

# 2014-15 YEAR IN REVIEW



OFFICE FOR INSTITUTIONAL  
EQUITY AND DIVERSITY

**NC STATE**  
UNIVERSITY

# INTRODUCTION

## From the Vice Provost

The Office for Institutional Equity and Diversity continued its award-winning work of fostering a welcoming campus climate where diverse faculty, staff and students feel a sense of belonging in our vibrant academic community. One of the highlights of the past year was the selection of NC State as a winner of the “Higher Education Excellence in Diversity” (HEED) award presented annually by *Diverse: Issues in Higher Education* magazine. Also noteworthy was the recognition of two NC State employees with the “Leadership in Diversity” award from the The Triangle Business Journal in September 2014.

This year also saw the completion of a four-year renovation of the Talley Student Union. With construction completed this spring, three of the campus community centers – the Women’s Center, GLBT Center and Multicultural Student Affairs – are now located in the expanded student union. We are hopeful that having the centers in close proximity to each other will create new synergies and collaboration in programming and more efficient use of resources. Being located in the hub of student activity on campus should provide opportunities for additional student engagement with increased traffic to the centers.

OIED sponsored nationally recognized speakers, enhanced its communications and ensured they are on brand, and offered hundreds of workshops and programming to the campus community during the 2014-15 academic year. These are all OIED efforts designed to make NC State ‘even better.’

This year also marks the end of an era for me as I end my tenure at NC State. I am humbled by the progress in equity and diversity that I’ve witnessed over the past three decades at the university and the visible support of the university’s administration for diversity and inclusion. I also want to extend sincere thanks to the staff of the Office for Institutional Equity and Diversity. They’ve worked diligently over the past four years to become a high functioning team whose trust in each other and commitment to OIED’s mission have positioned the office to become a significant asset to the university in the attainment of its strategic goals.

Continue the “good fight” for equity and diversity. The best is yet to come!

Joanne G. Woodard  
Vice Provost, 1999-2015



## An Award-Winning Year for the Office for Institutional Equity and Diversity

The Office for Institutional Equity and Diversity was a 2014 recipient of the INSIGHT Into Diversity 'Higher Education Excellence in Diversity' (HEED) Award, which recognizes



colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. The award measures an institution's level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through

initiatives, programs and outreach; student recruitment, retention and completion; and hiring practices for faculty and staff. Beverly Jones Williams, director of outreach and education, coordinated NC State's award application.

Vice Provost for Institutional Equity and Diversity Joanne Woodard received a 2014 Triangle Business Journal Leader in Diversity Award. The award recognizes the "accomplishments of Triangle businesses, individuals and nonprofits as they strive to reflect the rich tapestry of our community." The winners have demonstrated "respect or inclusive treatment of others, advocacy for underrepresented groups and multicultural marketing."



## Serving All of NC State, One Person At a Time

The Equal Opportunity and Equity unit of OIED listens to each constituent, helping to ensure that everyone's story is regarded with the respect we all deserve. Equal Opportunity



and Equity exists to ensure that equal opportunity and affirmative action compliance obligations are met and that all employees have a fair and neutral venue in which to voice equal opportunity concerns. At NC State, we strive to deliver beyond regulatory standards. We seek to provide education and outreach opportunities to help transform the campus climate, not just mitigate liability. The number of complaints handled continues to rise in part due to the efforts to communicate to faculty, students and staff that we are here to help.

## Working to Create Welcoming and Inclusive Environments

This year, we provided Discrimination and Harassment Prevention and Response, Equal Opportunity, Americans with Disabilities Act and Title IX training to over 4,200 members of the campus community, doubled the number of search committee orientations since last year and conducted and led efforts to partner in programming for the celebration of the Civil Rights Act. We participate in a variety of collaborative partnerships and campus-wide committees to



bolster discussions and initiatives around creating welcoming and inclusive environments. In a climate of changing regulations, diminished internal staffing and an increase in inquiries and consultative services requested from campus constituents, we continue to deliver quality service and support to the members of the NC State community.

- “During the year, a campus community member came to our office to file a complaint about negative treatment he received from his supervisor that he believed was discrimination. The man was visibly shaken and upset. At the end of the meeting, he turned to the equal opportunity officer who was assisting with his case and said that he was just glad he had somewhere to go, and that someone would hear him and try to help.”

- Ursula Hairston, assistant vice provost for equal opportunity

## Building NC State’s Future Faculty

Aspiring faculty from diverse backgrounds and disciplines come from institutions across the nation to participate in NC State’s three-day Building Future Faculty (BFF) program. BFF helps graduate students and postdoctoral scholars understand how to prepare for a faculty career, providing information that graduate students typically don’t get in a doctoral program.

## Participation Across NC State

Thirty-four future faculty participated in BFF 2015. Participants visited 30 host departments in eight of NC State’s ten academic colleges. The three-day program included skills training, interactive sessions with faculty on aspects of faculty life and a half-day department visit. The skills workshops provided practical training on presentation skills for academics, incorporating active learning into courses, and success strategies for new faculty. The future faculty participated in breakout sessions with faculty from their own disciplines on managing multiple priorities, developing a research program, writing and rejection, grant writing, types of academic positions and the application process. Each participant met one-on-one with faculty in their discipline, made a research presentation to their host department and received feedback on their presentation style and CV during their department visit.



- “In three days of career workshops and networking, we built various forms of capital that we hope to parlay into full-time, tenure-track jobs. As a member of this group, I was surrounded by some of the most intelligent, engaging, motivated and accomplished young scholars from some of the world’s most elite universities. And yet I was shocked by how poorly many of us seemed to understand the faculty career. As underrepresented minorities in our fields, we brought surprisingly disparate levels of socialization to the future-faculty program.”

(Squire, D. D. 2015, "Underprepared for the Profession," Chronicle of Higher Education, May 4, 2015.)

- Dian Squire, a 2015 Building Future Faculty participant

- "I learned that I have a lot of work to do to prepare for the market, and I was reminded that being a person of color is not going to give me a leg up," said one participant. She had applied to the program specifically to seek mentoring "geared toward students and women of color because I want to be in an environment that is honest about the barriers that we face and provides specific advice on how to surmount these barriers."

- another 2015 Building Future Faculty participant

## Long-Term Results

The Building Future Faculty program has become quite competitive. Over 250 applications for the 34 slots were evaluated by faculty in the host departments. Several Building Future Faculty program alumni have applied for faculty positions at NC State and received invitations for interviews this year. Three BFF alumni have been hired in 2014-15. The following departments hired or interviewed BFF alumni: Elaine Bohorquez (BFF 2012), teaching assistant professor (started August 2014), Graduate Physiology; Anne Porterfield (BFF 2011), assistant professor (started January 2015), Textile Apparel Technology and Management; Derek Ham (BFF 2014), assistant professor (to start August 2015), Graphic and Industrial Design; and the departments of Parks, Recreation and Tourism Management, Civil, Construction and Environmental Engineering, and Chemical and Biomedical Engineering also interviewed BFF alumnae for tenure track positions this year.

The 2015 Building Future Faculty program was sponsored by the Office of the Provost, the College of Humanities and Social Sciences, the College of Sciences, the Departments of Electrical and Computer Engineering; Curriculum, Instruction and Counselor Education; Horticultural Science; Molecular Biomedical Sciences; Nuclear Engineering; Philosophy and Religious Studies; and Statistics. The faculty hosts from all of the participating departments make the program as meaningful as it is. Nine faculty served on the 2015 BFF Advisory Team: Maria Correa, Myron Floyd, Reza Ghiladi, Christine Grant, DeLeon Gray, Melissa Johnson, Lisa Guion Jones, James Kiwanuka-Tondo and Sheila Smith McKoy.

## Connect with NC State: A "Bucket List" for Staff

NC State strives to create a campus culture that values diversity and respects the inherent worth of each member of our community. The university employs over 6,000 full and part-time staff, making it the most diverse subgroup at the university. In 2014, the Staff Diversity Advisory Board, a group of about 20 staff members who advise the director of staff diversity, created a website designed to encourage staff involvement in the university's cultural resources and traditions with the goal of building a more welcoming and inclusive atmosphere on campus.



Data from the 2008 Staff Well-Being Survey showed that “awareness” was the most common reason for low staff participation in NC State’s diversity and/or multicultural activities, spurring an idea to develop a website that would build awareness among staff of special events and places at NC State. As the concept matured, the Board’s vision grew to include the notion of



incorporating social media as a way for staff members to interact with the website, adding prizes for those who participated as a way to launch the site and encourage participation.

The Connect with NC State website presents a pictorial journey of our beautiful, culturally rich campus. It contains a continuously expanding gallery featuring vivid photography, descriptions, dates and links to all things “NC State” ranging from the

annual Kwanzaa celebration in the African American Cultural Center to Chinese cooking classes at the Confucius Institute and the annual Sisterhood Dinner.

A Google Analytics snapshot at the end of three months of the program showed that there had been nearly 2,000 entrances and 6,000 page visits on the site. Fifteen participants won prizes over the course of the contest, including NC State football game tickets, Arts NC State performance tickets and NC State Bookstore merchandise.

John Starbuck, web designer for Connect with NC State, submitted the program to contests sponsored by the Association of College Unions-International (ACUI) and the Council on the Advancement and Support of Education (CASE). The program won top honors in both competitions.

- “NC State wants all our employees to feel welcome and included as valuable members of our community. The Connect with NC State program is a great way to feel more connected and to celebrate all the great places and activities we have for everyone here.”

- Chancellor Randy Woodson

## **Diversity Education Week: An Extravaganza of Educational Events**

This year’s Diversity Education Week theme connected with NC State’s motto: “Think and Do.” With more high-quality programs and an increase in the number of campus partners and student organizations participating, hosting and sponsoring programs during the week, this year’s celebration was richer than ever. Many of the programs were interactive and most were student-driven. In all, nearly two dozen programs and events brought diversity at NC State front and center for one special week.

Programs included African dance workshops, films, the I [Heart] Diversity T-Shirt Giveaway and Ally Rally, the Islam Fair, the Salsabor Hispanic/Latino celebration, academic panels and workshops, a radio broadcast and numerous other events from campus organizations. The



Diversity Education Week website was used as a conduit for both program registration and publicity. Two major speakers, Dr. Shakti Butler, who headlined the fall Diversity Dialogue with her talk, “Cracking the Codes: Systems of Inequity” and Dr. Derald Wing Sue, Professor of Psychology at Teachers College, Columbia University, who spoke on “Microaggressions in Everyday Life: Implications for Higher Education” anchored the week.

## Supporting NC State’s Diversity Efforts

Outstanding diversity efforts do not go unrecognized at NC State. The Diversity Mini-Grants, the At Home in the World Student Group Activity Grants and the Chancellor’s Creating Community Awards provided a means for the Office for Institutional Equity and Diversity and its partners to support diversity work by faculty, staff and students across the university.

Among the nine proposals funded with a Diversity Mini-Grant this year were, “Conscious/Unconscious Bias Awareness (CUBA): Improving Admission Review, Retention and Completion,” submitted by Joe Johnson and “eMentorship: Virtual Mentorship Program for Underserved Students in Rural Areas,” submitted by Cameron D. Denson and Joe Busby. Each proposal received up to \$3,000 with a minimum 25% cost match from other sources and up to two years funding.

The At Home in the World Student Activity Grants, which provided \$1,000 to four proposals, included “African Night: Orishas – Celebrating African Deities,” hosted by the African Student Union and the Caribbean Student Association and “Being Out as Asian American, LGBT and a Political Figure,” hosted by BLISS: Building Leaders of Integrity, Service and Sisterhood and the GLBT Community Alliance.

The 9th Annual Chancellor’s Creating Community Awards recognized an outstanding student, student organization, faculty, staff member and college/division. In 2015, twice as many nominations were received compared to 2013.



2015 Chancellor’s Creating Community Award recipients:

- Jon Rust – Outstanding Faculty
- Marian Fragola – Outstanding Staff
- Keon Pettaway – Outstanding Student
- College of Humanities and Social Sciences – Outstanding College/Division
- P.E.A.K. – Students Proactively Engaged towards Activism Knowledgeably – Outstanding Student Organization

## Powerhouse Programming from the African American Cultural Center

The African American Cultural Center hosted fourteen major programs during the 2014-15 academic year, a weekly student-led dialogue series and three art gallery exhibits. Student-driven leadership and engagement of the African American Cultural Center was fueled through the AYA Ambassadors program, which included 42 student ambassadors. AYA Ambassadors (whose name is derived from the African Adinkra symbol meaning “endurance and resourcefulness”) ranged from first year students to fifth-year seniors.

Program attendance and participant engagement was high for the annual Martin Luther King, Jr. Campus Commemoration and the annual Blacks in Wax Museum. Through programs and initiatives recognizing the 60th anniversary of the landmark Brown v. Board of Education Supreme Court decision and theme, “Educational Empowerment-Replicating the Systematic Practices That Work,” awareness was brought to past and present inequities in education and drew attention to community and educational practices that historically and/or currently foster student success.



### Annual MLK Day Commemoration Speaker: Dr. Melissa Harris-Perry

Highlights for the year included Dr. Melissa Harris-Perry's timely talk, “We Can't Breathe: The Continuing Consequences of Structural Inequality Fifty Years After King” as it related to events in the national news that ignited national demonstrations such as the “die-in” initiated by students at NC State and on college campuses around the nation. In addition, programs presented information or evoked conversations on a span of contemporary African American scholars including Dr. Steve Perry, Dr. Manning Marable, Alex Haley, Angela Davis, Dr. Maya Angelou, Misty Copeland, Patricia Bath, Dr. Dudley Flood, Nikki Giovanni and Dr. John Henrik Clarke. The Black Alumni Society celebrated its 35th anniversary at the university's annual

homecoming in November 2014. In conjunction with this celebration, three events hosted by the African American Cultural Center featured distinguished alumni.

From a cultural perspective, the span of programs during the 2014-15 academic year presented information on historical figures such as Kunta Kinteh, Malcolm X, Langston Hughes, Martin Luther King, Jr., Barack Obama, Ella Baker, Mary McLeod Bethune, Bayard Rustin, Septima Clark, Ruby Bridges, Carter G. Woodson, Hattie McDaniel, Nina Simone, Zora Neale Hurston, Lewis Latimer, George Washington Carver, Irwin Holmes and Marcus Garvey, to name a few.

The 2014-15 academic year also gave breath to one significant new and student-led initiative, “What's On The Table.” This weekly opportunity for students allowed them to gather in a safe environment for student-led passionate conversations about a wide variety of topics that mattered to them.



The African American Cultural Center worked in partnership with a number of units across the university, including but not limited to NCSU Libraries, College of Education, College of Design, UAB-Black Students Board, UAB-Diversity Activities Board, Multicultural Student Affairs, the Women's Center, the GLBT Center, Black Alumni Society and Departments of Sociology, English and History.

## **The GLBT Center: Past, Present and Future**

The 2014-2015 academic year was a transitional year for the GLBT Center, with the founding director Justine Hollingshead transitioning to a new role in the Division of Academic and Student Affairs and Renee Wells joining NC State to take over the position. Much of the work done this year involved reflection, discussion, revision and strategic planning related to where the center plans to go in the future and how it plans to get there. One thing that emerged from this process was a new mission, vision and goals. The academic year was characterized by ongoing efforts to ensure the work the center is doing fulfills those goals. Of those efforts, much of the focus has been on foregrounding intersectionality as an integral part of the center's work.

### **Foregrounding Intersectionality**

One of the key goals of the center is to not only "affirm the identities of GLBT and questioning students, staff, faculty and alumni" but to do so while also "acknowledging and helping raise awareness about the way the lived experiences of GLBT individuals vary and are influenced by their race, religion, ethnicity, age, ability status, social class and other social characteristics." The GLBT Center engaged in a number of intentional efforts during the year



to create a context for critical conversations about the intersections of identity to occur, the most impactful of which was a collaborative event co-hosted by the GLBT Center, the Women's Center, Multicultural Student Affairs and the African American Cultural Center. This event, which featured an intergenerational panel of social justice advocates, brought to the forefront the ways that social justice issues impact all underrepresented communities and the fact that the greatest injustice is experienced by the individuals at the intersections of these communities; i.e., the individuals who have multiple underrepresented identities, such as transgender women of color.

The conversation began with the panelists sharing their narratives and the advocacy work that they do but transitioned to a dialogue with the audience about the intersections with other social justice issues and how identity, power and privilege play a role in what we experience and are able to do. One of the key takeaways of the conversation was that coalition-building and collaboration are crucial parts of the process of advocating for change.

One participant commented that “the collaboration displayed in this panel was unparalleled,” another participant observing that what was most impactful was “not what was said, but how this was done... [the] process [of] creating [a] comfortable/safe environment for people that model[s] collaborative advocacy,” and a third participant expressed their gratitude: “I saw a model of advocates/activists working to band [together] and express points of collaboration. Thank you.” Other participants noted the degree to which the discussion inspired them to take action, with one person admitting, “I have been trying to get into impactful social work, but facing time issues with my schooling. This conversation has really hardened my resolve to seek out a way to affect systemic improvements,” and another revealed, “I have been more empowered to change injustices on campus.”

## Making an Impact

Overall, 95% of the participants reported that attending the panel discussion increased their desire to engage in conversations about contemporary social justice issues and 96% indicated that it increased their commitment to get involved in collaborative social justice work. Both the experience and the feedback will serve as inspiration for the GLBT Center to continue to focus on collaborative, intersectional social justice work, not only to fulfill the mission, vision and goals of the center but to inspire others to engage in this work as well.

- “I have been trying to get into impactful social work, but facing time issues with my schooling. This conversation has really hardened my resolve to seek out a way to affect systemic improvements...”

- student participant, intersectionality panel

## Do You See What I See

During the 2014-15 academic year, Multicultural Student Affairs hosted over 30 programs and events. While many programs have been longstanding annual offerings, the new “Do You See What I See? Establishing a Common Ground” program series was responsive to current events. This new initiative provided a platform for students, faculty and staff to have candid campus community dialogues with the NC State Police Department and provide participants



with a safe space to reflect, analyze and discuss positive strategies for change, both locally and globally. “Do You See What I See? Part I” was held on Thursday, January 15, 2015. The program consisted of a panel of three NC State campus police officers and one from the Raleigh Police Department. On Wednesday, April 1, 2015, the “Do You See What I See? Part II” event included a small-group discussion format that created a safe, respectful and supportive environment for attendees to share their thoughts and feelings, helped establish common ground and developed positive outcomes to promote change and

enhance current relationships and partnerships with NC State law enforcement.

## Getting 'Grit'

The newly relaunched Academic Success Assistance Program (ASAP) was designed to empower first-year students with a 2.5 or lower grade-point average with the necessary skills, resources and strategies needed to effectively work toward academic success at NC State. Multicultural Student Affairs collaborated with the Counselor Education and Higher Education Administration Programs in developing an 8-week program that assisted students with developing confidence in themselves and their capacity for academic success, establishing and clarifying their academic and career goals, discovering strengths and learning styles to improve their success in the classroom, enhancing leadership development skills and enhancing their academic resilience and 'grit.'



Participants met individually with an academic coach and participated in one weekly group session. Although the program began with 21 participants, 14 students completed the program. Feedback from the participants suggests that the Academic Success Assistance Program was very beneficial; 89% of the participants felt that they had developed strategies to effectively achieve academic success at NC State. The top three topics covered in the groups, as voted by participants, were: resiliency, self-confidence, long-term goals, 'grit' and self-appraisal. When asked if they would participate if ASAP were offered again, 13 students reported "yes."

