of the undergraduate social work curriculum. This year team members also facilitated a dialogue hosted by the Union Activities Board Issues and Ideas Committee on Chick-Fil-A and the GLBT Community.



Ten (10) new facilitators were trained at the NCBI Carolina Coalition Train-the-Trainer, September 28-30, 2012 at North Carolina Central University. Of these new participants 7 were staff, 2 undergraduate students and 1 graduate student. The team also gained 3 already trained new team members from other Universities. Through student graduation, retirement and new job opportunities 7 team members transitioned off the NC State NCBI team. It has been observed that undergraduate student team members need different and added support to fully participate on the team. It has also been noted that our team does not have enough active facilitators to meet the current demand of workshops.

Staff on campus has stated that one of the greatest values of being an NCBI Campus Affiliate is having a team of facilitators on

campus not only to conduct workshops but also to impart and demonstrate principles for leading and interacting in diverse communities. Team members meet monthly to build skills in facilitating the workshop and to develop skills and understanding related to diversity. This year team members participated in 9 meetings, 1 half day retreat and 1 all day retreat. Some development topics team members discussed include mental health oppression, developing perspectives on privilege, concepts of beauty, self-validation, and transgender understanding. The May 16th all day retreat also included the following activities: 2013-14 planning, team building, extended skill building and implementing NCBI principles in daily living.

The continued commitment of Leadership Team Members continues to make the NC State University NCBI Team strong. Valerie Ball, Vet School continues in the role of Assistant Affiliate Director and Joy Tongsri, Park Scholars continues as Secretary. Continuing Leadership Team Members are Edward Brown, Textiles, George K. Morell, Academic Programs-DASA, and Erin Robinson, Office of Faculty Development. New members are Betsy Taylor, Vet School and Karen Young, CHASS. Sandra Conoly retired and has transition off the team.

Other accomplishments of the team include updating the Leading Diverse Groups through conflict workshop PowerPoint, leadership team members (Valerie Ball and Erin Robinson) participation in the November 2012 National NCBI Campus Conference and continued participation with the Carolina Coalition including sending 4 team members to the 1<sup>st</sup> Annual Carolina Coalition Retreat on March 31, 2013. Team members Valerie Ball and Beverly Jones Williams also facilitated sessions at this retreat. The team is very excited to have a course developed by team members "Leadership and Coalition Building in Diverse Communities", based on the NCBI model, approved as a Special Topics Diversity course. It is slated to be taught by Roger Callanan, Allison Mitchell and Beverly Jones Williams in fall 2013.

### **Initiatives** (Goals 4 and 5 of strategic plan)

#### Assessment

An OIED Assessment process was established and implemented including suggested content, formats and submission dates for plans and reports. Units have developed plans and conducted assessment. Assessment reports are due June 30.

#### OIED "On Tour"

OIED “On Tour” presentation was developed as an effort to create a unified message about OIED to the campus community. Content was developed and the presentation was created. Presenters have been identified and to date two sessions have been delivered to:

- DASA – Academic Programs – 50 participants
- Staff Diversity Committee – 15 participants

## **Staff**

Beverly Jones Williams

### *Committees*

- EOI Advisory – See EOI
- NCBI Team – See NCBI

### *University Committees*

- Destiny Steering Committee
- DASA Assessment Council
- At Home in the World Committee



### *OIED Committees*

- Full staff Planning Meeting
- Women’s Center Engaging Men in Violence Prevention Search
- Assistant Equal Opportunity Officer Search, Committee Chair
- DCAT
- Chancellor’s Creating Community Awards Selection
- OIED Marketing

### *University Service*

- Facilitated Mediation – September 13, 2012
- Facilitated Office for Faculty Development Workshop, October 26, 2013
- Facilitated Park Scholars Diversity Academy, April 13, 2013
- Grievance Panel Training, May 27, 2013
- Co-instructed Foundations of Cross Cultural Competence, fall 2013 and spring 2013

### *Professional Development*

- NCORE 2012 Conference, May 28 – June 12, 2012
- Moodle Grade book, July 17, 2013
- Diversity is a Mercy from God, September 11, 2012
- AAC&U Diversity and Learning Conference, October 18 – 20, 2012, Co-presented “Exploring Intercultural Competence through Collaboration between Diversity and Internationalization” conference session
- Qualtrics Training, November 5, 2012
- OIS Information Session: Global Education Systems, November 12, 2012
- NC Diversity & Inclusion Partners Conference, November 29, 2012, Co-presented “Diversity Education – Cultural Competency” conference session
- Unconscious Bias Seminar, Duke University, February 14, 2013
- OFD Book Discussion on Teaching Critical Thinking by Bell Hooks, April 18, 2013 and May 2, 2013
- What’s New in Moodle 2, May 14, 2013

## **New Staff**

Master of Social Work Intern Suzanne Martin will assist with outreach and education efforts in 2013-14.