- "This program really teaches you a lot about yourself and others. I believe in this program; people are here to actually help you with any problems you may have. There is also great advice you can receive from others in this program."  
- Academic Success Assistance Program participant
- "ASAP has been a great help in giving me reassurance in myself, giving me someone to talk to, and something to look forward to."  
- Academic Success Assistance Program participant

## Experience the Tunnel!

The newly revitalized Tunnel of Oppression, an annual educational program consisting of dramatized oppressive interactions, was held during the first week of February 2015. This year's program included sections on food security, race/ethnic identity, body image and transgender issues. The program was held in the Coastal Ballroom, Talley





Student Union, which brought a record number of over 600 participants to the program. During the interactive experience, participants got an opportunity to walk through rooms designed to showcase different oppressive actions and reactions to the topics of intersection of classism and size-ism, sexism, transphobia/trans-ism and racism.

The planning committee was comprised of university partners that included the Counseling Center, Center for Student Leadership, Ethics, and Public Service, Poole College of Management, Trio Student Support Services, University Recreations, Women's Center, GLBT Center and Office for Institutional Equity and Diversity.

When asked what about the Tunnel of Oppression experience was the most impactful and why, participants reported the following:

- "Sizeism Room – Because I never really looked at sizeism and class as connected things but people who have lower income can't afford to buy healthier foods even if they want to eat healthily because fresh produce is expensive."
- "The Sexism Room really helped me realize some things about myself that I have yet to even admit to myself – I think since I identified so strongly with it that it's pretty clear that I am a feminist, and that's a word that I should stand by and believe in."
- "Intro Room – I think actually attempting to fill out the form in the first room immediately showed me my privilege even as an African American woman. I kind of knew what to expect in the actual tunnel but that part definitely caught me off guard."
- "Sexism Room – Being a female, I have been oppressed in many situations. As a child, being told I act like a boy too much because I wanted to go out and play and even now being told that my decision to become an engineer may not be a good one because it's a male-dominated field. It really resonated with me in that I'm not the only one going through it and change is possible."
- "Racism Room – Because I knew about racism but had never thought about how hard it is for black people until now. It is really sad to imagine that people can't do anything when a cop is being racist, for example."

- Tunnel of Oppression participants

## Learn. Engage. Ask. Do.



In the Women's Center's Read to L.E.A.D. (Learn. Engage. Ask. Do.) program, NC State students are paired with low-income Wake County students who are often behind grade level in reading. Together, they read, discuss, and engage in hands-on activities that explore issues of diversity and equity. Mentors (who themselves are engaged in formal training related to positive youth



development, diversity competence, literacy and mentoring) provide literacy training and exposure to social justice issues in different communities and serve as an encouraging and consistent presence in the lives of their mentees. The children also provide the mentors the opportunity to reflect on their own perspectives.

In addition, mentors are provided the opportunity to engage in monthly “edu-socials” and mentor lunches as well as campus visit days and service projects each semester. Approximately one hundred mentors work in partnership with four partner sites, including the Washington Elementary Boys and Girls Club, Neighbor to Neighbor at Glenbrook Crossing, East Cary Middle School and the Alexander Family YMCA Middle School Afterschool Program.

## Campus Visit Days

Read to L.E.A.D. volunteers participated in 26 weeks of mentoring and hosted annual fall and spring campus visit days for their mentees. At the annual fall campus visit day, mentees aged 5-15 and their NC State student mentors participated in mini-workshops pairing technology and the arts with social justice themes in the College of Education’s media center and classrooms. The Movement Peer Educators facilitated a workshop on healthy relationships with the middle school youth. SAY Village, an NC State residential living and learning community, welcomed the Read to L.E.A.D. group for a tour and residence hall visit. The students ate lunch at Fountain or Clark Hall. After lunch, students participated in two service projects; younger children worked with the African American Cultural center to create thank you cards for veterans and art projects to benefit the nonprofit Wags 4Tags, while older youth made yellow ribbons for students and painted an American flag in the Freedom of Expression Tunnel.



- “Working with children who are of different classes, races and backgrounds from mine has definitely opened up my eyes to see what working in North Carolina schools may be like. It helped my personal awareness of how I act, speak and work with those of other genders and races. I feel this program has and will continue to help me develop into a better person and social worker.”

- NC State student mentor

In partnership with Raleigh Chamber of Commerce’s Leadership Raleigh program, NC State student mentors developed Passport to Success, a full day, career-focused workshop for 4th-8th grade students held on March 23, 2015. Early and positive exposure to college may plant a seed in these students that will grow and flourish, bringing some of them back as NC State students just eight to ten years from now.

## Inspiring Growth

Read to L.E.A.D. continues to be one of the Women’s Center’s most successful and impactful

programs. One hundred percent of the NC State student mentors surveyed said that Read to L.E.A.D. provided them an opportunity to develop leadership skills to help others meet their goals and confidence to encourage commitment and action in others. Qualitative data enhances these statistics.

- “A majority of the kids I could tell really liked the idea of being with people older in age. I thought the activities the kids and mentors did together were great at breaking the ice each day. I also thought many of the topics focused on were very insightful and informative. This program ultimately allowed many of these kids to experience and talk about things that may not be covered in school or at home.”

-YMCA Community Partner

## Record Number Applied for Equal Opportunity Institute

At a time when university campuses are experiencing racial and other tensions, the Equal Opportunity Institute (EOI) has provided faculty, staff and students a deeper understanding and dialogue around issues such as affirmative action, racism, sexism, religious diversity and oppression. While taking twenty hours of voluntary diversity and equity workshops may seem daunting to some, many NC State community members – staff, faculty and students – are plunging right in. EOI received a record number of applications in its 15th anniversary year.



EOI is a lively and engaging program that offers an ever-increasing number of workshops on a wide array of diversity and equity topics. Workshops such as “Equal Opportunity Jeopardy,” “Exploring Oppression” and “Title IX” enlighten interactively while educating about equal opportunity issues. The program is free for NC State community members, but external participants are also welcome to enroll for a small fee.

This year, EOI graduated over 50 participants, including those who received special recognition for completing workshops beyond the requirements or returning after graduating to continue their training under the “EOI Graduate Scholar” designation. Retiring Dean of the College of Sciences Dr. Daniel Solomon gave the keynote address at EOI Graduation. Retiring Vice Provost Joanne Woodard, under whose leadership the program began, was also recognized.

Over 35 free diversity and equity workshops, such as “The EEOC,” “Leading a Diverse Workforce,” “Fair Housing” and an entire “Protected Class” series were also offered on an individual, open enrollment basis for the entire campus community. Two new workshops were added this year: “The Crosswalk of Identity: Exploring Intersectionality in a Socio-Legal Context” and “Class Inequality and the Quest for Equal Opportunity.”

## NC State's National Coalition Building Institute Team Remains Strong

One of the most dynamic groups affiliated with the Office for Institutional Equity and Diversity is the NC State University NCBI Team, which conducted prejudice reduction workshops utilizing the ground-breaking NCBI model for over 1,000 participants at NC State this year. The team also facilitated the Spring Diversity Dialogue sponsored by OIED and the "Do You See What I See" program sponsored by Multicultural Student Affairs and presented at OIED's



annual Conference on Leadership and Diversity. NC State's NCBI Team is an active member of the Carolina Coalition, a partnership of NCBI teams in the Carolinas. Two NC State Team members, Beverly Williams and Valerie Ball, will serve as associate director and treasurer next year. NC State will also host the Fall 2015 NCBI Train-the-Trainer event.

The 32-member volunteer team is comprised of staff members from many different NC State offices and divisions. Members go through NCBI training to become facilitators of the NCBI workshop models. An NC State undergraduate course was also developed based on the NCBI model. The course was approved as a permanent course meeting the U.S. Diversity GEP in summer 2014.

- "As I have gained confidence from this program, I feel more comfortable in addressing offensive and demoralizing jokes and statements that I hear on campus. By addressing them and empowering others to do so, we can work together to create an inclusive culture on campus."
- "I will take more time to listen during my interactions and really hear what someone is saying – not interpret what I \*feel\* they are saying based on my own assumptions. So often, I realize that I listen through the lens of assumptions, and by doing so may miss important facts, details and lessons in what is being taught."

- 2014-15 EOI participant comments

- "Loved this class. Best GEP class I have taken" and "Amazing course! Life changing!"

- evaluation comments, NCBI course student

## Expanding with Branding

Sitting in the newly renovated Coastal Ballroom in Talley Student Union last April, OIED Communications team members prepared for another State Communicators meeting, wondering what the day's topics would bring. Little did they know that they were about to



receive news that would change the course of their work for the next nine months and beyond.

NC State Chief Communications Officer Brad Bohlander stepped up to the podium and unveiled the new NC State brand website (brand.ncsu.edu), an ambitious and comprehensive brand strategy covering all aspects of brand and messaging for the university. His team then outlined details for the different platforms, including web, print, merchandising and other areas, with the promise that more information would follow regarding deployment and compliance.

The team soon realized that unlike previous brand campaigns, this one would soon be a mandate. We could do nothing or be proactive. We chose the latter, and it proved to be a defining moment of the 2014-15 academic year.

The timing of this development was interesting. Two years earlier, we had begun converting all of our office websites from a variety of legacy platforms to WordPress, an easy-to-use and nimble web interface and content management system that was clearly the direction many web developers were taking. By this time, we were in the process of converting our last website over to WordPress. Because of this, we were well positioned to quickly convert all 14 of our sites to a common theme that we selected, piloted and sent to University Communications for approval. Just nine months later, all of our sites were on brand, including a newly redesigned main OIED website. We also began designing all of our other print and electronic publications in the new brand style, consulting University Communications as needed.



## Tell Me a Story

Videos are everywhere these days. Who hasn't watched videos on YouTube, Facebook, or even Twitter? With the prevalence of this medium, it is not surprising that NC State students enjoy learning and communicating through video. They have even come to prefer and expect it.

Since its inception 2011, OIED Communications has used video in its online training modules and as a communication and teaching tool for various audiences. Many of these videos were created in a somewhat rudimentary instructional or interview style, but as the line between education and entertainment has blended, so has our video presentation style.

In January, the Division of Academic and Student Affairs and OIED jointly sponsored a video workshop presented by Storydriven Media Group. Storydriven creates video "stories" that focus on narrative, with a clear story arc and live action. The method emphasizes a multiple-camera setup and the use of B-roll, or secondary video, to propel the narrative.

Armed with enthusiasm about these concepts, we approached our spring video projects with new techniques as well as new equipment provided by Vice Provost Joanne Woodard.

You can see some of the resulting work on our YouTube channel under NCStateOIED.



**2014-15 Unit Annual Report: Equal Opportunity and Equity**

Prepared By: Ursula Hairston and Jordyne Blaise

**Introduction**

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

**Programs and Initiatives**

2014-15 has been a transitional year for EOE due to changes in federal guidelines and compliance responsibilities, program developments, and critical staff changes. EOE handled 45 complaint investigations; provided 85 in-person trainings or workshops for over 4,222 employees and students, and 848 trainings were taken online. Our section reviewed 1,647 employment actions and conducted 50 search and nominating committee orientations across campus. EOE monitored 8 student administrative hearings involving sexual violence, relationship violence or stalking.



Of the 45 complaints filed, individuals complained most frequently on the basis of\* sex (14 cases), retaliation (13 cases), race (11 cases), age (7 cases), and disability (4 cases). There is an increase in the number of complaints alleging more than one category (21). 38% of the cases were administratively closed with no cause findings; 16% were settled or mediated; 20% did not choose to continue with the process; and 13% were referred to more appropriate campus resources.

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

EOE partnered with the Libraries and Wise (Women in Science and Engineering) to host a series of events commemorating the 50<sup>th</sup> Anniversary of the passage of the Civil Rights Act of 1964. Events were open to faculty, students, and staff including a trip to the author's lecture and book signing of "March" by John Lewis; a film screening of "Vote and the Choice is Yours" produced in 1964 featuring Fayetteville State College students, and a voter registration drive.

In an effort to strengthen the knowledgebase of our campus unit equity officers, new unit

equity officers were asked to attend core classes within the Equal Opportunity Institute (EOI) or enroll in the EOI certificate program. In 2014-15, colleges and administrative units prepared their 5-year EEO Plan which contains the units' roadmaps to recruitment and retention strategies through the year 2020 in an effort to address and improve underrepresented populations in the workforce.

2014 marked the end of the five-year cycle in which employees are required to renew their DHPR (Discrimination, Harassment Prevention and Response) Training Notice was sent out to campus reminding employees to meet the DHPR training requirement. New employees receive a compressed version of the training at new employee orientation.

## Staff

- **Amy Circosta**, associate vice provost for Equal Opportunity and Equity and ADA Coordinator (EPA, 1.0 FTE); separated 12/31/2014.
- **Ursula Hairston**, assistant vice provost for Equal Opportunity (EPA, 1.0 FTE)
- **Jordyne Blaise**, lead deputy Title IX coordinator and assistant equal opportunity officer (EPA, 1.0 FTE)

The EOE staff participated in the following committees and activities:

- Provost's Advisory Council on the Status of Women
- ADA Advisory Committee
- Equal Opportunity Advisory Committee
- Title IX Steering Committee
- NC-DIP Planning Committee
- Physical Environment Committee
- Provost's Local Space Committee
- ACE At Home in the World Team
- Compliance Training
- EOI Advisory Committee
- EOI Graduation Planning Committee
- New Employee orientation Advisory Committee
- OIED Full Staff Meetings Planning Committee
- Required Compliance Training Scope Committee
- 2014 NC State Managers' Conference Planning Team



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

- Title IX Adjudicator Training
- Title IX Investigator Training
- Toward Our Children's Keeper
- EEOC Chapel Hill Seminar
- TILG Meetings (monthly)
- Implementation of the Violence Against Women Act Amendments to the Clery Act Webinar
- NC DIP Fall Conference

- How 3 Colleges are Addressing Sexual Violence on Campus
- Campus Election Engagement Webinar
- NCORE Conference
- Generations in the Workplace

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

- Penn Summit on Black Women and Girls Conference in Philadelphia, PA
- UNC MPA Conference on Public Administration – Diversity in the Workplace
- “Getting Real About Domestic Abuse” by Jordyne Blaise, published in December 2014 edition of Essence Magazine.



## Alignment with NC State’s Strategic Plan Goals

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

## 2014-15 Unit Annual Report: Faculty Diversity

Prepared By: Marcia Gumpertz, Assistant Vice Provost for Faculty Diversity

### Introduction

OIED's Faculty Diversity team catalyzes, facilitates and supports campus efforts throughout the university to effect culture change, increase the diversity, promote the success, and develop and sustain an inclusive and welcoming climate for all faculty. We coordinate and facilitate communication and collaboration among diverse faculty, staff, and students, university officials, and community members outside the university, work to ensure that university policies and practices support the needs and professional development of its diverse faculty, provide information and programs to assist faculty with recruiting and developing the climate within their units, and provides regular assessments of the status and trends of faculty demographics, climate and work environment.

Our vision is to increase faculty diversity and promote a hospitable climate that supports the success of all faculty at NC State.

### Programs and Initiatives

1. The Building Future Faculty (BFF) Program helps graduate students and postdoctoral scholars understand how to prepare for a faculty career, providing information that graduate students typically don't get in a doctoral program. Aspiring faculty from diverse backgrounds and disciplines come from institutions across the nation to participate in NC State's Building Future Faculty program. This year the BFF experience was highlighted in the Chronicle of Higher Education in an essay by 2015 BFF participant Dian Squire: ("Underprepared for the Profession," Chronicle of Higher Education, May 4, 2015, <http://m.chronicle.com/article/Underprepared-for-the/229915>).



Thirty four Future Faculty visited 29 departments for BFF 2015. Seven departments and two academic colleges provided funds to cosponsor BFF, in addition to the funding provided by the provost. Nine faculty served on the 2015 BFF advisory team: Maria Correa, Myron Floyd, Reza Ghiladi, Christine Grant, DeLeon Gray, Melissa Johnson, Lisa Guion Jones, James Kiwanuka-Tondo, and Sheila Smith McKoy. Several Building Future Faculty Program alumni applied for faculty positions at NC State and received invitations for interviews. Three BFF alumni have been hired in 2014-15. The following departments hired or interviewed BFF alumni.

- a. Graduate Physiology Program: Hired Elaine Bohorquez (BFF 2012) as teaching assistant professor (started August 2014)
- b. Textile Apparel Technology and Management: Hired Anne Porterfield (BFF 2011) as assistant professor (started January 2015)



- c. Graphic and Industrial Design. Hired Derek Ham (BFF 2014) as assistant professor (to start August 2015).
- d. The departments of Parks, Recreation and Tourism Management; Civil, Construction and Environmental Engineering; and Chemical and Biomedical Engineering interviewed BFF alumnae for tenure track assistant professor positions.

2. Nine faculty served as OIED Faculty Diversity Liaisons in 2014-15:

- Robin Abrams, Professor and Head, School of Architecture;
- RaJade Berry-James, Associate Professor, Public Administration;
- Maria Correa, Professor, Population Health and Pathobiology;
- Joel Ducoste, Professor, Civil, Construction and Environmental Engineering;
- Susan Faircloth, Associate Professor, Leadership, Policy, and Adult and Higher Education;
- Montserrat Fuentes, Professor and Head, Statistics;
- Wendy Krause, Associate Professor, Textile Engineering, Chemistry and Science;
- Thomas Schaefer, Professor, Physics; and
- Mary Wyer, Associate Professor, Psychology.

This year Faculty Liaison initiatives have included incorporating values of inclusivity and diversity in departmental planning, piloting a “search like a coach” program to prepare researchers of the future, working to make NC State the university of choice for Hispanic/Latino students in North Carolina, establishing the Indigenous Collaborative on Education, Research and Service, creating a diversity giving circle to increase the number of new sponsors of NC State’s Diversity and Equity Fund, evaluating the impact of NC State’s family friendly policies and evaluating the impact of course interventions on students’ stereotypes of scientists.



The School of Architecture has formally adopted a new mission statement that welcomes diverse students and sets inclusivity as a core value of the School.

*Mission of the School of Architecture*

- To prepare a diverse body of students for the profession of architecture;
- To promote growth, inclusiveness and innovation in the profession and academic discipline of architecture through teaching, mentoring, creative work, scholarship, and service;
- To increase public awareness of the broad nature of architecture and its essential contribution to life and society.

The Departments of Physics and Civil, Construction and Environmental Engineering will consider proposals to incorporate new language in their mission statements in the near future. We envision that these examples might provide springboards for discussion about the role of diversity in other departments.

3. Usage of Tenure Clock Extensions to accommodate having a new child in the family or other family/medical reasons increased substantially within two years after the new tenure clock regulation went into effect at NC State in 2008 and continues to increase, from an average of 5 per year in 2007-2009 to 11, 12, and 16 in the 2011-12, 2012-13 and 2013-14 academic years, respectively, with roughly equal numbers of men and women making use of the tenure clock extension due to a new child in the family.
4. This year we worked with a group of faculty and administrators to revise the Faculty Exit Survey. Christine Grant, James Kiwanuka-Tondo, Sheila Smith McKoy, Laura Severin, Joanne Woodard, Amy Circosta, Juliana Nfah-Abbenyi, Melvin Thomas, Maria Correa, Betsy Brown, and Nancy Whelchel were invited to meet and provide input on the faculty exit survey in April 2013. The group provided helpful discussion about how to increase participation in the exit survey program and how to get meaningful input from exiting faculty. Based on these discussions, we drafted a new survey and Nancy Whelchel created the new survey in Qualtrics. We worked extensively with Nancy and Betsy Brown to fine-tune the new survey. The new survey went live on February 1, 2015. Fifty two surveys and interviews (50 surveys and 2 interviews) have been submitted so far, though it is not clear yet how many distinct surveys are complete. In addition four faculty completed the old version of the survey between October 1, 2014 and January 31, 2015.
5. There are now 19 lactation rooms at NC State. Most areas of the campus are served. A complete list of the current lactation rooms is available online at <http://oied.ncsu.edu/faculty/lactation-and-baby-care-rooms>. The Council on the Status of Women (CSW) worked with the Architect's Office to identify spaces and obtain funding from the Provost Office for the lactation rooms. CSW works with the assistant vice provost for Faculty Diversity to coordinate efforts by the Women's Center, Human Resources and OIED to provide a lactation rooms website and ensure that the campus is provided with current information about the locations of the rooms and procedures to reserve them.
6. Speakers/Workshops Hosted
  - The Impact of Academic Mentoring on the Work Environment. Rebecca Doerge, Trent and Judith Anderson Distinguished Professor of Statistics and head, Department of Statistics, Purdue University. Sponsored by the NSF-funded ASSIST Center. September 2014.
  - Microaggressions in Everyday Life: Implications for Higher Education. Derald Wing Sue, Professor of Psychology at Teachers College, Columbia University. Co-sponsored by the Office of International Affairs, the Office of the Provost, and OIED. October 22, 2014.
7. This year the Assistant Professors' Community addressed topics related to faculty writing,



mentoring graduate students, managing students and staff, and putting together all the parts of the job. The meeting dates and topics were:

- 9/18/2014: Writing and Accountability Groups
- 10/14/2014: How to Attract Very Good Graduate Students
- 11/10/2014: Ten Habits of Star Professors for Mentoring Graduate Students
- 1/16/2015: What is your job as an assistant professor?
- 2/18/2015: Managing a lab or group

The Associate Professors' Community focused on making the transition from assistant to associate rank and career progression from associate to full professor and to leadership roles.