# Communications

## Office for Institutional Equity and Diversity 2013 Annual Report

### Team Lead, Elizabeth Snively

#### Activities

##### Equal Opportunity & Equity

###### *Websites*

- New Title IX website in Wordpress
- New ADA website in Wordpress
- Redesign and update of DHPH training module in Wordpress

###### *Print*

- EOE booklet for New Employee Orientation
- New Title IX brochure
- New ADA brochure
- Redesigned DHPH brochure
- Redesigned search committee booklet

###### *Marketing*

- Title IX 40th Anniversary logo

###### *Data*

- Existing DHPH, ADA, EEO/AA training module queries/reporting
- DHPH intake and case browser modifications

##### Diversity: Faculty and Staff

###### *Websites*

- Redesign and update of Faculty Diversity website in Wordpress with SmugMug photo gallery and Google Calendar integration

###### *Print*

- Sisterhood Dinner - large and small posters
- InfoGuide for New Employee Orientation

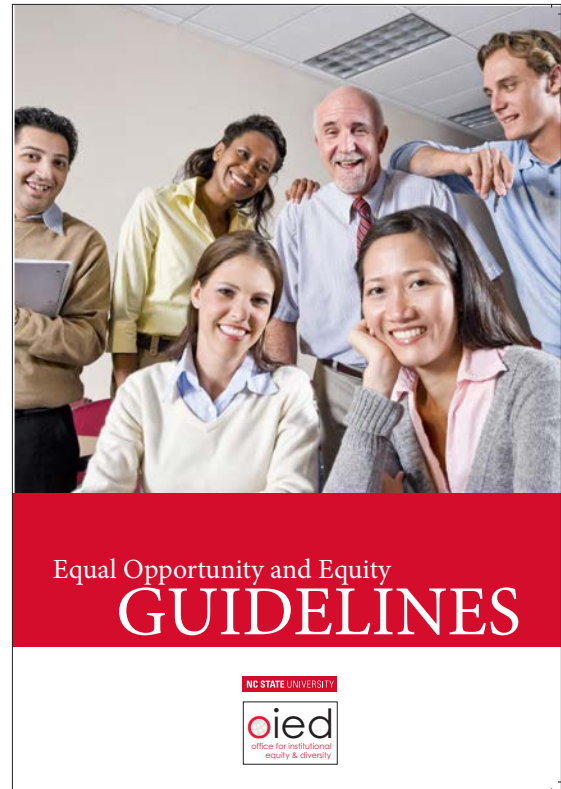
###### *Marketing*

- Event photography at ADVANCE events (2), Assistant Professors' Community, Building Future Faculty, Sisterhood Dinner
- New SmugMug galleries for Faculty Diversity legacy photos
- New Google Group for Multicultural Faculty Group

##### Diversity: Student

###### *Websites*

- Website updates on main OIED website



## Print

- Numerous flyer, calendar, poster, and brochure designs

## Marketing

- Event photography at Diversity Education Week (America Ferrera), Chancellor's Creating Community Awards
- Billboard designs for Diversity Education Week (4), Spring Diversity Dialogue

## Multicultural Student Affairs

### Websites

- Redesign and update of MSA website in Wordpress with SmugMug photo gallery and Google Calendar integration

## Print

- Numerous flyer, calendar, and mailer designs

## Marketing

- New Google Group to replace listservs
- Event photography at Peer Mentor Kickoff, Native American Symposium, African American Symposium, Freshman Honors Convocation, Native American Culture Night
- Billboard designs for Native American Heritage Week, Kwanzaa
- New MSA logo

## African American Cultural Center

### Websites

- AACC website updates
- Redesign and update of AACC website in Wordpress with photo gallery and video feed from SmugMug, integration of Google Calendar
- Redesign and update of SPACE website in Wordpress

## Print

- Numerous flyer, postcard, poster, calendar, and program designs
- Press releases for MLK Commemoration, Living Legends, Clark Dinner, Clark Witherspoon Anniversary Exhibit

## Marketing

- Event photography at Harambee, Living Legends, MLK Campus Commemoration, Gallery openings (2), Clark Dinner, AYA, Florida student exchange, Red, White, and Black Walk, Ebony Harlem, Shoeboxes of Love, Heritage Day
- Billboard designs for Living Legends, MLK Campus Commemoration, Clark Dinner, Shoeboxes of Love, African Diaspora Film Festival, Selma to Montgomery