- 9/22/2014: Finding New Research Directions – When? How?
- 10/20/2014: Developing an International Reputation
- 11/20/2014: Taking on Leadership Roles – When? How?
- 1/22/2015: How do you know when it's time?
- 3/30/2015: Time to promotion from associate to full professor

8. The following reports have been completed this year and are available online at <http://oied.ncsu.edu/faculty/faculty-diversity-data-and-reports>.

- a. 2013-14 Faculty Exit Survey Report
- b. 2014 Status Sheets. One-page status sheets for each of the following demographic groups have been prepared: African American, American Indian, Asian American, Hispanic/Latino, International, Multicultural, Pacific Islander, and White/Caucasian. Each Status Sheet contains data on the numbers of faculty, staff, administrators and students employed or enrolled at NC State, broken down by gender, and job or academic classification.
- c. Time to Promotion from Tenured/Tenure Track Associate Professor to Professor
- d. 2013-14 Tenure clock extension survey results



9. Allies for Students with Disabilities (ASD) (formerly We Connect Now), a student organization dedicated to helping students with disabilities succeed in their studies, continued conducting presentations and panel discussions for faculty and student groups. The aim of the presentations is to put faces and personalities to students with disabilities and discuss ways that faculty and student allies can support the success of students with disabilities. ASD made presentations to the following groups in 2014-15.

- a. October 24, 2014. Promoting the Advancement of Students with Disabilities. Offered as part of Diversity Education Week
- b. January 22, 2015. Peace and Justice Forum, organized by the University Scholars Program.
- c. March 25, 2015. Department of Communication faculty meeting

- d. April 17, 2015. Department of Textile Engineering, Chemistry and Science faculty meeting
- e. May 8, 2015. Alpha Psi Omega, NC State's honorary theater fraternity

## Staff

- **Marcia Gumpertz**, Assistant Vice Provost for Faculty Diversity.
- **Garry Morgan**, Assistant Director of Diversity Programs (works with Student Diversity and Staff Diversity as well as Faculty Diversity)
- **Leni Crook**, University Program Associate (works with Student Diversity and Staff Diversity as well as Faculty Diversity)

## Kudos

- Garry Morgan was nominated for the University Awards for Excellence Program.

## Publications

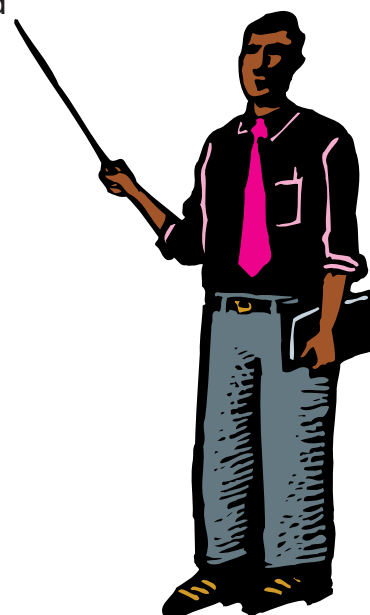
- Hughes-Oliver, J.M. and M.L. Gumpertz. (2015). The many facets of leadership. In Leadership and Women in Statistics. Ed. By Golbeck, A., Olkin, I. and Gel, Y. Chapman and Hall, London.
- Gumpertz, M.L. and J.M. Hughes-Oliver. (2014). Women faculty in US Stat/Biostat Departments. IMS Bulletin, 43(6), 14-15. [http://bulletin.imstat.org/wp-content/uploads/Bulletin43\\_6.pdf](http://bulletin.imstat.org/wp-content/uploads/Bulletin43_6.pdf).
- Gumpertz, M.L. and J.M. Hughes-Oliver. (2015). The status of women faculty in departments of Statistics and Biostatistics in the United States. In Advancing Women in Science. Ed. by Pearson, W. Jr., Frehill, L.M. and McNeely, C.L. Springer, New York

## Presentations and Posters

- Gumpertz, M.L. and J.M. Hughes-Oliver. The Status of Women Faculty in Departments of Statistics and Biostatistics in the United States. Poster presented at Joint Statistical Meetings, Boston, MA, August 4-5, 2014.
- Gumpertz, M.L. Time to Promotion from Associate to Full Professor. Presentation to NC State Associate Professors' Community. March 30, 2015.
- Gumpertz, M.L. Retention and Promotion of Under-represented Minority (URM) Faculty on the Tenure Track at North Carolina State University. Poster presented at UNC System Summit, Innovation and Change: Thriving in the 21<sup>st</sup> Century University, Winston-Salem State University, April 16, 2015.

## Committees, National, University and OIED Service

- Leni Crook takes minutes and provides staff support to the following committees:
  - a. University Diversity Advisory Committee





- b. American Indian Advisory Committee
  - c. Hispanic/Latino Advisory Group
  - d. Chancellor's African American Community Advisory Committee
- Marcia Gumpertz serves on the following committees and organizations:
  - a. NC State Council on the Status of Women
  - b. NC State University Diversity Advisory Committee
  - c. NC State Faculty Well-Being Administrative Advisory Committee
  - d. College of Education Committee on Multiculturalism and Diversity (COMID)
  - e. CHASS Diversity Advisory Committee
  - f. CNR Diversity Advisory Committee
  - g. NC State OLLI (Osher Lifelong Learning Institute) Diversity Committee
  - h. NC State Association of Women Faculty
  - i. NC State Multicultural Faculty Group
  - j. Planning Committee 2014 Joint Statistical Meetings (JSM) Diversity Mentoring Program (chair). This is a conference mentoring program in which students and young professionals are matched with more senior mentors for the duration of JSM.
  - k. StatFest. This is a one-day regional workshop sponsored by the American Statistical Association's Committee on Minorities in Statistics for undergraduates from minority serving institutions to learn about graduate study and careers in Statistics.
    - i. Chair, StatFest 2015 planning committee
    - ii. Co-Chair StatFest 2014 local organizing committee.
  - l. American Statistical Association Committee on Minorities in Statistics
- Garry Morgan serves on the following committees:
  - a. NC State chapter of National Coalition Building Institute Leadership Team
  - b. African American Coordinating Committee
  - c. Military Affairs Committee
  - d. Pack's PACT Men of Color Steering Committee (chair)
  - e. Search Committee for Equal Opportunity Program Coordinator
  - f. Chancellor's Creating Community Awards Committee (chair)
- Garry Morgan completed Green Zone training
- Marcia Gumpertz is faculty advisor to NC State Allies for Students with Disabilities
- Marcia Gumpertz served as a reviewer for the following programs:
  - a. Chancellor's Creating Community Awards
  - b. Goodnight Scholars program



## Alignment with NC State's Strategic Plan Goals

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

1. Enhance scholarship and research by investing in faculty and infrastructure, and
2. Enhance organizational excellence by creating a culture of constant improvement.

Mentoring and career development opportunities are key elements of an environment that supports retention and success of faculty. The Assistant and Associate Professors' Communities provide peer mentoring and enhance networking among NC State faculty. Rebecca Doerge's presentation on "The Impact of Academic Mentoring on the Work Environment" engaged faculty in discussion of one successful model for mentoring faculty. The Building Future Faculty program provides professional development workshops and mentoring for graduate students and postdoctoral scholars from historically underrepresented groups. It creates connections between NC State faculty and networks of underrepresented minority scholars across the country. This provides opportunities for NC State to recruit outstanding diverse graduate students and postdoctoral scholars for faculty positions and to collaborate with them as they move into faculty positions at other institutions, directly addressing the goal of building NC State's tenured and tenure track faculty.

The goal of enhancing organizational excellence by creating a culture of constant improvement includes as two strategies: (1) encourage diversity and inclusion, and (2) facilitate work/life balance. The OIED Faculty Liaisons work in varied ways to encourage diversity and inclusion, through activities such as initiating departmental discussions about the role of diversity in the department's mission and vision; writing articles in Spanish-language publications encouraging Latino students to consider NC State; creating a diversity giving circle to raise funds and friends for diversity initiatives at NC State; and implementing new ways to recruit diverse faculty. Work/life balance is a continuing challenge for faculty, both men and women with and without families. Several of our activities aim to make faculty life more compatible with family life. The creation of lactation rooms in all campus neighborhoods, tracking usage and attitudes about automatically approved tenure clock extension for faculty with a new child in the family, and evaluating the impact of NC State's family friendly policies and programs all help NC State to provide an environment conducive to success for faculty with families.



## 2014-15 Unit Annual Report: Staff Diversity

Prepared By: Dr. Deb Luckadoo, Director

### Introduction

Many partnerships and initiatives were developed over this past year, one of which, Connect with NC State, received national recognition. A critical partnership was formed with Oscar Santos of BB&T University, a leadership and diversity training arm of the BB&T Bank. Oscar has offered his considerable skills and insights to us at no charge.

In addition to the new programs and activities, I continue to present the diversity segment of New Employee Orientation, and provide administrative support for the Council on the Status of Women and the African American Faculty Staff Organization. I coordinate the annual Human Rights Day observance and the Sisterhood Dinner, sponsored by the Council on the Status of Women. I advise the Staff Senate Diversity Committee, including the annual Employee Appreciation event with Women's Basketball. As a representative of OIED, I serve on the University Diversity Advisory Committee and the Hispanic/Latino Advisory Group. In addition, I chaired the search committee for the African American Cultural Center director.

This was a challenging year for champions of diversity, with national and local events highlighting the fact that we still have much work to do. In my role, I sought to provide for staff a safe place to share their feelings about those events, and to discuss strategies by which the university could always provide a safe space for staff to share their feelings and reactions to unsettling, or even threatening circumstances and events.

### Programs and Initiatives

#### 1. Connect with NC State

After the chancellor's visit to the University Diversity Advisory Committee (UDAC) in May 2014, in which he expressed concern that staff did not seem to be as connected to the university as he would like them to be, I decided to focus my work on strengthening staff connectedness to NC State. One of the significant accomplishments toward that goal was the implementation of a web-based program, Connect with NC State. The Staff Diversity Advisory Board compiled a list of over 120 activities to attend and symbolic or traditional sites to visit on campus. Board member John Starbuck, the webmaster for Campus Enterprises, took the board's vision to new heights when he put the "bucket list" online, creating an interactive site for employees to Connect with NC State. Over the summer, a committee of advisory board members continued to work on the interactive nature of the site, devising a contest wherein employees could

#### Connect with NC State and WIN PRIZES!

Visit the employee bucket list and find out how to win prizes by documenting your visits to the special events and places listed on this website. Upload your photos via social media or email from September to November 2014 and be entered in drawings to win football tickets, Arts NC State tickets, free clothing, free lunch or more!

##### It's as easy as 1, 2, 3!

- 1) Visit the website & click "Join"
- 2) Visit a few places on the bucket list
- 3) Share your photos #connectncstate

Find detailed instructions at:

[go.ncsu.edu/bucket-list](http://go.ncsu.edu/bucket-list)

**NC STATE  
UNIVERSITY**



“NC State wants all our employees to feel welcome and included as valuable members of our community. The Connect with NC State program is a great way to feel more connected and to celebrate all the great places and activities we have for everyone here.”

Chancellor Randy Woodson



attend events and visit locations, take photos of themselves, then upload them via email or social media to the site's photo gallery. Those who submitted photos were entered into bi-weekly drawings for prizes such as football tickets, arts performance tickets, and clothing at the bookstore. Management of the social media sites was accomplished by OIED student worker Caneatra Wilson. John entered the program into contests at the Association of College Unions International (ACUI) and the Council for the Advancement of Education (CASE), where it won top awards in both competitions.

## 2. Affinity Groups

Another method of connecting staff with the university is through affinity groups. Two new affinity groups were formed this year, the Latin@ Student Support Network (LSSN, pronounced "listen") and the Asian/Asian American Community Network.

- a. The African American Faculty Staff Organization (AAFSO) has been at NC State for over 30 years. Under the leadership of Joe Johnson, Student Diversity Coordinator in the College of Humanities and Social Sciences, AAFSO has regained strength as a support network for faculty and staff. Over 20 members attended the UNC Summit on Black Faculty, Staff and Graduate Students at Winston-Salem State University in April, including 10 who traveled together in a van sponsored by OIED. Recently, AAFSO members shared a social outing with the UNC Black Faculty and Staff Forum.
- b. The Asian American Community Network is still in the process of defining itself. In its early stages, a focus group of first- and second-generation Asian staff met and shared their stories, particularly with regard to their experiences at NC State. At the beginning of the spring semester, all Asian/Asian American faculty and staff were invited to meet and share their interest in an ongoing affinity group. Over 30 attended. They received



information from Dr. Peter Adams of the Counseling Center, who reported that Asian American students are seeking counseling support at a significantly higher rate than all other

student subgroups and heard from GLBT Center Assistant Director Natalie Nguyen about the struggles Asian American students were having in their student organizations, including their low expectations for support from the university, both individually and organizationally. Later in the spring, Natalie arranged for a joint meeting of the faculty/staff affinity group with the student leaders of the Asian-American organizations. The faculty/staff group are very interested in providing support to the students in any way they can. This group may end up being modeled after the LSSN group (see next).

- c. LSSN was formed with the unique purpose of supporting Latin@ students in their transition to NC State. The idea was born of many discussions in the Hispanic/Latino Advisory Group, in which the point was made that Latin@ culture includes especially strong ties to family. LSSN was formed to provide a network of support for students by faculty and staff of the university, and to encourage Latin@ faculty and staff to attend the students' campus events throughout the year. I invited Nelson Santiago, Assistant



Director in Multicultural Student Affairs, and Carolina Foster, Housekeeping Zone Manager and member of the Staff Diversity Advisory Board, to work with me to develop the group.

A general invitation issued to Hispanic/Latino faculty and staff gained 27 responses. Members of LSSN were introduced to the students and their families at the Hispanic/Latin@ Student Symposium held a few days prior to the start of the fall semester, after which they had dinner together. Over the course of the

year, LSSN members shared a potluck supper with the students, attended their Salsabor celebration and dropped in at their Mi Placita weekly gatherings at Talley Student Union.

- d. The WINGS – Women in Networking, Giving Back and Service – staff women’s network continued into its second year by splitting into two groups, one that would continue to meet over the lunch hour and one that would meet after work in the early evening. Programs held for WINGS this past year included dinner and a Center Stage performance, yoga, potluck lunch, presentation on the Feed the Pack Pantry, food drive, and WINGS Night out at the Movies, viewing the Makers.com documentary Women Who Make America, parts 1 and 2.

### 3. Partnerships

- a. I learned of BB&T University through a collaboration with Claire Jefferies in the Jenkins MBA Program in the Poole College of Management, who was working with a student leadership trainer from BB&T University. When I shared with Claire that we were looking for a keynote workshop leader for the Fall Conference on Leadership and Diversity, she put me in touch with the trainer she worked with, who then referred me to Oscar Santos. It was exciting to learn that BB&T is training their bank officers and executives to create the same type of welcoming, inclusive environment for its employees that NC State strives for, and that they are willing to share their resources with us to help the NC State community achieve that goal. Mr. Santos is responsible for the Leadership and Professional Development area for over 6,000 managers in the organization. Oscar did a great job and has expressed excitement at continuing this partnership with OIED and NC State.

**SUSTAINABILITY** at NC State

- b. I was approached by Tracy Dixon, director of the Office of Sustainability, on the need for sustainability to become practiced by a broader cross-section of the university. Tracy met with the Staff Diversity Advisory Board to gain their insights into why the sustainability movement is perceived to be embraced only by middle-class white people. Discussion included comments about the perception that other causes should take lower priority to people of color, who need to focus on civil rights issues. We also discussed that issues of income inequality, recruitment, hiring and retention of people of color at the university are also issues of sustainability, not just recycling. The discussion was very interesting

and got the advisory board members thinking about their personal practices and those of their office. Tracy returned to a later meeting of the board and discussed what they would commit to as first steps in the process of adopting sustainability. Many were interested in the university's process for certifying events as sustainable and agreed that this would be a manageable starting point.

This past week, I had the pleasure of attending the National Conference on Race and Ethnicity in Higher Education (NCORE) where I went to a workshop entitled "Making 'Green' Multicultural: Race, Class and the Environmental Conservation Movement". In that workshop, I learned that in many ways, environmentalism and sustainability have long been pursued by a diversity of people, dispelling some of the myths that had been aired at our diversity advisory board meeting. I look forward to sharing the materials from the workshop with Tracy and using these newfound insights to continue to partner with her on broadening participation in the sustainability cause.

#### 4. Signature Programs

- a. The second Conference on Leadership and Diversity was held on October 9, 2014. Although the first conference had just been held in March, it was determined that the timing of future conferences should not be in such close proximity to the Sisterhood

Dinner, the other large signature event in the Staff Diversity area. It was decided to have the conference on the Thursday of Fall Break. The preferred venues of the Talley Student Center and the Hunt Library were not available, so we held the conference in a classroom building with a large gathering area, specifically in Riddick Hall. This presented some problems with acoustics, so we are scheduled to return to Talley next time.



introduced to Oscar Santos, who agreed to do a shortened version of the 5-6 hour workshop that he does with bank managers. In addition to Oscar's well-received workshop, we had a welcome by vice provost Joanne Woodard and introduction of the NCBI Principles by director of Outreach and Education Beverly Williams. After lunch, the participants chose from a selection of break-out sessions presented by various members of the campus community. A closing workshop facilitated by Rachel Monteverdi and Donna Rewalt of Cooperative Extension allowed the participants to explore the impact of national and local events related to diversity on their work and work environment, which was timely, given the incidents that occurred on campus and around the country as the year wore on.





b. The 2015 Sisterhood Dinner had the largest attendance ever, with over 500 faculty, staff, students and administrators gathered to celebrate the accomplishments of women. The theme was Soar like an Eagle: Spirit, Vision, Strength, a nod to Native American heritage in honor of our speaker, Dr. Ruth Dial Woods, a pioneer as an activist for women's equality, particularly as a Lumbee Indian. Highlights of the dinner also included a performance by the NC State women's chorale, Vox Accalia, and the announcement of the 2015 Equity for Women Awards. By many accounts, the most special aspect of this year's dinner was the bestowing by the Council on the Status of Women of a Lifetime Achievement on Dean Dan Solomon, who will retire soon. The ceremony featured a wonderful video compilation of tributes to Dean Solomon by the many faculty and staff he has touched in his work to promote gender equality and diversity at NC State, produced by OIED Communications.

c. The 2014 Human Rights Day Observance took place on December 1, with the third in the series of Spotlights, this time on Faculty who donate their time in service to human rights. Professor Emeritus Slater Newman was also on hand, as he had been for the previous two Spotlight gatherings. Dr. Newman was instrumental in NC State observing Human Rights Day over the years, and has particularly enjoyed the Coffees with the Chancellor in which he and the chancellor hear about



the good work members of the NC State community give to support human rights. Dr. Newman passed away a few weeks before the writing of this report, at the age of 90. His legacy of activism and advocacy for human rights will live on at NC State and in NC.

d. The SOS: Summer Opportunities for Staff initiative is an effort to serve staff through programs that are offered during a time when they might have more flexibility to participate. The SOS calendar combines Staff Senate-sponsored programs with those sponsored by affinity groups such as AAFSO and WINGS, and adds a few created just for this summer, such as the Tours of Talley for Staff and Managing Difficult Conversations, a workshop that I facilitate with Dr. Roger Callanan.

## 5. Organizational Affiliations and Accomplishments

a. My work with the Staff Senate took a higher profile this year, due to the president, Robert Davis, being active in the work of OIED. Robert Davis is an EOI graduate, an NCBI trainer and an active member of the Staff Diversity Advisory Board. Robert incorporated diversity training and awareness and other professional development topics into his Staff Senate meetings, including several presentations that I facilitated.

b. I facilitated the University Diversity Advisory Committee (UDAC) Task Force on Staff Recruitment and Retention, which developed goals, investigated questions, interviewed staff and administrators, and reviewed data, culminating in a report with recommendations that was unanimously adopted by the UDAC as a whole.

## Staff

### Professional Accolades and Activities of Director of Staff Diversity Dr. Deb Luckadoo

- NCBI Trainer
- UNC Summit on Black Faculty, Staff and Graduate Students, hosted at Winston-Salem State University – coordinated a van sponsored by OIED
- NCORE, May 27 – 31, Washington, DC – poster presentation on Staff Diversity
- Nominated for the Outstanding Student Service Award in Memory of Jenny Chang from Student Government Staff Senate, receiving a Certificate of Appreciation for “... long-standing commitment to the NC State student body and continuing to create a welcoming environment for staff at the University.”

### **Alignment with NC State’s Strategic Plan Goals**

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

Encouraging staff to consider themselves key players in creating an environment that is welcoming and inclusive of all people and all their unique characteristics helps support students who interact in that environment. Staff also provide important role models for students who are preparing to enter a diverse global workforce.

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

Staff are the most critical component of the university’s infrastructure. If there were no staff, there would be no research, no libraries, no financial accounting, no facilities, etc. etc. etc. It is a critical function of the Director of Staff Diversity to assure that the staff performing these essential functions feel welcomed and included such that they may operate at their optimal effectiveness.

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

Involving staff in discussions about the sustainability movement helps them think about broad social issues that intersect with the -isms (racism, sexism, classism, etc.) that we tend to focus on in diversity work.

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

Working with staff, studying their responses to the Staff Well-Being Survey and developing programs that support who they are and what they are trying to accomplish in their work at NC State will ultimately have a positive impact on their performance and successful accomplishment of their professional goals and responsibilities.

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

Partnership with the Office of Sustainability and the Staff Senate have already enhanced the engagement of members of the Staff Diversity Advisory Board and the Staff Women’s Network, particularly with regard to Feed the Pack, the on-campus food pantry. The Staff Senate is also beginning exploration of support for the Community Table project on Hillsborough Street. I also plan to work with Human Resources on a service day on which staff will be encouraged to take at least one unused community service leave day to work at a local service agency, or at their children’s schools.

# Office for Institutional Equity and Diversity

## 2014-15 Unit Annual Report: Student Diversity

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

### Introduction

The Office for Institutional Equity and Diversity (OIED) is committed to fostering an inclusive, accessible, and diverse intellectual and cultural campus experience related to the mission of 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. The focus of student diversity in OIED is to provide leadership in the university's efforts to coordinate, implement, and facilitate a comprehensive array of educational and cultural programs to serve our diverse student body. In addition, student diversity efforts promote cultural competence, cultural interaction, as well as an understanding of and appreciation for diversity throughout the entire university community. Student diversity activities include providing consultation on student recruitment, retention, and success as well as reviewing and recommending changes to university policies, procedures, and regulations to enhance inclusion and promote diversity in the student population.

### Programs and Initiatives

University Mini-Grants: A "Call for Proposals" for the annual University Diversity Mini-Grant Program sponsored by the Office for Institutional Equity and Diversity (OIED) was issued in July 2014. 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 (non-voting chair), Jennifer Brown, Allen Cannedy, Marcia Gumpertz, Allison



Mitchall, David Perryman, and Ashley Simons-Rudolph. There were 27 Diversity Mini-Grant proposals (seeking a total of \$72,084) submitted this year. Nine proposals were funded this year, totaling \$23,097. The funded proposals are noted below:

- eMentorship: Virtual Mentorship Program for Underserved Students in Rural Areas, Principal investigator(s): Dr. Cameron D. Denson and Dr. Joe Busby
  - Preparing Future Professionals: A Parks & Recreation Strategic Succession Plan for Underrepresented Groups, Principal investigator(s): Dr. Edwin K. Lindsay and Kathy Hamilton Gore
  - Recruiting Higher Education's Next Generation of Diverse Scholar Leaders  
Principal investigator(s): Dr. Tiffany J. Davis and Dr. Joy Gaston Gayles
  - Raleigh Research Partnerships for Diversity and Inclusion in Textile Engineering, Chemistry and Science, Principal investigator(s): Dr. Ericka N.J. Ford and Dr. Cynthia Spencer
- 
- Conscious/Unconscious Bias Awareness (CUBA): Improving Admission Review, Retention and Completion, Principal investigator(s): Joe Johnson
  - Diversity Mini-Grants for Participation in EcoVillage Sustainable Planning & Urban Development Spring Break Trip, Principal investigator(s): Meghan Lobsinger and Bryan Botts
  - North Carolina Diversity and Inclusion Tour, Principal investigator(s): Dr. Nichole Huff
  - Native Education Forum, Principal investigator(s): Rachel Ensing and Thomas Griffin
  - A Day of Service at the East(ern) Carolina Indian School, Principal investigator(s): Dr. Susan Faircloth

Mini-Grant Proposal submissions for the last 4 years:

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

Fall and Spring Diversity Dialogues: The Fall Diversity Dialogue was incorporated into the University's annual Diversity Education Week. It was held on Thursday, October 23, 2014 in Talley Student Center. About 75 students, faculty, staff attended the event. The Spring Diversity Dialogue entitled: Controversial Issues took place on Monday, February 9, 2015 in the Talley

Student Center Coastal Ballroom. This interactive program and dialogue provided students, faculty and staff with the opportunity to join a discussion of current and common controversial issues and learn to take into account both sides, through conflict resolution skills taught by the National Coalition Building Institute (NCBI) team of facilitators. About 30 participants attended the program. This program dialogue included the following topics:

- Same-sex couples should be able to adopt
- Illegal Immigrants should be given a pathway to citizenship
- All animal testing for the advancement of medicine should be permitted.
- Police officers should use racial profiling as a tool in their daily work.
- Sometimes it is necessary for a government to have restrictions to free speech
- Marijuana should be a legal medical option, as well as a leisure option.
- Gun rights empower all citizens.

**Diversity Education Week:** The Office of Institutional Equity and Diversity partnered with the Union Activities Board, Diversity Activities Board and Student Government to host the 5<sup>th</sup> annual Diversity Education Week which took place between Saturday, October 18 - Saturday, October 25, 2015. Tracey Ray (OIED), Shelby Anderson (UAB), and Maurita Harris (Diversity Commission Chair, Student Government) provided coordination of the calendar of events for the week, which included 22 events. The theme for the week, THINK and D.E.W., connected with the university's QEP, TH!NK: Higher-Order Skills in Critical and Creative Thinking. There were 27 sponsors for the week of programming. Sponsors included: (1) NC State Dance Program, (2) NC State Center Stage, (3) GLBT Center, (4) Student Government, (5) College of Humanities & Social Sciences, (6) Women's Center, (7) Department of Multicultural Student Affairs, (8) Muslim Students Association, (9) African American Cultural Center, (10) University Scholars Program, (11) CHASS- Multicultural Association of Students, (12) Latter-Day Saint Student Association, (13) GLBT Community Alliance, (14) North Carolina Language and Life Project, (15) WKNC Radio (FM 88.1) and Student Media (16) Lambda Theta Alpha Latin Sorority, Inc., (17) Campus Curls and Kinks, (18) The National Association of Black Accountants, (19) Poole College of Management, (20) African Student Union, (21) College of Natural Resources, (22) College of Education, (23) Office of International Affairs, (24) We Connect Now, (25) Mi Familia, (26) Office of the Provost, (27) UAB- Diversity Activities Board, and (28) Office for Institutional Equity & Diversity. An online evaluation process for each program was initiated this year to garner feedback. The schedule of programs is noted below:

#### Saturday, October 18, 2014

- African Dance with L.D. Burns


NC STATE UNIVERSITY

## Annual Fall Diversity Dialogue

FACILITATED BY

# DR. SHAKTI BUTLER

CRACKING THE CODES: SYSTEMS OF INEQUITY



DR. SHAKTI BUTLER, FILMMAKER, FOUNDER AND PRESIDENT OF WORLD TRUST EDUCATION SERVICES FACILITATES AS HUNDREDS OF PEOPLE ENGAGE IN TALKING ABOUT THE SYSTEM OF RACIAL INEQUITY PROMPTED BY THE STORIES IN THE FILM **CRACKING THE CODES: THE SYSTEM OF RACIAL INEQUITY**. PEOPLE LEAVE ASKING NEW QUESTIONS AND ARE INSPIRED TO ENGAGE IN CHANGE.

THURSDAY, OCTOBER 23, 2014

6:00 pm Coastal Ballroom, Talley Student Union

Sponsors

The Office for Institutional Equity and Diversity

UAB, Diversity Advisory Board

FOR THE FULL SCHEDULE OF EVENTS, PLEASE VISIT US ONLINE AT [OIED.NCSU.EDU/DIVERSITY](http://OIED.NCSU.EDU/DIVERSITY)

**THINK AND D.E.W.**

Keep up with Diversity Education Week events on the NC State Education App

Follow Us @NCStateOIED

- SFJazz Collective

#### Monday, October 20, 2014

- Kunte Kinte Island: An Evening with Elvin Ross
- Social MEDIAtion: A Discussion Forum Powered by Students
- Meet the Mormons

#### Tuesday, October 21, 2014

- Eye on the Triangle: Diversity Education Week Edition
- "I (heart) Diversity" T-shirt Giveaway
- COMPLIFY Diversity Photo Shoot
- Outside of the Colored Lines
- Language Variation: The Forgotten Dimension of Diversity
- CHASS Annual Panel and Poster Forum "Research and Underrepresented Populations"
- Natural Hair in the Workplace

#### Wednesday, October 22, 2014

- Microaggressions in Everyday Life: Implications for Higher Education Dr. Derald Wing Sue, Professor of Psychology at Teachers College, Columbia University
- Why It Matters: Diversity in the Workplace
- Africa Awareness Week: Taste of Africa
- Islam Fair
- Project SAFE Training



#### Thursday, October 23, 2014

- Think Globally, Have Fun Locally
- Ally Rally
- Africa Awareness Week- Culture and Intimate Relationships (Panel Discussion)
- Fall Diversity Dialogue- Cracking the Codes: Systems of Inequity, facilitated by Dr. Shakti Butler, Filmmaker, Founder and President of WorldTrust Education Services.

#### Friday, October 24, 2014

- Promoting the Advancement of Students with Disabilities

#### Saturday, October 25, 2014

- Salsabor

Chancellor's Creating Awards Program: The 9<sup>th</sup> Annual Chancellor's Creating Community Awards Program (University Diversity Awards), was held on Monday, April 20, 2015 and co-hosted with Chancellor Randy Woodson. A call for nominations was sent to the campus in January 2015 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); 10 nominees

- Outstanding Staff Award (\$500 cash award to recipient and \$500 in discretionary funds to recipient's department); 10 nominees
- Outstanding Student Award (\$500 cash award to recipient); 19 nominees
- Outstanding College/Division Award (\$1,000 discretionary funds award); 4 nominees
- Outstanding Student Organization Award (\$500 cash award to recipient); 10 nominees



One award was given in each area. OIED staff and other university employees whose key job responsibilities connect with Equity, Diversity and Inclusion were not eligible for these awards. Detailed criteria was shared for each of the award categories. In addition, monetary awards were given for each of the award categories and are noted above. A committee comprised of 4 members of the OIED staff and members of the University Diversity Advisory Council reviewed the nominations and determined the award winners. Members included: Garry Morgan (non-voting chair), Marcia Gumpertz, Jacqueline Perry, Jordyne Blaise, and Otis McGresham. 2015 award winners included: Dr. Jon Rust (Outstanding Faculty), Marian Fragola (Outstanding Staff), Keon Pettiway (Outstanding Student), College of Humanities and Social Sciences (Outstanding College/Division) and S.P.E.A.K.- Students Proactively Engaged towards Activism Knowledgeably (Outstanding Student Organization). Advisory groups, councils and committees of OIED, diversity training facilitators and participants including the Equal Opportunity Institute (EOI), Project Safe Training, National Coalition Building Institute (NCBI), as well as other key partners received recognition at the program. The number of nominees doubled in 2015 from the first year (2013).

#### Chancellor's Creating Community Awards Program Nominations- 5 year Review

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

- Note: The name of the program changed from the University Diversity Awards Program to the Chancellor's Creating Community Awards Program beginning in 2013.
- Note: In 2011, the 5th award was the Outstanding Administrator Award rather than the Outstanding College/Division Award.

#### ECD 225: 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 Associate Vice Provost for International Affairs, Ingrid Schmidt. This permanent course and was taught during the Fall 2014 (32 students) and Spring 2015 (31 students) semesters with full sections. It fulfills the general education degree requirements for undergraduate students in the areas of Humanities, U.S. Diversity (co-requisite) and Global Knowledge (co-requisite). This 3-credit hour course engages students in the process 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 Garry Morgan, with come course support and instruction provided by Beverly Williams.

At Home in the World Student Group Activity Grants: The At Home in the World (AHITW) Student Group Activity Grant Initiative is co-sponsored by Office of Institutional Equity and Diversity and Office of International Affairs. NC State's At Home InThe World (AHITW) Student Group Activity Grant supports the creation of new or significantly enhanced co-curricular programs, events, or activities which meet the objectives of the At Home InThe World Initiative to collaboratively promote cross cultural understanding and competencies. The objective of the AHITW project is to promote collaboration between diversity and internationalization efforts across campus.

The purpose of this grant is to foster cooperation between different groups on campus that may not know one another. A call for proposals was sent to all registered student organization in September 2014, a month in advance of the submission deadline. The proposal were evaluated by members of the At Home in the World Steering Committee on the extent to which they bring diversity-focused groups together with international student groups at NC State for activities that have mutual benefit, clarity of the proposed activity, feasibility, budget accuracy and the level of engagement and interaction with student participants. Six proposals were submitted and the following four proposals were awarded \$1000:

- African Night: Orishas- Celebrating African Deities, hosted by the African Student Union and the Carribean Student Association
- Being Out as Asian American, LGBT, and a political figure, hosted by BLISS: Building Leaders of Integrity, Service and Sisterhood and GLBT-Community Alliance
- Caribbean Carnival, hosted by the Carribean Student Association and the Collegiate Chapter of 100 Black Men of America, Inc.
- Spirit of the Phoenix, Kappa Phi Lambda and Delta Sigma Iota



African American Coordinating Committee: The African American Coordinating Committee met on a monthly basis from September 2014 to May 2015. 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 student enrollment, promoting study abroad, national events and responses to student protests, first year student success, the U.S. Diversity co-requisite requirement, and a proposal for a new joint Symposium model.

**Military Affairs Committee:** The Military Affairs committee met on a monthly basis from August 2014 to April 2015. 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) Exploring the need for a veteran/military specific space on campus such as a veterans lounge or resource center; 3) Developing a Green Zone Faculty/Staff training; 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, New Student Orientation, the Counseling Center, the Student Veterans Association and the Office for Institutional Equity and Diversity.

**Interfaith Prayer and Meditation Space Proposal:** Temporary space was designated in Engineering Building II on the ground floor and 3<sup>rd</sup> floor for prayer, meditation and quiet reflection on centennial campus. On main campus, a temporary prayer space was provide by D.H Hill Library for the fall semester through February 2015, when the west wing of the library closed for renovation. In February 2015, a temporary space was established in 330 Harrelson Hall. The temporary prayer space in D.H. is anticipated to become available again in late June 2015.



**Campus Climate Survey:** In partnership with the Office for Institutional Research and Planning the undergraduate and graduate student campus climate survey was disseminated in April 2015. The results of the survey will be analyzed over the summer.

## **Staff**

The staff for Student Diversity in the Office for Institutional Equity and Diversity included Tracey Ray, assistant vice provost for Student Diversity, Garry Morgan, associate director for Diversity Programs, Wendy Giddens and Leni Crook, program assistants.

## **Professional Development and Awards**

Tracey Ray

- National Student Diversity Leadership Convention, Jersey City, NJ, July 2014
- Clery Act Online Training, September 2014
- National Coalition Building Institute - monthly team meetings & retreats.
- Opening Doors Workshop, September 2014
- Greenzone Training, UNC-Chapel Hill, September 2014 & March 2015
- Webinar: Institutional Self-Assessment to Improve Outcomes for Men of Color: Using the Community College Student Success Inventory, December 2014
- Webinar: Black Culture Centers on Predominantly White Campuses: Their Purpose and Future - A 21<sup>st</sup> Century Analysis, February 2015

#### Garry Morgan

- Nominee: University Awards for Excellence, Provosts Office, April 2015
- Greenzone Training, UNC-Chapel Hill, September 2014 & March 2015
- National Coalition Building Institute- monthly team meetings and retreats
- Webinar: Minority Male Community College Collaborative (M2C3) Community College Student Success Inventory, January 28, 2015

#### Teaching & Presentations

##### Tracey Ray

- AFS/ARS 346: Black Popular Culture (Distance Education)- Fall 2014, Spring 2015
- ECD 225: Foundations of Cultural Competence, Spring 2015, co-taught with Garry Morgan and Ursula Hairston
- AFS 497: Special Topics in Africana Studies- Gullah/Geechee Nation Service Learning (Distance Education), Spring 2015, Charleston & St. Helena Island, South Carolina.
- ECD543: The American College Student- served as a Guest Lecturer on Diversity in Higher Education.

##### Garry Morgan

- ECD 225: Foundations of Cultural Competence, Fall 2014 and Spring 2015, co-taught with Ursula Hairston and Tracey Ray
- LeaderShape
  - University of Wisconsin- LaCrosse, March 2015
  - NC State University, May 2015
- DiSC assessment for NC State Foundation Accounts and Investments (FAI) group, April 2015
- Earthquake simulation and dialogue for Textile Engineering, Chemistry & Science (TECS), August 2014



#### Committees

##### Tracey Ray



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

Garry Morgan

Minority Male Initiative Task Force (Chair); African American Coordinating Committee, Member; National Coalition Building Institute Team Member.