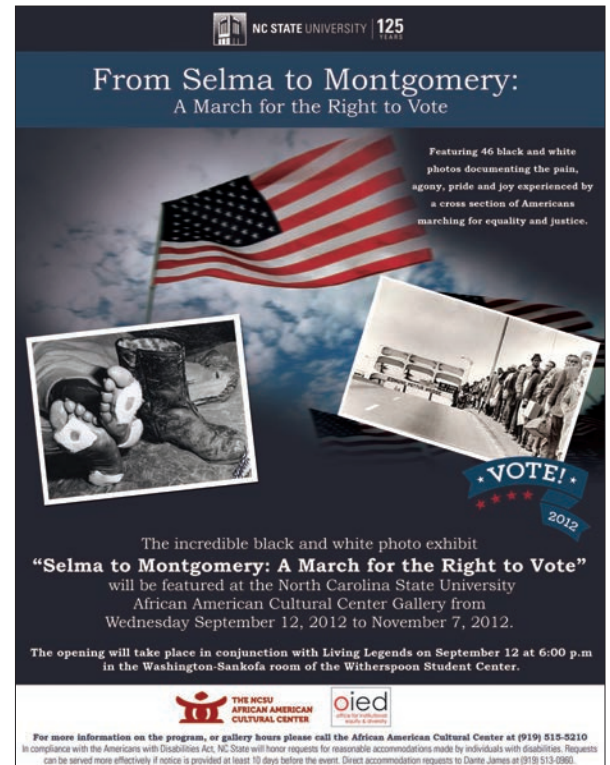
## GLBT Center

### Marketing

- Event photography at I Heart Diversity, Lavender Graduation, Ally Rally, Cabaret, Free Expression Tunnel Painting

## Women's Center

### Websites





- WC website updates, including slides, SmugMug photo gallery, and Google Calendar integration
- New Chocolate Festival website in Wordpress with photo gallery from SmugMug
- Secure form for sexual assault reporting

#### Print

- Numerous flyer, postcard, and brochure designs

#### Marketing

- Event photography at THDH, TBTN, Read to L.E.A.D. (2 events), Beyond the Veil, Chocolate Festival, Read to L.E.A.D.
- New Don't Cancel That Class and Women of Welch, Women's and Gender Studies logos
- Billboard designs for Rethinking Gender seminars, Social Justice Book Club, Chocolate Festival

#### Outreach & Education

#### Websites

- Website updates for EOI, NCBI, and main OIED website's Education and Training pages

#### Print

- Numerous flyers, invitation, program, certificate, pin, bookmark

#### Marketing

- Event photography at EOI Orientation, Protected Class of Religion and Creed workshop, EOI Orientation, EOI Graduation, NCBI workshop, NCBI retreat

#### Data

- Course registration/data browser updates for EOI, NCBI, and open enrollment workshops

#### OIED - Main

#### Websites

- New SELC website in Wordpress
- New Pack's PACT website in Wordpress
- Google Analytics tracking set up for all OIED websites
- Credit card payment processing for conference registrations

#### Print

- OIED brochure
- Signature Events cards
- ADVANCE conference program and final report cover
- Hispanic/Latino Faculty Forum conference program
- NC DIP conference program
- SELC save the date card and program booklet
- Communications services flyer/handout

#### Marketing

- Created departmental photo repository on Smugmug for all OIED groups
- Weekly editions of the Diversity Digest from August - May (new in Bronto this year)
- Submission of selected Digest articles to NC State Bulletin.
- "OIED On Tour" Prezi presentation and video
- Group photos and individual head shots of all OIED staff members

**SIGNATURE EVENTS 2013**

*Spring*

**Ongoing**  
**OIED Workshops**  
 We welcome you to register for our many diversity-related workshops at [www.ncsu.edu/oied/education.php](http://www.ncsu.edu/oied/education.php), most of which are only two hours in length and explore a wide array of equal opportunity and diversity topics.

*January*  
**Dr. Martin Luther King, Jr. Campus Commemoration - Featuring Iyanla Vanzant, author of Peace from Broken Pieces**  
 Monday, January 14, 2013, 6:00-9:00 pm  
 McKimmon Center

*February*  
**Exhibit Opening - Writing the Lion's Tale: Celebrating the Lives and Work of Dr. Augustus Witherspoon and Dr. Lawrence M. Clark**  
 Thursday, January 31, 2013, 6:00 pm  
 African American Cultural Center Gallery, Witherspoon Student Center, 2nd floor

**Annual Freshman Honors Convocation**  
 Friday, February 1, 2013  
 Reception at 4:30 pm, program 5:30-7:00 pm  
 Talley Student Center Ballroom