## Alignment with NC State's Strategic Plan Goals

1. Enhance the success of our students through educational innovation.
  - ECD 225: Foundations of Cultural Competence course initiative
  - Diversity Education Week Programs and Initiatives
  - Interfaith Prayer and Meditation Space Proposal
2. Enhance scholarship and research by investing in faculty and infrastructure.
  - University Diversity Mini-Grants
3. Enhance interdisciplinary scholarship to address the grand challenges of society.
  - ECD 225: Foundations of Cultural Competence course (for students across all majors)
  - Diversity Education Week Programs and Activities
4. Enhance organizational excellence by creating a culture of constant improvement.
  - Chancellor's Creating Community Awards
  - University Diversity Mini-Grant Awards
5. Enhance local and global engagement through focused strategic partnerships.
  - At Home in the World Student Organization Grants
  - AFS 497: Gullah/Geechee Nation Service Learning
  - Military Affairs working group

# Office for Institutional Equity and Diversity

## 2014-15 Unit Annual Report: African American Cultural Center

Prepared By: Tracey Ray, Ph.D., Interim Director

### Introduction

The African American Cultural Center's (AACC) mission is to provide educational, cultural activities, leadership initiatives, advocacy, outreach and comprehensive programming focused on African, African American and African descent cultures.

### Programs and Initiatives

Harambee: The academic year opened with the annual Harambee program to welcome new members of the campus into our community. Harambee is the Swahili word meaning "let us come together." This program allows others to be introduced to student leaders, faculty, administrators, staff and community partners. This year, Harambee featured music from NC State's African Student Union and Uninhibited Praise Gospel Choir. It was held on Wednesday, September 3, 2014 from 6:00 pm – 8:00 pm in the African American Cultural Center's Washington Sankofa Room in Witherspoon Student Center. The program drew an audience of approximately 225 people.



Brown v. Board: 60 Years Later: This year, the African American Cultural Center celebrated the 60 year anniversary of the landmark supreme court decision, Brown v. Board, which legally desegregated school. The center adopted the programmatic theme, Educational Empowerment-Replicating the Systematic Practices That Work. Two panel discussions were held to provide insight and dialogue relative to educational best practices and issues of inequity and access. Both programs were held in partnership with the College of Education.

- Education Panel, Part I: Brown v Board: 60 Years Later: This program was held on Tuesday, September 23, 2014 from 6:00 pm – 8:00 pm in the African American Cultural Center's Washington Sankofa Room in Witherspoon Student Center. The goal of the event was to help students and members of the campus community understand the legal impact of the Brown v. Board court decision, the great achievements that were made within the African American community before and after this court decision, discuss current challenges and inequalities that persist in society today, and highlight some of the systematic practices that have led to academic success in the African American community. This event was free and open to the public.

- Education Panel, Part II: Brown v Board: 60 Years Later, Separate But Equal Revisited: This panel discussion was held on Thursday, April 23, 2015 at 6:00 pm, and featured educators examining the impact of integration on the educational experience of African Americans. The lead panelists was distinguished educational leader, Dr. Dudley Flood.
- The Annual Living Legends Series connected with the Brown v. Board theme by featuring Mr. Irwin Holmes, Jr., the first African American undergraduate alumnus of NC State. The program was held on Tuesday, October 28, 2014 from 6:00–8:00 p.m. in the African American Cultural Center's Washington Sankofa Room in Witherspoon Student Center. Mr. Holmes Jr. received a Bachelor of Science degree in electrical engineering from North Carolina State University in 1960. He was the first African-American to receive an undergraduate degree from the university. He went on to earn a master's degree in electrical engineering from Drexel University. He opened doors and laid the foundation for excellence when he was among the first four African American undergraduates to enroll at NC State in 1956. He broke barriers in undergraduate education when he became the first African American student to graduate in 1960 with a degree in electrical engineering. His other three classmates would soon follow, obtaining bachelor's degrees in 1962. Irwin Holmes graduated third in class from Hillside High School in Durham, NC. Yet, his talents exceeded the classroom. He had been ranked as high as the #2 African American tennis player in the country while in high school and thus quickly pursued a position on NC State's tennis team his freshman year. He also participated on NC State's track team his freshman year. His decision to join NC State's tennis and track teams not only integrated sports at NC State, it integrated sports for the Atlantic Coast Conference (ACC). Attending NC State during a time when there were "colored only" signs in both Raleigh and Durham at almost every public facility, water fountain, waiting room and building entrance, Holmes and his classmates faced major obstacles. His time on campus was not met without opposition. During his first class as a freshman, a professor "refused to teach an African American student" and forced the university to find someone else to teach that class. Holmes' tenacity and resilience continued to add to this legacy as he went on to earn a master's degree in electrical engineering from Drexel University. Through an interview facilitated by Tracey Ray, Interim Director for the African American Cultural Center, Christopher Hart-Williams, Editor and Chief of the Nubian Message, and Nia Doaks, Managing editor of the Nubian message, Mr. Holmes was able to share a number

NC STATE UNIVERSITY

## LIVING LEGENDS

Irwin Holmes, Jr., First African American Undergraduate Alumni at NC State




**Irwin Holmes, Jr.** opened doors and laid the foundation for excellence when he was among the first four African American undergraduates to enroll at NC State in 1956. He broke barriers in undergraduate education when he became the first student to graduate in 1960 with a degree in electrical engineering. His other three classmates would soon follow, obtaining bachelor's degrees in 1962.

The African American Cultural Center lifts up and reflects on the journey of Irwin Holmes, Jr. through its 2014-15 theme, "Brown v. Board of Education: 60 Years Later - Educational Empowerment: Replicating the Systematic Practices that Work."

**Tuesday, October 28, 2014**  
**6:00 - 8:00 pm**  
 African American Cultural Center,  
 Washington Sankofa Room 126

*Living Legends is an annual premiere program sponsored by the African American Cultural Center, designed to acknowledge and honor foundation builders who paved the way for others to follow.*

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 Toni Thorpe at (919) 515-1451.



of experiences both inside and outside of the classroom during his time as a student at NC State.

**Art Gallery Exhibits:** The African American Cultural Center Gallery presented gallery exhibits and linked programming that promote awareness of and appreciation of African and African descent cultures. The gallery was home to three major exhibits each year.

- “Verdadism: Creating Social Change Through Abstract Art with Social Commentaries” by Soraida Martinez was featured in conjunction with the university’s celebration of National Hispanic Heritage Month in September 2014. The exhibit kick-off event featured an artist talk on tolerance and understanding by Soraida, Creator of Verdadism. Since 1992, Soraida Martinez has been creating Verdadism paintings with written social commentaries for the purpose of encouraging self-empowerment and social change. The art of Verdadism depicted racism, sexism, stereotyping, hope, identity, alienation and the social issues faced by women, African-Americans, Latinos and many individuals in mainstream America. This art talk and exhibition has evolved from over 22 years of the artist’s observations and personal experiences as a Puerto Rican woman in contemporary American society. Over 20 fine art prints from original Verdadism paintings created from 1992 to 2005 were on exhibit, including: ©1994 Please Stop Calling Us Minorities! We All Know That’s an Unfair Label With Negative Connotations; ©1995 La Latina; ©1995 Women Working Together; ©2005 A Tribute to African-American Women; ©1996 The Weeping Puerto Rican Cuatro Player; ©1996 Between Two Islands; ©1992 Puerto Rican Stereotype: The Way You See Me Without Looking At Me; ©1992 Rigid Man; ©1993 What Prejudice Looks Like; ©1994 One Day I Found A Lump In My Breast. The artwork was on display in the African American Cultural Center Gallery from Monday, September 15- Friday, September 26, 2014. This event served as the kick-off for the university’s month-long celebration.
- “Any City, AMERICA,” works by J. Stacy Utley was featured in partnership with the



College of Design, October 6 – December 12, 2014. Critically acclaimed artist J. Stacy Utley, who earned his degree in architecture and environmental design at NC State, designed this exhibit through the placement of portable objects in urban spaces. His work addresses the social process of gentrification. It is a catalyst in the discussion on the implication of change in an existing context through urban renewal or gentrification. He simulated this process by taking my own ambiguous yet familiar

portable objects –miniature houses that serve as architectural prototypes-- and placing them in urban spaces. Painted white, the houses are symbolic, metaphoric, allegorical, evocative and ambiguous. Their juxtaposition in the context of apparent urban renewal is an uncanny co-existence of the old and new, certainty and uncertainty, the past, the

present, or the unknown. Photographing this juxtaposition in context gives the portable object equivalence to its surrounding in both scale and effect. In reality, however, small in scale and ambiguous, the object becomes a signifier for change. In addition to hosting an artist talk, the African American Cultural Center hosted a Lunch and Learn on the topic of gentrification. The Lunch & Learn: "Any City, AMERICA" was held on Tuesday, October 7, 2014 from 12 noon – 2 PM in the African American Cultural Center's Washington Sankofa Room in Witherspoon Student Center and featured Dr. Richard Dellafave, professor emeritus in sociology.

- "Irrevocable Grace," works by Jaleesa B. Maye, was presented in partnership with College of Design and the Women's Center. The opening of the exhibit and meet the artist talk was held on Wednesday, February 11, 2015 from 6:00 pm – 7:30 pm. The work



was on exhibit in the gallery beginning on Monday, February 2, 2015 – Friday, May 15, 2015. While creating and collecting this body of work, Jaleesa Maye sought out text and images that would give life to thoughts and approaches, while paying homage to the Afrikan woman. The artist searched through thousands of photographs of African American women that had been meticulously archived by the Library of Congress and realized a commonality between the women depicted. According

the artist, "be it 1894 or 1956 all of the women seemed to possess a bold unyielding grace. It was the reverberation of grace that fueled the flame, it was Toni Morrison who lit the match." "The best art is political and you ought to be able to make it unquestionably political and irrevocably beautiful at the same time." (Toni Morrison's quote). It was irrevocable, unalterable, unchangeable grace.

Kunta Kinteh Island: An Evening with Elvin Ross was held in partnership with the Africana Studies program film festival and the university's annual Diversity Education Week held annually in October. This film and discussion with the filmmaker was held on Monday, October 20, 2014 beginning at 6:00 pm in the Witherspoon Cinema. This documentary film chronicles the process of renaming Ft. James Island in South Carolina, which was a holding cell for enslaved Africans during the Trans-Atlantic Slave trade, to Kunta Kinteh Island- after one of The Gambia's most well-renowned sons. It shares the points of view of both the government and the Kinteh family, who still preserve their history as residents of a neighboring sea Island. This film embodies the rich spirit of a people that can be passed on throughout the diaspora for decades to come.

Annual Red, White & Black Walking Tour was held in partnership with the university libraries on Thursday, November 20, 2014 and April 9, 2015 at 3:00 pm. The tours began on the quad side of Holladay Hall and allowed students, faculty and staff to learn about the spaces and places on NC State's campus that have had significant impact on the lives and experiences of African American students and the larger community. Dr. Walter Jackson, NC State associate professor of history, and Ms. Toni Thorpe, program coordinator at NC State's African American Cultural

Center led the fall tour. Toni Thorpe, Dr. Craig Brookins and Dr. Katherine Mellon Charron led the spring due to Dr. Walter Jackson's passing in February 2015. As a result, the spring tour was dedication to his memory. Marian Fragola from the university libraries and Toni Thorpe led this collaboration. Students, faculty and staff not available to join the tour were encouraged to try out the Red, White & Black mobile web app that allows users to employ their smart phones and other mobile devices to embark on a self-guided walking tour that highlights the rich history of African Americans at NC State ([www.lib.ncsu.edu/m/exhibits/redwhiteblack](http://www.lib.ncsu.edu/m/exhibits/redwhiteblack)).

The Annual Dr. Martin Luther King Jr. Campus Commemoration was held on Monday, January 12, 2015 in the Talley Student Union State Ballroom and featured Dr. Melissa Harris-Perry. Melissa Harris-Perry is the presidential endowed chair in Politics and International Affairs and director of the Anna Julia Cooper Center on Gender, Race and Politics in the South, at Wake Forest University. She has her own talk show on MSNBC and is a columnist for The Nation, National Contributing Editor of Essence magazine. A book signing was included in the event, as she is the author of *Sister Citizen: Shame, Stereotypes, and Black Women in America* and *Barbershops, Bibles, and BET: Everyday Talk and Black Political Thought*, which won the 2005 W. E. B. Du Bois Book Award from the National Conference of Black Political Scientists and 2005 Best Book Award from the Race and Ethnic Politics Section of the American Political Science Association. Harris-Perry is also a trustee of The Century Foundation. Her talk for the evening program was entitled "We Can't Breathe: The Continuing Consequences of Structural Inequality Fifty Years After King" and drew an audience of about 600 people. The event was free and open to the public. A mid-day invitation only luncheon with Melissa Harris-Perry was hosted a gathering of 60 AACC partners (faculty/staff) and students.

**NC STATE UNIVERSITY**

2015 Dr. Martin Luther King Jr. Campus Commemoration

FEATURING

**MELISSA HARRIS-PERRY**

**We Can't Breathe:**  
The Continuing Consequences of Structural Inequality Fifty Years After King

Join us, as we welcome television host, political science professor and the Presidential Chair in Politics and International Affairs at Wake Forest University – Melissa Harris-Perry.

An outspoken advocate on issues of race, culture, gender and class in American society, Harris-Perry offers an insightful view to politics.

All are welcomed to attend the 2015 Dr. Martin Luther King Jr. Campus Commemoration.

**MONDAY, JANUARY 12, 2015**  
6:00 PM, TALLEY STUDENT CENTER BALLROOM

**HOSTED BY THE AFRICAN AMERICAN CULTURAL CENTER**

In compliance with the Americans with Disabilities Act, NC State will make reasonable accommodations made by individuals with disabilities. Requests can be served with efficiency if notice is provided at least 10 days before the event. Direct accommodation requests to Toni Thorpe at 919.515.1461.

AYA Ambassador Program: Based on the values at the center of the Akan adinkra symbol, Aya or the fern and symbolizing endurance and resourcefulness, the African American Cultural Center Ambassadors are students who embrace the dual missions of the African American Cultural Center, promoting awareness and appreciation of the cultures and histories of Africa and the African Diaspora. AYA students are an integral part of the African American Cultural Center assuring that our work will continue and endure. The African American Cultural Center had 42 students serve as AYA ambassadors for the 2014-15 academic year. The AYA ambassadors participated in a number of leadership and professional etiquette workshops/retreats, as well as service learning opportunities.

Origins of the Dream: Hughes's Poetry and King's Rhetoric by Dr. Jason Miller: This one-hour talk was presented in partnership with D.H. Hill Libraries on Tuesday, February 10, 2015 at 7:00 pm in the Hunt Library, Auditorium. Dr. W. Jason Miller talked about his new book *Origins of the Dream: Hughes's Poetry and King's Rhetoric*.

Since Martin Luther King Jr.'s "I Have a Dream" speech, some scholars have privately



suspected that Dr. Martin Luther King Jr.'s "dream" was connected to Langston Hughes's poetry. Drawing on archival materials, including notes, correspondence, marginalia, and a newly uncovered audio tape, Dr. W. Jason Miller provided a completely original and compelling argument on Hughes's influence on King's rhetoric in more than just the one famous speech. Miller is associate professor of English at NC State and the author of *Langston Hughes and American Lynching Culture*.

African American Read-in: "The Life and Legend of Malcolm X," a discussion on the life and legacy of Malcolm X and through sharing and comparing the works of Manning Marable (*Malcolm X: A Life Reinvented*, 2011) and Alex Haley (*Autobiography of Malcolm X*, 1965) took place in the African American Cultural Center Library on Friday, February 6, 2015. This event was held in conjunction with the national African American Read-In, which takes place across the nation annually between February 1<sup>st</sup> -28<sup>th</sup>.

The Annual Blacks in Wax Live Museum was held on Saturday, February 21, 2015 from 10:00 am – 2:00 pm. The Blacks in Wax Live Museum provided the campus and greater Raleigh community the opportunity to watch history come to life as students and friends reenact great moments in African American history for the community's education. This community service opportunity that impacts not only our students, but intellectuals of all ages and ethnic backgrounds. This event was free and open to the public. It took throughout Witherspoon Student Center (all rooms in the African American Cultural Center, the campus cinema, rooms, 201 and 204). This program yielded a record 500+ visitors.



Black Philanthropy: "A Nickel and a Prayer" was an interactive dialogue presented by Mr. Darryl Lester, assistant director for the African American Cultural Center and Mr. Vincent Bayyan, the interim director of corporate and foundation relations at UNC-Chapel Hill and held on Tuesday, February 24, 2015 from 6:30 pm – 8:00 pm in room 356 of the African American Cultural Center. The program acknowledged that within the African American community, philanthropy is the act

of sharing. It encompasses twin concepts of giving and serving as communal enterprise rooted in our ancestral heritage. This charitable impulse can be traced back to Africans living in small villages exchanging and giving for their survival. Black Giving from Africa to America gave the presenters an opportunity to discuss the dynamic heritage of the "give back" within our culture and our community.

The Annual Ebony Harlem Awards of Excellence was held in partnership with Multicultural Student Affairs on Sunday, April 26, 2015 at 5:00 pm in the Talley Student Union Ballroom. Started in the spring of 1993, this annual recognition of student achievement honors outstanding male and female students in various categories. Each winner receives a hand-carved Sankofa bird, a hallmark of the African American Cultural Center, which serves as a



reminder the importance of remembering one's roots in order to progress. This year's program including the naming of the Joanne G. Woodward Leadership Award, in honor of the retiring Vice Provost for Institutional Equity and Diversity.

"What's on the Table?" was a new initiative of the cultural center. This weekly opportunity for students allowed them to gather in a safe environment for student-led passionate conversations about a wide variety of topics that matter to them. Discussions often reflected their cultural experiences and exchanges as children and young adults. The weekly series serves as judgment-free talk from the heart and was held on Friday afternoons from 3:00pm to 4:30 pm in the African American Cultural Center lounge area.

The African American Cultural Center Library houses over 7000 titles focused on Africa and the African Diaspora. Housing over 2000 unique titles, the library serves North Carolina State University students and faculty, STEM Early College High School students and members of the local community. In order to provide security to the AACC Library collection, newly acquired 3M Library Security Gates were installed in July 2014 and an equipment maintenance contract was secured. In addition, AACC Library AACC Library Office acquired (1) new Dell computer in of 2015; IP-TV was serviced and made available for use in the library for laptop presentations and educational TV.

- New Books and Videos:  
New books and videos were acquired for 2014-2015 (70 new titles). In addition, AACC Library Bookmarks were designed and disseminated as a promotional item. In April 2015 the first AACC Library e-Newsletter Announcement was distributed highlighting new acquisitions, donations, book recommendations. A new process/service began on 2014-15, Book Hold/Transfer Process. This service enables students to request books to be placed on hold in person or online at other NCSU Campus Libraries and we will transfer the requested books directly to designated libraries. This service will help students save time and eliminate campus proximity issues.
- Programmatic Functions: The AACC Library functions this year included suggested reading lists created to accompany the following AACC Programs: Fall, 2014: Education Panel: Brown v. Board: 60 Years Later, Any City America Art Fall Gallery Exhibit/ Any City America Lunch & Learn - J. Stacy Utley Martin & Malcolm Event/ Kwanzaa featuring The Meeting: Martin Luther King, Malcolm X; Spring 2015: Dr. Martin Luther King, Jr. Campus Commemoration featuring Dr. Melissa Harris Perry - "We Can't Breathe: The Continuing Consequences of Structural Inequality Fifty Years After King, Gallery Exhibit/ Artist Talk – Irrevocable Grace, African American Read-In: The Life and Legend of Malcolm X, Blacks in Wax, Nikki Giovanni Lecture, Brown v. Board: 60 Years Later and Part II Separate But Equal Revisited.



Co-sponsorships: The African American Cultural Center co-sponsored the annual Kwanzaa celebration with Multicultural Student Affairs on December 2, 2014 in the campus cinema in Witherspoon Student Center. The program featured the play, "The Meeting," presented by Pin Points Theatre presenting potential answers to the question, "what would have happened if Martin Luther King, Jr. and Malcolm X had met more extensively before they were both assassinated." The award-winning drama gave factual and surprising information about these leaders, their relentless wit and humor and unwavering commitment to human rights and the times. The African American Cultural Center co-sponsored the annual Pan-Afrikan lecture featuring an evening of Poetry, Love and Enlightenment with world-renowned poet, writer, commentator and educator, Nikki Giovanni on March 25, 2015 in the Talley Student Union Ballroom.



Resident Student Organizations: The African American Cultural Center housed eight student organizations. They included the following:

- African American Student Advisory Council
- Society of Afrikan American Culture
- The Collegiate Chapter of 100 Black Men of America, Inc.
- African Student Union
- Peace Church
- Uninhibited Praise Gospel Choir
- AYA Ambassadors
- Black Business Students Association

## Staff

- **Tracey Ray**, Ph.D., interim director
- **Darry Lester**, assistant director (July 2014 - April 2015)
- **Toni Harris Thorpe**, program coordinator
- **Angela Jenkins**, librarian
- **Crystal Harkless**, office manager (July 2014 - December 2014)
- **Karen Welton** (October 2014 - April 2015)
- **John Miller**, program assistant
- **Brayndon Stafford**, office assistant

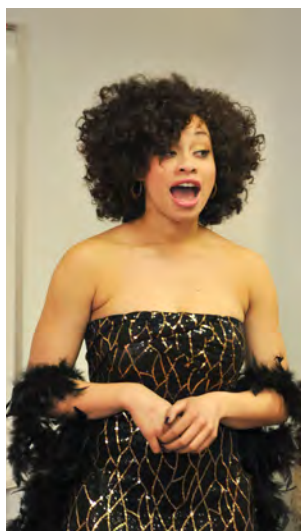
Student Employees: Albert Shin, Camerian Williams, Lisa Redfearn, Phillippe Bailer, Shailicia Gerald, Taylor Adams, Chris Belton, De'Shanta Milan, Jessica Cater, Matthew Wright, Torisha Dozier, and Shardasia Edgerton

Professional Development: Darryl Lester attended the 24<sup>th</sup> annual conference of the Association

of Black Cultural Center's held at the University of Illinois at Urbana-Champaign on Thursday, October 30- Sunday, November 2, 2014. Tracey Ray and Angela Jenkins participated in the webinar: Black Cultural Centers on Predominantly White Campuses: Their Purpose and Future—A 21<sup>st</sup> Century Analysis, A National Dialogue with Ms. Renee Thomas, Director of the Black Cultural Center, Purdue University (West Lafayette, IN). Toni Thorpe participated in the NCBI workshop, Controversial Issues, Dr. Derald Wing Sue's workshop on microaggressions, and Dr. Shakti Butler's talk on Systems of Inequities.

## Alignment with NC State's Strategic Plan Goals

1. Enhance the success of our students through educational innovation
  - AYA Ambassador Program
  - Leadership and professional etiquette workshops and service learning opportunities
  - Ebony Harlem Awards of Excellence
  - "What's On the Table" weekly discussions
2. Enhance scholarship and research by investing in faculty and infrastructure
  - 70 new titles added to the collection in the African American Cultural Center Library
3. Enhance interdisciplinary scholarship to address the grand challenges of society
  - Any City America Gallery Exhibit and Learn-and-Learn on the topic of gentrification
  - Brown v. Board, 60 Years later programming and panel discussions
  - Black Philanthropy, A Nickle and a Prayer program and discussion
  - "What's On the Table" weekly discussions
4. Enhance organizational excellence by creating a culture of constant improvement
  - Co-curricular programs provided by the African American Cultural Center
5. Enhance local and global engagement through focused strategic partnerships
  - Black Philanthropy, A Nickle and a Prayer program and discussion
  - Annual Blacks in Wax Museum





## 2014-15 Unit Annual Report: GLBT Center

Prepared By: Renee Wells, Director

### Introduction

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

- Foster a safe and inclusive environment for students, staff, faculty, and alumni of all genders and sexualities, for individuals exploring their sexual orientation and gender identity/expression, and for allies of the GLBT community.
- Affirm the identities of GLBT and questioning students, staff, faculty, and alumni while also acknowledging and helping to raise awareness about the way the lived experiences of GLBT individuals vary and are influenced by their race, religion, ethnicity, age, ability status, social class, and other social characteristics.
- Collaborate with departments, offices, and organizations across campus to engage members of the NC State community in conversations about issues of identity, diversity, community building, advocacy, and social justice.
- Promote awareness and provide education with respect to the issues faced by GLBT individuals and their allies in order to enable members of the campus community to play an active role in helping to combat sexism, genderism, transphobia, homophobia, biphobia and heterosexism.
- Advise administrators on issues related to GLBT campus climate and advocate for inclusive policies and practices.





- Provide information and resources to help staff and faculty develop GLBT-inclusive work and classroom environments and course curricula.
- Maintain an active and engaged community for GLBT and allied students, staff, faculty, and alumni of NC State while networking with GLBT groups and organizations in the local area and throughout North Carolina.

## Programs and Initiatives

### Education and Awareness

The GLBT Center continued to offer ongoing, open-enrollment educational workshops (Project SAFE and Trans 101) as well as departmental and organizational workshops by

request for both campus and community groups such as University Police, Student Health Service providers, Counseling Center staff, and Resident Assistants and Resident Directors in Housing. The GLBT Center developed and piloted two new workshops (Asexuality and Bisexuality/Pansexuality), developed and piloted the inaugural Safe Chapter training for fraternities and sororities, presented on “Creating a GLBT-friendly Workplace” at the 2014 NC State Manager’s Conference on Leadership and Diversity, hosted a “Transgender Students 2015” webinar that was attended by colleagues from departments across campus, partnered with the Office of Faculty Development to offer an “Understanding and Supporting GLBT Students in the Classroom” Lunch-and-Learn workshop, partnered with the College of Agriculture and Life Sciences to offer a “Creating an Inclusive Classroom Environment for GLBT Students” Lunch-and-Learn workshop, facilitated an “Unlearning Diversity: Unpacking the ‘Cultural Baggage’ We’ve Been Taught” workshop at the inaugural Leaders Under Construction student conference, provided a wide range of presentations in both classrooms and residence halls, and offered a GLBT 101 workshop for

GLBT CENTER WORKSHOPS

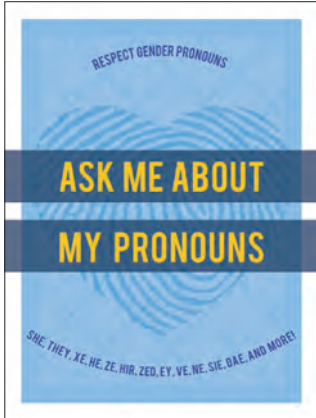
**NC STATE**  
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## Trans\* 101

Trans\* 101 is a free two-hour workshop for NC State undergraduates, graduate students, staff, faculty, alumni and members of the local community.

The workshop covers:

- The spectrum of transgender, gender-nonconforming and gender-questioning identities and expressions
- Common issues faced by trans\* students
- Strategies campus community members can use to be trans\* inclusive



For Trans\* 101 workshop times and to register, see [go.ncsu.edu/trans](http://go.ncsu.edu/trans)

If you are a person with a disability and need accommodations to attend this workshop, please contact the GLBT Center at 919-513-9742 at least 48 hours in advance of the workshop.

Club Sports Officers and as part of the CSLEPS Leadership Development Series. In addition, the GLBT Center hosted an “Ask Me About My Pronouns” transgender awareness campaign as part of the 2014 Diversity Education Week, attended the annual NC State Blood Drive to raise awareness about existing donor restrictions for gay men, developed a series of bulletin-boards-in-a-box and Village-specific presentations that will be available by request for RAs in Housing beginning Fall 2015, hosted a film screening and memorial for Transgender Day of Remembrance, brought Laverne Cox to campus to speak to a packed Ballroom about her experiences as a member of the transgender community, and designed GLBT-specific awareness and resource materials for law enforcement officers, health care providers, faculty, and students. Finally, the GLBT Center collaborated with the Women’s

Center, Multicultural Student Affairs, and the African American Cultural Center to host two events during the Spring 2015 semester: a panel discussion and a workshop addressing intersectional social justice issues.

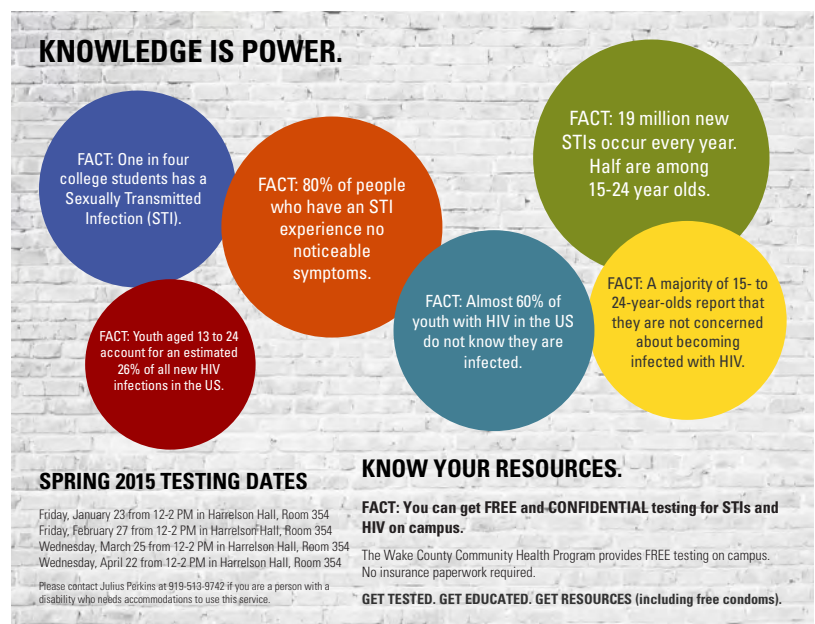
## Outreach and Engagement

In terms of on-campus outreach and engagement, the GLBT Center participated in the New Student Orientation Info Fairs, the International Student Information Fairs, and the Graduate Student Information Fair in order to connect with incoming students and provide information about campus resources and support services. The Center hosted its inaugural Symposium and its annual Open House during the 2014 Welcome Week to bring together new and returning students and help orient them to the Center and the campus. The Center also participated in the University Open House, the Experience NC State Info Fairs, Embrace NC State, and the CHASS Open House events in order to engage prospective and accepted students and provide information about the Center's resources and services. The Center hosted monthly GLBT Faculty and Staff Network meetings, two Network luncheons, and two Network socials in order to connect GLBT faculty and staff, help them form community, and provide a space for conversations about campus climate and ways to support both GLBT colleagues and students. The Center also hosted a Holiday Potluck that brought together GLBT faculty, staff and students prior to Thanksgiving break, and hosted its annual Lavender Graduation ceremony at the end of the academic year.

In terms of off-campus outreach and engagement, the Center brought students to the inaugural Trans Pride event in Greensboro and the annual NC Pride event in Durham, attended the annual LGBT Center of Raleigh Gala, attended the Crape Myrtle Festival Harvest Tea and Red Ribbon Social, volunteered at the annual Crape Myrtle Tennis Classic, and tabled at the Triangle Resource Fair hosted by UNC Chapel Hill, the annual Out! Raleigh event hosted by the LGBT Center of Raleigh, and the inaugural Queernival event hosted by the NC Queer Youth Power Coalition.

## Resources and Support Services

The GLBT Center provides individual consultation for students to address a wide range of concerns, including identity development, the coming out process, coping with lack of support from family and friends, issues of harassment, academic success, accessing transgender-inclusive resources and services, and navigating the job search process as a member of the GLBT community. The Center's staff provide direct support services and refer students to on-campus and local resources. The Center also collaborates with campus and community partners by hosting weekly Drop-In Counseling Hours (provided by clinicians from the Counseling Center) and



monthly free and confidential STI and HIV testing (provided by Wake County Human Services). Students are able to obtain information and resources in the GLBT Center lounge related to identity development, advocacy organizations, safer sex, and welcoming faith communities in the area. In addition, the GLBT Center works with the Counseling Center to promote the GLBT-specific support services they offer, including the LGBTQQ Counseling Group and the Transcending and Connecting Support Group.

### Student Leadership and Professional Development

The GLBT Center advised four student groups during the 2014-2015 academic year: the GLBT Community Alliance (GLBTCA), T-Files (a closed group for transgender, gender non-conforming, genderqueer, non-binary, and gender-questioning students), the Graduate Student and Young Professionals Network (GSYPN), and Out in Science, Technology, Engineering and Mathematics (oSTEM), which is the new NC State chapter (started during Spring 2015) of the national professional organization for GLBT students and professionals in STEM fields. The Center hosted three, day-long leadership retreats for the GLBTCA e-board during the 2014-2015 academic year in order to provide team building opportunities, strengths-based learning related to collaboration, and skill-building related to student organization management and community building. The Center partnered with CSLEPS on the Alternative Service Break trip to San Francisco designed to help students learn about and address issues of homelessness in the GLBT community, and the Center provided financial support for the staff trip advisor as well as the two student trip leaders. In addition, the Center sent two staff members and four students to the joint national Out in Science, Technology, Engineering and Mathematics (oSTEM) and National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) Out to Innovate Conference at Georgia Tech.



### **Staff**

#### Renee Wells, Director, 1.0 FTE

In terms of professional development, Renee attended the 4<sup>th</sup> Annual Symposium hosted by Guilford College's Bayard Rustin Center for LGBTQA Activism, the North Carolina Diversity & Inclusion Partners Conference, the National LGBTQ Task Force's annual Creating Change Conference on LGBTQ Equality, and the National Conference for Race & Ethnicity in American Higher Education (NCORE) Conference. She also completed OIED's Equal Opportunity Institute, attended a series of National Coalition of Anti-Violence Programs workshops addressing GLBT inclusion in sexual and interpersonal violence support services, and attended a number of HR workshops related to workplace violence,



domestic violence and sexual assault. In terms of service, she served on the Title IX Committee, the University Diversity Advisory Committee (UDAC), and the Tunnel of Oppression Room Development subcommittee, in addition to chairing the Trans Support Team working group. She also served as advisor for three student organizations: the GLBT Community Alliance (GLBTCA), Out in Science, Technology, Engineering and Mathematics (oSTEM), and Theta Nu Xi Multicultural Sorority, Inc.



Natalie Nguyen, Assistant Director, 1.0 FTE

In terms of professional development, Natalie attended the 4<sup>th</sup> Annual Symposium hosted by Guilford College's Bayard Rustin Center for LGBTQA Activism, Education and Reconciliation, the North Carolina Diversity & Inclusion Partners Conference, the joint national Out in Science, Technology, Engineering and Mathematics (oSTEM) and National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) Out to Innovate Conference, the National LGBTQ Task Force's annual Creating Change Conference on LGBTQ Equality, and presented on "Everyone's Here Except the Asians: How to Create AAPI-Inclusive Spaces on a College Campus" at the National Conference for Race and Ethnicity in American Higher Education (NCORE) Conference. She also attended a series of National Coalition of Anti-Violence Programs workshops addressing GLBT inclusion in sexual and interpersonal violence support services. In terms of service, Natalie served

on the Suicide Prevention Team and the Leaders Under Construction planning committee and is currently serving on the Respect the Pack planning committee. She also served as advisor for the 2015 Alternative Service Break trip to San Francisco and for three student organizations: the GLBT Community Alliance (GLBTCA), Asian Students in Alliance (ASIA), and Kappa Phi Lambda (the Asian interest sorority). Kudos to Natalie for having her conference proposal accepted for the national NCORE conference!

Julius Perkins, Program Assistant, 1.0 FTE

In terms of professional development, Julius completed Kaba Timekeeping Management Training and Work Study Training. In terms of service, he served on the Tunnel of Oppression Marketing subcommittee, the OIED Full Staff Meeting planning committee, and the OIED Holiday Social planning committee. He also served as advisor for the Uninhibited Praise Gospel Choir student organization.

Adam Ward, Temp, 19 hrs/week

Adam completed a number of projects during the 2014-2015 academic year. He developed a series of bulletin-boards-in-a-box and Village-specific presentations that can be requested by Housing staff. He put together a list of self-identified GLBT alumni and current students. He compiled and centralized GLBT Center documents and resources from the last several years and stored them in the Center's shared drive. He provided a number of presenta-



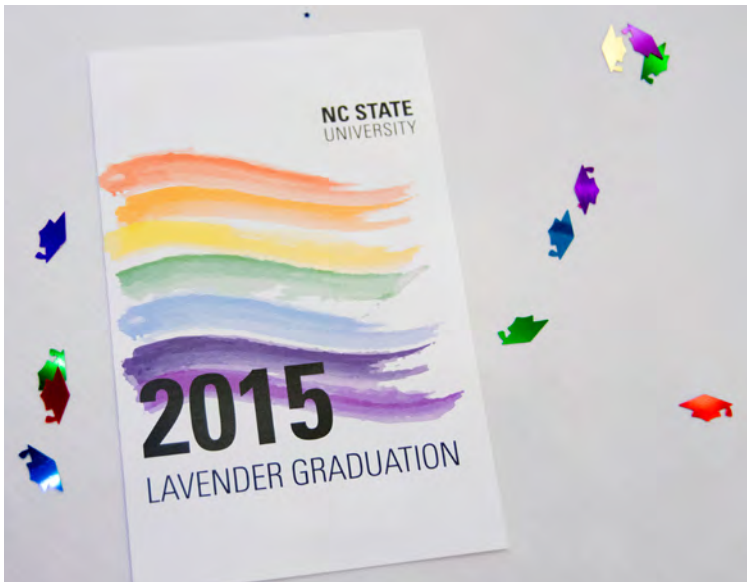
tions that were requested by RAs in Housing and faculty in various disciplines. He served as advisor/facilitator for the Graduate Student and Young Professionals Network (GSYPN) student group. He represented the GLBT Center at various outreach and recruitment fairs. He served on the Service NC State Blood Drive Committee and the Health Insurance Appeals Committee. He participated in three events as a panelist for the North Carolina AIDS Training and Education Center on PrEP (pre-exposure prophylaxis for HIV prevention) and was a presenter on a panel about “Identifying Challenges and Developing Best Practices for LGBTQ+ Graduate and Postdoctoral Trainees in STEM” at the joint national Out in Science, Technology, Engineering and Mathematics (oSTEM) and National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) Out to Innovate Conference. In addition, he completed an IRB-approved research study that looked at both “LGBTI Stu-

dents Health Care Experiences and Needs at NC State” and “Medical Provider Knowledge and Comfort with LGBTI Health Issues at NC State.” Kudos to Adam for completing a graduate certificate program in LGBT Health Policy & Practice at George Washington University.

Andy DeRoin, Master of Social Work Intern,  
24 hrs/week

Andy completed a number of projects during their one-year internship with the GLBT Center. They did benchmarking research and drafted outlines for new initiatives that will be launched for 2015-2016, including a VIP (Volunteer, Internship,

and Practicum) Program. They helped with the revision of the Project SAFE and Trans\* 101 workshop curricula and assessment tools and facilitated a number of trainings. They revamped the Project SAFE Resource Manual and created a College Sex Ed Resource Manual. They designed GLBT-specific resource materials for law enforcement officers, health care providers, faculty, and students and developed a syllabus for a prospective LGBTQIA Cultural Competency course. They attended the National LGBTQ Task Force’s annual Creating Change Conference on LGBTQ Equality and attended a series of National Coalition of Anti-Violence Programs workshops addressing GLBT inclusion in sexual and interpersonal violence support services. They served as advisor/facilitator for T-Files, a closed student group for transgender, genderqueer, gender non-conforming, non-binary, and gender-questioning students. They represented the GLBT Center at various outreach and recruitment fairs. They served on the Trans Support Team and developed an outline for the new transgender resources section of the website that will launch in Fall 2015. They planned and hosted a memorial event for Transgender Day of Remembrance. They drafted a resource manual for supervisors outlining strategies for supporting transgender employees through the transition process. In addition, they completed an IRB-approved research study on “Living and Learning While Trans: Perceptions Versus Lived Experience of Transgender, Genderqueer, and Gender Non-Conforming Students Attending NC State University.”