**Black History Month - Featuring Blacks in Wax Live Museum**  
 Saturday, February 23, 2013  
 10:00 am - 1:00 pm  
 Witherspoon Student Center

**Sisterhood Dinner**  
 Monday, February 25, 2013  
 Reception at 5:30 pm, dinner 6:00 pm  
 McKimmon Center

**Spring Diversity Dialogue**  
 Wednesday, February 27, 2013, 3:30 pm  
 Talley Student Center Ballroom

*March*  
**Clark Lecture Series - Dr. Ricky Jones: How Greek-Letter Organizations Will Kill Themselves: Necessary Responses to Hazing in the 21st Century**  
 Tuesday, March 19, 2013, 6:00-8:00 pm  
 Witherspoon Student Center, Washington Sankofa Room

**Take Back the Night Rally & March**  
 Monday, March 25, 2013, 6:00-9:00 pm  
 Witherspoon Student Center, Washington Sankofa Room

*April*  
**Native American Pow Wow**  
 Saturday, April 6, 2013, 12:00-6:00 pm  
 Carmichael Gymnasium

**NCBI Building Bridges: Strengthening Leadership for Diverse Communities Workshop**  
 Friday, April 5, 2013, 9:00 am - 4:00 pm  
 Winslow Hall, Room 100

**Chancellor's Creating Community Awards (formerly the University Diversity Awards)**  
 Monday, April 22, 2013, 11:00 am  
 Talley Student Center Ballroom

**Ebony Harlem Awards**  
 Friday, April 26, 2013, 6:00-8:00 pm  
 Witherspoon Student Center Cinema

**Equal Opportunity Institute (EOI) Graduation**  
 Tuesday, April 30, 2013, 10:00 am - 12:00 pm  
 Witherspoon Student Center, Washington Sankofa Room (RSVP required for this event.)

*May*  
**Lavender Graduation**  
 Friday, May 10, 2013, 11:00 am - 1:00 pm  
 Location TBD

NC STATE UNIVERSITY 125 YEARS

- Head shots of OIED Faculty Liaisons
- Event photography at Human Rights Day, Title IX 40th Anniversary panel, NC DIP conference, National Diversity Advisory Board meeting, At Home in the World Fellows
- Billboard designs for At Home in the World (see Appendix 2)
- At Home in the World photos, bus wrap, and posters
- Pack's PACT logo

### Internal

- VP five-year review Prezi presentation
- Full staff planning team activities and presentations, "Perks" video
- Intranet updates - staff profile database and browser, assessment documents
- Annual report design and formatting
- Assessment planning and reporting
- Marketing committee - met six times

## **Initiatives**

Major accomplishments this year were the completion of the first OIED printed brochure, completion of a printed booklet for Equal Opportunity & Equity for New Employee Orientation, redesign of the DHPR training module (currently undergoing final revisions), and improved Digest coverage, content, and audience. The Digest increased its subscriber base by nearly 27% this year to 640.

In addition, the team improved marketing through the use of photography and billboards, improved communication with OIED groups through the identification of group communications contacts, moved many groups to Wordpress, and established and chaired the OIED Marketing Committee with representatives from each OIED group. This year, the Marketing Committee chose to support four objectives: the unified campus contact committee's "OIED on Tour" project, highlighting OIED successes, updating websites, and examining the use of social media across OIED.

## **Staff**

Elizabeth Snively, Communications Technologist (.88 FTE)

- NCSU Web Developers Network
- Billboard Community
- University IT Accessibility Committee
- OIED Marketing Committee (chair)
- OIED Full Staff Planning Team
- Interview panelist for EOE search
- OIED Unified Campus Contacts Committee

Jacqueline Perry, Communications Technologist (1.0 FTE)

- NCSU Web Developers Network
- Billboard Community
- University IT Accessibility Committee
- OIED Marketing Committee
- OIED Full Staff Planning Team
- OIED White Papers Committee
- OIED Unified Campus Contacts Committee



## **Alignment with Strategic Plan**

Because OIED Communications serves a support function within OIED, the team assists each OIED unit as it in turn supports the University's Strategic Plan Goals: educational innovation, scholarship and research, interdisciplinary scholarship, organizational effectiveness through constant improvement, and community and global engagement through strategic partnerships.

Of particular relevance is educational innovation as it relates to our delivery of online training; interdisciplinary scholarship as it relates to publicizing our work across campus through various media; and organizational effectiveness as it relates to continually seeking more efficient technologies to incorporate into OIED processes.

# 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**

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)

## **Equal Opportunity and Equity**

231 Winslow Hall

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

## **GLBT 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)