## Alignment with NC State's Strategic Plan Goals

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

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

The staff of the GLBT Center provide individual student support related to academic success, helping students develop effective study and time management strategies and referring them to on-campus academic resources. Because GLBT-identified students often face challenges that impact their academic performance and have higher rates of attrition, the GLBT Center recognizes the need to implement strategies to ensure these students receive the ongoing support they need. This year the GLBT Center developed a process for tracking GLBT students in order to run reports at the end of each semester to identify students in need of additional support during the next term.

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

Part of the mission of the GLBT Center is to provide ongoing support for GLBT faculty and staff on campus. To fulfill that mission, the GLBT Center worked this year to create an infrastructure for the GLBT Faculty and Staff Network. The Network now meets monthly during the academic year and hosts a luncheon once each semester. The goals of the Network are to provide an opportunity for GLBT faculty and staff to connect and form community, to supply informal and formal feedback about campus climate, and to serve as points of contact for prospective GLBT faculty and staff members. The Network serves to support and retain current GLBT faculty and staff and to signal to prospective GLBT faculty and staff that NC State is a welcoming and inclusive work environment.

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

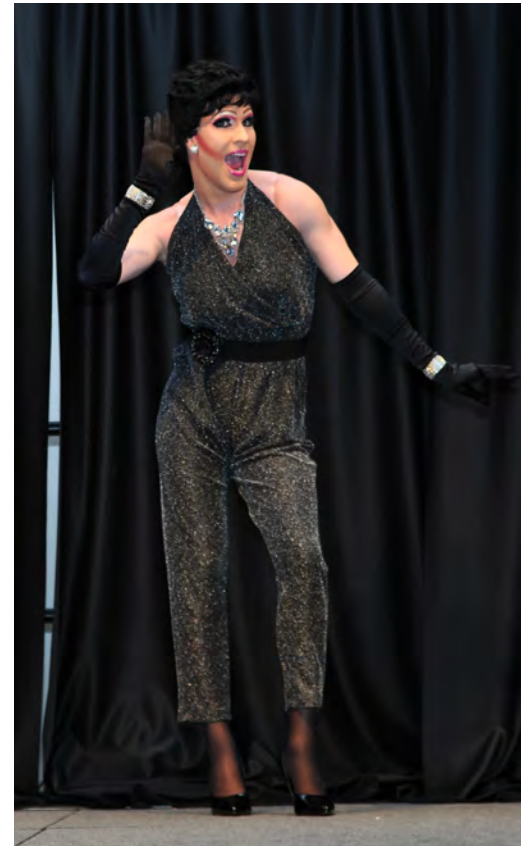
Within the scope of the work done by the GLBT Center, one of the grand challenges is the lack of awareness, knowledge, and inclusive policies and practices with respect to the transgender community. The GLBT Center has been working with interdisciplinary teams this year in order to address some of the disparities faced by our trans-identified students. The Trans Support Team meets monthly and is comprised of staff from the GLBT Center, Housing, Student Health Services, Counseling and University Recreation. Our goal for this year has been to assess and refine internal practices in each of these functional areas with respect to transgender inclusion and to develop external language that provides an overview of those practices which will be featured on the GLBT Center website in a new section that will be launched in Fall 2015 in order to



provide transparency and comprehensive campus and community resources for transgender students. In addition, the GLBT Center has been part of a collaborative working group that has adopted and is moving forward with the implementation of a new Preferred Name SOP that will allow NC State students, staff, and faculty to use a preferred name and have that name displayed on all university records except those where the university is required to use the legal name. The SOP is a research-based, best-practice model for creating not only transgender inclusion but addressing concerns of students, faculty and staff who request the use of a preferred name for a wide variety of personal and professional reasons. The working group is comprised of staff and administrators overseeing the GLBT Center, Enterprise Application Services, Shared Services, the Student Information System, Registration and Records, Educational Technology Services, and Applications Development in HR, OIT, and Delta/Moodle.

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

This has been a transitional year for the GLBT Center, with Renee Wells coming in as the new Director. Much of the focus of this year has been on program review, with the staff meeting regularly to discuss the Center's events, outreach, resources and services with the goal of determining how each of the above connects to the Center's mission, vision and goals; who the target audience is; what the learning or development outcomes are; how the outcomes can be measured/assessed; and what resources are required. As a result of these ongoing conversations, some initiatives have already been revamped. For example, both the Project SAFE and Trans 101 curricula have been overhauled and updated and corresponding assessment tools have been developed. Quite a lot of the Center's work with respect to outreach, resources, and support services will be revised over the summer months. Some of the events (e.g., Cabaret and I [Heart] Diversity) that have been held in the past will be discontinued in order to focus on work that has the potential for greater impact and that more directly connects to the Center's mission, vision, and goals. In addition, new initiatives will be launched for 2015-2016, including a GLBT Community Advocates Program, which is a continuing education and engagement program for faculty and staff, and a VIP (Volunteer, Internship, Practicum) Program, which will provide a flexible range of opportunities for students to engage with the Center through either for-credit or no-credit positions that will enable students to hone their leadership, outreach, research, presentation, and peer support skills.



5. Enhance local and global engagement through focused strategic partnerships

The GLBT Center engages with a variety of community partners. Wake County Human Services collaborates with the Center to offer monthly free and confidential STI and HIV testing for members of the campus community in an effort to provide preventative

education, increase safer sex practices, and ensure access to treatment. The Center also provides consultation and training to a wide range of community groups to increase awareness and promote more inclusive policies and practices. Some of the community partners the Center provided educational outreach for during the 2014-2015 academic year include the Durham School of the Arts, the USDA Animal and Plant Health Inspection Service (APHIS), and the GLBT Ministry at St. Francis of Assisi Catholic Church.





## 2014-15 Unit Annual Report: Multicultural Student Affairs

Prepared By: Jennifer M. Brown, Ph.D., Interim Director

### Introduction

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

### Programs and Initiatives

#### Academic Enhancement

- African American Symposium: The African American Symposium moved to one session held Wednesday, August 13<sup>th</sup> through Thursday, August 14<sup>th</sup>. 160 of the 219 (74%) of the incoming African American (AA) (and multiracial students who selected AA as one of their identities) registered to attend and 149 of 219 (68%) attended the program. By comparison in 2013, only 35% of the incoming African American students attended. Changes were made in the marketing strategy to garner more participants such as mailing a letter directly to the families of the students. Additionally, 97 parents or family members attended on the first day, whereas in 2013, less than 10 parents attended. The annual analysis of academic performance shows that the cumulative GPA for Symposium attendees was 2.96, and 2.75 for non-attendees.



- Native American Symposium: The Native American/Indigenous (NA/I) New Student symposium was held on Sunday, August 17<sup>th</sup> through Monday August 18<sup>th</sup>. 14 of

18 (78%) new students registered and 6 of 18 (33%) Native Students in the freshmen class attended. A total of seven (one non-native student attended) new students participated. Additionally, four symposium participants identified or affiliated with an Indigenous tribe or nation. The annual analysis of academic performance shows students who attended this year's symposium had a cumulative GPA of 2.69, and 2.59 for non-attendees.

- Hispanic Symposium: The 5<sup>th</sup> annual Hispanic Symposium took place Friday, August 15<sup>th</sup> through Saturday, August 16<sup>th</sup>. 36 of the 57 (63%) registered and 23 of 57 (40%) Latin@ students in the freshmen class attended. The annual analysis of academic performance shows students who attended this year's symposium had a cumulative GPA of 3.31, and 3.18 for non-attendees.
- 2014 June Symposium: MSA hosted its first Multicultural Symposium for students enrolled in Summer START and Summer Transition Program (STP), with a total of 66 students having attended. The summer program included five cultural sessions and sessions offering tips for academic and holistic success throughout their academic careers. In addition, MSA attended program cookouts to meet students and offered three more events in July for students within STP and Summer START: a trip to the International Civil Rights Center and Museum in Greensboro, NC, an open mic program and a "Summer Melt" field day program in partnership with University Recreation.
- Peer Mentor Program (PMP): The Peer Mentor Program's 142 mentors voluntarily served our three targeted populations and others throughout the 2014-2015 academic year. The (self-reported) ethnic demographics of the upperclassmen mentors were as follows: 102 African American/Black, 15 Hispanic/Latino American, 18 Bi/Multiracial, 5 Caucasian/White, and 2 Asian. The average total grade point average for all peer mentors was 3.10. Also, 94 new mentors enrolled in one of the four ECD 224: Peer Mentoring and Student Development course sections. Programs sponsored by the Peer Mentor Program included: the PMP Mix & Match Convocation (August 2014), Annual Cookout (September 2014), the Spring Peer Mentor Retreat (March 2015), and the Spring Fling (April 2015).
- Freshman Honors Convocation: During the 20<sup>th</sup> annual Freshman Honors Convocation, 311 out of 576 students (54%) of the targeted freshman class were honored. Nine out of ten colleges received achievement awards for having 50% or more of the targeted freshmen class within their college to achieve a 3.0 or greater grade point average after the first semester (Fall 2014). The college awards were presented to: College of Design (71%), College of Engineering (65%), College of Management (59%), College of Textiles (58%), College of Agriculture and Life Sciences (57%), College of Humanities and Social



Sciences (57%), College of Sciences (57%), College of Education (50%) and College of Natural Resources (50%). The speaker for the event was alumnus, Dr. Shelly S. Lowery, who is employed as a family physician with Scotland Memorial Hospital, in her hometown of Pembroke, NC. Approximately 380 people attended the convocation event.

- W.E.B. Dubois Honors Society: NC State's Chapter of the W.E.B. Du Bois Honor Society inducted a total of 69 new members at the fall induction ceremony, where Dr. Thomas Easley served as the keynote speaker. The organization cosponsored several activities, one being the "Black Herstory: Women of the Movement" program with the Society for African American Culture (SAAC). The organization also hosted study jams and partnered with MSA to host two groups of high school students from Washington DC in April. Du Bois members also partnered to co-present at two sessions at the "Leaders Under Construction" Student Leader Conference, co-sponsored by MSA, CSLEPS, and several campus partners. Finally, the organization held a special ceremony at the last meeting of the year in April to honor the graduating seniors, with Ms. Jordyne Blaise serving as the keynote speaker.

### Cultural Awareness and Reaffirmation

- Hispanic Heritage Month: There were a total of 15 events on the 2014 HHM Calendar. A call for programs was sent out to the NCSU Community to have other areas programs added to the calendar. MSA hosted 4 of the programs: "Verdadism" Socially Conscious Art Talk & Exhibit in collaboration with the African American Cultural Center, Dominoes Tournament, "Salsabor" (the signature event with Mi Familia) and Mi Placita (a weekly gathering of Latin@ students and allies of the community)
- Native American Heritage Month: The Native American Heritage Month programming consisted of fifteen events (13 sponsored by an NC State University department, office, or student organization, and two held by outside organizations). The major programs were: A Culture, Not a Costume Program, Tribal Tuesdays, Native American Culture Night, Indigenous Speaker Series: Mrs. Heather McMillian-Nakai, Native American Art Show, and the "Tomahawk'd" Cultural Food Demonstration. A student planning committee (which consisted of 5 current student leaders involved with NASA and/or AISES) led the organizing, planning, and implementation of most of the 2014 calendar of events.
- Kwanzaa: The Kwanzaa Celebration was held on December 2, 2014 and featured a dramatic depiction of a fictitious meeting between Malcolm X and Dr. Martin Luther King, Jr., titled "The Meeting" by the PinPoints Theater Company. The program was





held in the Witherspoon Cinema and was followed by the traditional Karamu feast. 14 students served as presenters of the seven principles of the Nguzo Saba and cultural attire models. Approximately 400 students, faculty, staff and the general community members attended the event.

- Black History Month Calendar of Events: All colleges, departments, campus units and student organizations were encouraged to submit programs to be listed on a uniquely designed Commemorative Calendar. The events held included film screenings (such as “American Promise” hosted by the College of Education), lectures highlighting the work of important figures (such as “Origins of the Dream: Hughes’ Poetry and King’s Rhetoric” hosted by the NCSU Libraries), and discussions of contemporary issues (such as “Date Not Hate”: A Panel Discussion Exploring the Adversities Of Interracial Relationships” hosted by the Sigma Omicron Epsilon Sorority, Inc. and Alpha Phi Alpha Fraternity, Inc. The Department of Multicultural Student Affairs partnered with University Recreation, the African Student Union, and Instructor Michele Casey to host a West African Drum Workshop, an opportunity for the NC State community to engage in learning the history and purpose of the music and percussion in African culture. Unfortunately, the event was rescheduled due to weather and 10 students and staff members attended the rescheduled date in March.



- Native American Pow Wow: The 25<sup>th</sup> Annual NC State Pow-wow was held on Saturday, March 21, 2015 inside Carmichael Gymnasium. With approximately over 600 participants were in attendance, this year’s pow-wow included several cultural dance contests and exhibitions and a demonstration of the traditional Stickball game by the Hummingbird Team of the Eastern Band of Cherokee Nation. This year’s pow-wow attracted participants from over a dozen tribes and nations affiliations including representation from six of the eight North Carolina tribes.

### Recruitment Activities

- American Indian Recruitment (AIR) Days: In partnership with the Office of Undergraduate Admissions, MSA provided nineteen (19) American Indian high school students with an opportunity to participate in an on-campus visitation to experience a day in the life as a NC State student. The dates for this year’s program were Thursday, October 16<sup>th</sup> through Saturday, October 18<sup>th</sup>. The American Indian Advisory Council recommended that the programming dates be moved earlier in the semester to accommodate the November 1<sup>st</sup> application deadline as well as provide an opportunity for participants to attend the University’s Open House. This year, the program yielded only two confirmed admitted students out of seven seniors.

- Undergraduate Admissions Recruitment Events: The MSA staff provided assistance to the Office of Undergraduate Admissions with several outreach and recruitment events. The Pack Previews were held in following North Carolina cities: Charlotte, Raleigh, Pembroke and Fayetteville. On October 18, 2014 the Office of Undergraduate Admission hosted its annual Open House program which provided our staff with the opportunity to connect with approximately 150 visitors. The MSA staff and students assisted at the Multicultural Visitation Day “Embrace NC State” on Saturday, April 11, 2014. MSA in collaboration with the Office of Undergraduate Admissions hosted an open house program called Wolf Pack Pathways, targeting potential Indigenous high school students from Warren, Wake, and Johnston counties. The program attracted over 40 participants, making it the largest turn-out for this program.

### Student Leadership Development and Student Organization Advising

- Civil Rights Alternative Service Break: In October 12 -14, 2014, the Alternative Service Break trip was offered in partnership with the Women’s Center and Center for Student Leadership, Ethics and Public Service (CSLEPS). MSA sponsored two cohort students and Garry Morgan (Associate Director of Diversity Programs) who served as the Faculty/Staff Co-Advisor for the trip. The Fall Break service trip included site visits and volunteering opportunities to: the Civil Rights Museum in Greensboro, NC, NC A&T University, the Historic MLK birthplace site in Atlanta, GA, Ebenezer Baptist Church, Hosea Feeds and Sister Song: Women of Color Reproductive Justice Collective.
- Gullah/Geechee Nation Service Learning Alternative Service Break: The partnership between the African Studies Program, Multicultural Student Affairs and Center for Student Leadership, Ethics and Public Service continued during the 2014-15 academic year. It extended 3 academic credits to an Alternative Service Break (ASB) trip to Charleston and St. Helena, SC on Saturday, March 7<sup>th</sup> through Thursday, March 12<sup>th</sup>, embedded in AFS 497: Special Topics in Africana Studies – Gullah/Geechee Service Learning and taught by Dr. Tracey Ray. Darryl Lester served as a co-advisor for the service break portion of the trip. Students examined historical accounts, as well as aspects of language, literature, culture and social justice. 17 students were enrolled in the course, 12 of whom chose to travel to Charleston and St. Helena, SC.
- African American Student Advisory Council (AASAC): AASAC is a student extension of the Office of African-American Student Affairs (AASA). In 2104-2015, AASAC was composed of 27 active student organizations, with no new organizations joining this year. AASAC took a supportive role of the on-campus protests and efforts to give voice



to student feelings about challenging local and national events.

- Mi Familia, Latin@ Collaborative, and Unidos: Mi Familia provided support and assistance to Hispanic Heritage Month programs, the Hispanic/Latino Education Summit, North Carolina Society of Hispanic Professionals, HLAG and Juntos. Mi Familia hosted in extremely successful Salsabor as the signature event of HHM which included a live band, open dance floor and over 200 people in attendance.

The Latin@ Collaborative (LC) was developed as a formal opportunity for Latino student leaders to meet monthly and share ways to help keep the Latino community united at NC State. Latin@ Collaborative added two organizations (Voice from College of Veterinarian Medicine and Latin American Student Association - a graduate and Ph.D. Latino Student Organization) this school year making the collaborative a total of 12 student organizations. The LC has kept the community aware of organizations program schedules and has helped to bring awareness of issues facing the Latino community at NC State and beyond.

UNIDOS serves as a way to facilitate communication and collaborative community service efforts between the three founding universities in the Triangle Area. The Annual Unidos Gala (11<sup>th</sup> Annual Awards Banquet) was held at the North Pavilion, at Duke on (April 4, 2015) in a collaboration between NC State, Duke and UNC Latino student organizations.

- Native American Student Association (NASA) and American Indian Science and Engineering Society (AISES): NASA and AISES held several events this academic year: a corn hole tournament, guest speakers from local businesses, and a Frybread/ Indian Taco Fundraiser sale. Both organizations assisted in the annual Welcome Back Cookout, events for Native American Heritage Month and the annual Native American Student Leaders Banquet.



Additionally, one of NASA's major accomplishments this year was the constructing of their own pow-wow drum. The group sought out assistance from NC State alumnus, Mr. Joe Liles to help construct the drum and teach them songs. There are six core men singers and three core women singers. The drum group's name is Miskwa' Waya a combination of two tribal languages meaning "Red Wolf." Miskwa' is an Algonquin word for Red and Waya is a Cherokee word for Wolf. The drum group has performed at this year's Freshman Honors Convocation, at various campus showcases and local pow-wows in the area.

- Multicultural Leadership Collaborative (MLC): This initiative brought student leaders



from across multicultural groups together for monthly meetings with the purpose of promoting collaboration and networking, and connection to MSA.

- **Student Mentor Association (SMA):** The Student Mentor Association (SMA) serves as a student-led programming unit for the Peer Mentor Program and its participants. The SMA goals for the 2014-15 school year included: assist with creating a stronger bond between the mentor and mentees, providing more social events for the mentors and mentees, and increasing male participation in the program. The SMA executive board planned a variety of activities for PMP participants including: Card Game Night, Freshberry's Fundraiser, a fitness workshop and a Valentine's Candy Gram Fundraiser.

## New/Revived Initiatives

- **Academic Success Assistance Program (ASAP):** The Academic Success Assistance Program (ASAP) was designed to empower first-year students with a 2.5 or lower grade point average with the necessary skills, resources and strategies needed to effectively work toward academic success.

MSA collaborated with the Counselor Education and Higher Education Administration Programs in developing an 8-week program that required participants to meet individually with an Academic Coach and participate in one weekly group session. Although the program began with 21 participants, 14 students completed the program.

- **Student Success Series:** The Student Success Series was reintroduced Spring 2015 with a four part series. The first workshop, held in collaboration with the Center for Student Leadership, Ethics & Public Service (CSLEPS), focused on "How to be a Leader and a Student." The second workshop, "Life after NC State," was a panel discussion that focused on dialogue with alumni about graduate school and career opportunities. The third workshop, was facilitated by Matthew Beatty, a financial advisor with Thrivent. The "Money, Money, Money" workshop educated students on how to budget their money while in college and beyond. The goal of the final workshop, "High Impact Practices" program was to provide an opportunity for representatives from the campus offices to meet students and for students to hear from peers about the high-impact activities they have engaged in. The Student Success Series had a total of 56 student attendees. The number of participants were drastically lower than expected due to weather conditions that caused them to have to be rescheduled. As a result, several of the programs were rescheduled on days that had competing events occurring at the same time.
- **Tunnel Of Oppression:** The revitalization of the Tunnel of Oppression program was held the first week of February 2015. The Tunnel of Oppression is an educational program


**Race to Success:** The Student Success Series



**March 3**  
How to be a Leader and a Student  
**ALL THREE WORKSHOPS WILL BE HELD IN DANIELS 371 FROM 6-7:30PM**

Workshop that will help students discover their leadership potential by:

1. Provide an opportunity to learn about different styles of leadership
2. Create a better understanding about their leadership style and others
3. Explore other effective leadership characteristics: conflict resolution, networking, the art of delegation, communication and diversity
4. Develop an understanding of teamwork and acceptance of responsibility for getting things done



**March 5**  
Life After NC State  
**ALL THREE WORKSHOPS WILL BE HELD IN DANIELS 371 FROM 6-7:30PM**

Panel discussion of NC State Alumni that will give students:

1. Opportunity to hear about real life experiences after undergrad
2. Open dialog to ask questions about graduate school or careers
3. Opportunities to engage with NC State Alumni



**April 9**  
Money Money Money (Budgeting, Saving, Paying off debt, and Investing)

Two-part series workshop that will teach students:

1. How to budget their money while in school but also after graduation
2. The importance of saving and exponential growth
3. How to accelerate monthly payments and become debt free
4. The various investment opportunities available to them



**This workshop series is designed to support students through their academic endeavors and beyond.**

We look forward to having you join the Student Success Series 2015. Pizza and drinks will be provided

To sign up, use the link below:  
[go.ncsu.edu/StudentSuccessSeries2015](http://go.ncsu.edu/StudentSuccessSeries2015)



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: Jussani McCoy Brown at (919) 515-3825.

consisting of dramatized oppressive interactions. This year's program included sections on food security, race/ethnic identity, body image, and transgender issues. The program was held in the Talley Student Center Costal Ballrooms, which brought a record number over 600 participants to the program. The planning committee comprised of university partners that include the Counseling Center, Center for Student Leadership, Ethics, and Public Service, Poole College of Management, Trio Student Support Services, University Recreations, Women's Center, GLBT Center, and Office of Institutional Equality and Diversity.

- Do You See What I See? Establishing a Common Ground: a series of candid campus community dialogues with the NC State Police Department held on Thursday, January 15<sup>th</sup> and Wednesday, April 1st. The objective of the programs was to facilitate a safe space for students, faculty, and staff to reflect, analyze, dialogue, and discuss positive strategies for change, both locally and globally.

## Staff

The 2014-15 Multicultural Student Affairs staff consisted of:

- **Jennifer M. Brown, Ph.D.** – Interim Director, 1.0 FTE (appointed August 2014)

University Committee Assignments: African American Coordinating Committee, AASAC Organization of the Year Selection Committee, American Indian Advisory Council, First Year Experience Work Group, GLBT Center Program Coordinator Search Committee (Chair), Hispanic-Latino Advisory Group, New Student Orientation Advisory Committee, Tunnel of Oppression Steering Committee and University Diversity Advisory Committee.



- **Jasmine Omorogbe, M.Ed.** – Asst. Director for African American Student Affairs, 1.0 FTE

University Recognition – 2015 Equal Opportunity Institute Graduate with Special Recognition (10 or more classes)

University Committee Assignments: African American Coordinating Committee (Chair of African American Symposium Sub-Committee), African American Cultural Center Director Search Committee, Tunnel of Oppression Steering Committee (Co-Chair), Student Leader Training Committee, OIED Technology and Innovation Committee,

Ebony Harlem Awards of Excellence Planning Committee, AASAC Organization of the Year Selection Committee, National Coalition Building Institute Leadership Team and a Staff Senator for District 15A.

- **Nelson Santiago, M.Ed.** – Asst. Director for Hispanic Student Affairs, 1.0 FTE

University Recognition – Center for Student Leadership, Ethics and Public Service (CSLEPS) Advisor of the Year Award

University Committee Assignments: Earth Day Steering Committee, Hispanic-Latino Advisory Group (Co-chair), Greek Life Associate and Assistant Director Search Committee, OIED All Staff Planning Committee and Pack's P.A.C.T. Men of Color Initiative Member.

- **Ian T. Stroud, M.Ed.** – Asst. Director for Native American Student Affairs, 1.0 FTE

University Committee Assignments: American Indian Advisory Council (Co-chair), Office of Sustainability AmeriCorp Search Committee, Pack's P.A.C.T. Men of Color Initiative Member, Tunnel of Free Expression Bias Response Steering Committee, Tunnel of Oppression Steering Committee (Co-chair), Wolfpack Welcome Week Planning and Steering Committee.

- **Jussani Brown** – Program Assistant, 1.0 FTE
- **Bianca Lambert** – Peer Mentor Program Graduate Assistant, 20hrs/week



## Alignment with NC State's Strategic Plan Goals

1. Enhance the success of our students through educational innovation
  - African American Hispanic/Latino and Native American Symposia, Academic Success Assistance Program (ASAP), Peer Mentor Program and Student Success Series
2. Enhance scholarship and research by investing in faculty and infrastructure
  - Collaboration with the Counselor Education and Higher Education Administration Programs in implementing a non-cognitive intervention research project within the Academic Success Assistance Program (ASAP)
3. Enhance interdisciplinary scholarship to address the grand challenges of society
  - Civil Rights Alternative Service Break Trip, "Do You See What I See? Establishing a Common Ground" program series, Black History Month, Hispanic Heritage Month and Native American Heritage Month Programs and Activities
  - Civil Rights Alternative Service Break and AFS 497: Gullah/Geechee Nation Service Learning
4. Enhance organizational excellence by creating a culture of constant improvement
  - Hispanic-Latino Advisory Group, American Indian Advisory Council and African American Coordinating Committee
5. Enhance local and global engagement through focused strategic partnerships
  - Civil Rights Alternative Service Break Trip AFS 497: Gullah/Geechee Nation Service Learning



# Office for Institutional Equity and Diversity

## 2014-15 Unit Annual Report: Women's Center

Prepared By: Dr. Ashley Simons-Rudolph, Director

### Introduction

As a campus community center within the Office for Institutional Equity and Diversity (OIED), the NC State Women's Center mission is to be a catalyst and resource advancing gender equity and social justice. The Women's Center achieves this mission through three interrelated endeavors; education, advocacy, and leadership development. The Women's Center supports NC State undergraduate, graduate, and non-degree seeking students, as well as NC State faculty and staff. The Women's Center envisions a Wolfpack community that champions gender equity and promotes respect for all and is not satisfied until gender equity reaches everyone in our community.

### Programs and Initiatives

NC State Women's Center programs focus on gender equity and are summarized by primary mission (education, advocacy, leadership development). Programs are listed in alphabetical order with new programs highlighted in red. Additions/changes to returning programs are highlighted at the end of each summary.

#### Education

Academic Classes: The Women's Center continues to teach two academic courses. Prevention of Sexual Assault and Violence (HESM 335), is a 3-credit hour course on historical and cultural perspectives on rape, sexual assault, and relationship violence including statistics, definitions, risk reduction techniques, medical, legal, psychological, community and campus resources. Introduction to Men and Masculinity (WGS 220), draws on both historical perspectives and contemporary understanding of men and masculinity, with attention to key domains of men's lives. Upon completing either course, students can apply to be peer educators with The Movement. New this year: In accordance with newly released best practices, Prevention of Sexual Assault and Violence had a curriculum overhaul and correspondingly moved from the Counselor Education Department (ECD) into Health, Exercise and Sport Management (HESM).

Alternative Service Break Greensboro/Atlanta (ASB) (October 9-12): In partnership with the NC State Center for Student Leadership, Ethics, and Public Service and Multicultural Student Affairs, the Women's Center took fourteen students on a service break focused on gender and racial equality. The trip emphasized gender and the intersectionalities of identity including race, class, ethnicity, age and socio-economic status. New this year: New partner sites/activities including the National Conference for Community and Justice



of the Piedmont Triad, the Atlanta Fuqua Boys and Girls Club, and a workshop with the Community Investment Network, Southern Partners Fund and Circle of Joy Giving Circle made the trip more robust and service-oriented.

Alternative Service Break Guatemala (March 6-15): In partnership with the NC State Center for Student Leadership, Ethics, and Public Service (CSLEPS), the Women's Center led eleven students on an Alternative Service Break spring break trip to Guatemala. Participants learned about the impacts of domestic violence, sexual assault, family violence, cultural genocide, oppression, and poverty with a specific focus on the unequal impact these issues have on women and girls in Guatemala. Students visited the Protestant Center for Pastoral Studies in Central America, Corazon de Mujer, Fraternidad de Presbiteriales Mayas, Nueva Esperanza, Fundacion Sobrevivientes, Casa Del Migrante, and many historically or culturally significant sites and events. New this year: In addition to the focus on interpersonal violence and gender equity, participants visited women's cooperatives that focused on creating fair trade goods and providing a means for participants to achieve education, work, and self-empowerment. These day-trips provided our students real world examples of Guatemalan efforts to combat gender inequity and tangible ways in which the students themselves can support those efforts.

Beyond the Veil: Undercover as a Muslim Woman (April 16): With the Muslim Students Association, the Women's Center annually co-sponsors a panel of hijab and non-hijab women to discuss gender, faith, hair, hair coverings, and meaning in our community. New this year: After the recent deaths of two former and one current Muslim students<sup>1</sup>, students discussed the impact that these students and others had on their decisions to veil.

Chocolate Festival (September 19): The Women's Center hosted the 11<sup>th</sup> annual Chocolate Festival<sup>2</sup> combining breast cancer awareness and wellness with chocolate sampling and a silent auction. The event was part of Parents and Families Weekend and was held on the Carmichael Basketball Courts. Twenty-seven chocolatier and health and wellness vendors and one hundred volunteers raised \$6,000 for Women's Center programs & the Kay Yow Breast Cancer Fund. The Chocolate Festival is a campus tradition and is designed #39 on the "Top 54 Things to Do at NC State" list. New this year: Women's Center intern Natalie Sutton started an Instagram campaign to mark intergenerational Chocolate Festival "legacies" who have attended the Festival more than one year or are attending with alumnae.



Domestic Violence Awareness Month (October 2014): The Silent Witness Project was on

1 [www.technicianonline.com/news/article\\_e2729f4a-b200-11e4-88bc-b7cb07db665f.html](http://www.technicianonline.com/news/article_e2729f4a-b200-11e4-88bc-b7cb07db665f.html).

2 The Chocolate Festival website: [www.ncsu.edu/chocolate](http://www.ncsu.edu/chocolate) provides more information.

display in Talley Student Union in October and individual silhouettes were “adopted” by various departments including College of Humanities and Social Science, College of Science, Greek Life, Residence Life, College of Veterinary Medicine, Athletics, Student Media, Department of Communications, and First Year College throughout the remainder of the academic year. These Hands Don’t Hurt (October 15, 27, 29) encouraged the campus community to stamp their hands against violence. The Women’s Center also held workshops throughout the month focusing on interpersonal violence risk and ways to help survivors. New this year: These Hands Don’t Hurt was hosted on all NC State campuses, including the brickyard (Main Campus), Oval (Centennial Campus) and Port City Java (Veterinary Medicine Campus). Expanding this popular program led to new partnerships including a presentation by Jeannine Moga from the College of Veterinary Medicine on the link between Domestic Violence and pet abuse.

Don’t Cancel that Class assists course instructors and student groups who request additional diversity-related education from either professional staff or trained peer educators. This year, the Center conducted thirty-three workshops for student groups and academic classes. New this year: The NC State Women’s Center collaborated with the NC State Sustainability Office to develop Gender, Sustainability, and Health.

Eating Disorders Awareness Week (March 16-20): Aligned with the National Eating Disorders Association’s annual campaign, the NC State Women’s Center, Health Center, and other campus partners brought attention to the impact of media and body image. Featured programs included Smash the Scale where participants were encouraged to think of healthy bodies beyond a number, and Let it Go where balloons representing negative body images were released. The Movement also created healthy body image affirmation cards and hosted information tables during this week. New this year: The Movement partnered with Women of Welch to facilitate a movie showing and discussion for Miss Representation focusing on body image in the media.

Gender Issues is the interdisciplinary, cross-national journal published quarterly by Springer Publications in both online and print versions. The NC State Women’s Center houses and supports the journal and Women’s Center Director, Dr. Ashley Simons-Rudolph



serves as Editor-in-Chief. Gender Issues featured thirteen articles this year with topics ranging from gendered agrarian practices in Greece to slut-shaming through social media in the United States. New this year: Gender Issues was designated as a journal of distinction in the Encyclopedia of Family Studies.

Sexual Assault Awareness Month (April 2015): The Women’s Center hosted Sexual Assault Awareness Month Activities including the: a) Jacklyn Friedman



lecture (April 7), a nationally renowned speaker and author of *Yes Means Yes: Visions of Female Sexual Power and a World Without Rape*. Approximately 200 students attended the lecture.

b) Clothesline Project (March 31, April 1, and April 6) t-shirt design in support of survivors of gender violence. c) 28<sup>th</sup> annual Take Back the Night raising awareness of rape, physical, and sexual assault in and around the NC STATE community. Take Back the Night rally speakers<sup>3</sup> re-emphasized our campus commitment against interpersonal violence and our support for survivors. The evening closed with a “Survivor Speak-out” facilitated by Dr. Elizabeth Nelson of the Communications Department. Over 250 people attended the rally and 130 students attended the survivor speak out, one of the largest in recent history, and d) International Denim Day (April 22) with a social media campaign and awareness buttons. The Women’s Center hosted and co-hosted Film Screenings (April 16 & 22) and discussion of “It Happened Here”, and “The Hunting Ground”, two documentaries about the scourge of sexual assault on college campuses nationally. Interpersonal violence-related workshops were offered throughout the month to the campus community. New this year: Take Back the Night featured the Army ROTC Battalion lined up in formation to participate in Take Back the Night and show respect to the survivor stories featured on the Clothesline Project t-shirts.

Sisterhood Dinner (February 23): The Sisterhood Dinner is an annual event hosted by the NC State Council on the Status of Women with significant input from the Women’s Center. The Women’s Center again sponsored an informational booth during the networking hour, provided centerpieces, and hosted a silent auction. New this year: The Women’s Center recognized retiring Vice Provost for Faculty Affairs, Dr. Betsy Brown.



TriO Collaborations: With campus partner, TriO, the Women’s Center began a series of summer workshops for incoming TriO students focused on diversity, equity, and media representations. Working with TriO is ongoing throughout the year and yielded student-led projects such as the co-development of middle school workshops on bullying.

Cosponsored Educational Programs: In addition to the numerous initiatives in which we led, the Women’s Center provided technical, content, and financial support to our sister Centers in OIED and throughout the university. Examples include Laverne Cox lecture (GLBT Center), food collection (CSLEPS-Feed the Pack), Gender and Islam (Muslim Student Association), Symposium (Multicultural Student Affairs), Social Justice January (GLBT Center, Multicultural Student Affairs, African-American Cultural Center), “I am a Girl”

3 Speakers included Sara Forcella (Rape Prevention Education Coordinator, Women’s Center), Joanne Woodard (Vice Provost of Institutional Equity and Diversity), Khari Cyrus (Student Body President), Sgt. Timothy Hammonds (Campus Police), Melissa Babb (Counselor, Counseling Center), MSG Brian Robert (Army ROTC), Justine Hollinghead (Chief of Staff for the Vice Chancellor and Dean), Renee Wells (Director, GLBT Center), Brooke Bailey (Residence Life), Carson Shepherd (Student Government), and The Movement (Peer Educators).

(Africana Studies), outreach collaboration (Social Work Department), WINGS (OIED), and Fiesta del Pueblo (Lambda Theta).

## Advocacy

The Women's Center promotes non-political and non-ideological advocacy commiserate with current state law and provides opportunities for the campus community to determine ways in which they choose to speak up for themselves and others. In the 2014-2015 academic year, we served as a "catalyst and resource" for the following:

Interpersonal Violence Advocacy: The Women's Center continues to provide crisis advocacy, financial assistance, academic/housing advocacy, accompaniment to law enforcement agencies accompaniment to court and/or student conduct hearings, and referrals as appropriate. Between September, 2014 and May 2015, the Women's Center served sixteen survivors of interpersonal violence. The Women's Center also convenes Alliance for Sexual Assault Prevention (ASAP), a primary prevention task force. New this year: The Women's Center participated, convened and/or led interpersonal violence-related training in twenty-four new student orientations and thirty-four trainings to appointed groups such as all student athletes, members of Greek Life and the NC State band. The Counseling Center assumed primary responsibility answering the Relationship and Sexual Violence Phone Line while the Women's Center continues to provide "on the ground" support in terms of accompaniment, resources, etc.

"It's on Us": The NC State Women's Center supported Student Government's campaign of "It's on Us", a video<sup>4</sup> and marketing campaign designed to spur student activism ending sexual assault. The Women's Center co-sponsored a "Week of Action" in November with seven events including tabling on the Brickyard and Oval, painting the free expression tunnel, and providing workshops on how to be an active bystander.

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. New this year: The Women's Center has assumed increased responsibility for creating and maintaining reservation calendars for new lactation rooms on campus.

Open House (August 19): The Women's Center partnered with the NC State GLBT Center to welcome our new students to our space and to introduce students to our services. New this year: Open House was featured as part of the university's Wolfpack Welcome Week.



4 [www.youtube.com/watch?v=TKu8TSmiimY](http://www.youtube.com/watch?v=TKu8TSmiimY)

[NC Women's Summit \(September 29\)](#): With Women AdvaNce, the NC State Women's Center co-hosted a day-long non-partisan conference on issues such as working families, fair pay, and health care. Participants were taught advocacy skills such as organizing advocacy meetings, using social media, and writing members of congress about issues they care about.

Students Advocating for Gender Equity (SAGE) is a NC State-registered student group with open membership started by three student volunteers connected to the Women's Center and advised by Women's Center staff. SAGE has approximately eighteen regular members and meets bi-weekly with discussions facilitated by guest presenters including gender and faith, reproductive rights, etc. New this year: The group focused on sustainability and grooming the next elected leadership this year as founding members are approaching graduation.

Survivor Support Space is a three hour training developed to provide tangible ways for the NC State community to support survivors of interpersonal violence. Training topics include: understanding interpersonal violence, complying with reporting requirements, facilitating a survivor-focused response, and creating a safe and supportive environment for survivors, as well as campus and community resources. The Women's Center trained six faculty, graduate, and undergraduate volunteer advocates to conduct the training (train the trainer). The program debuted this spring with two open trainings. Six students were trained by our trainers with an additional sixteen students signed up for future trainings.

Yoga: The Women's Center continues to provide two low-cost weekly hatha yoga classes for NC State faculty and staff. New this year: The Women's Center worked with University [NC Women's](#)



[Summit \(September 29\)](#): With Women AdvaNce, the NC State Women's Center co-hosted a day-long non-partisan conference on issues such as working families, fair pay, and health care. Participants were taught advocacy skills such as organizing advocacy meetings, using social media, and writing members of congress about issues they care about.

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include: twenty-three promising first year students with the goal to improve participants' self-efficacy, self-knowledge and leadership abilities through information sharing and relationship building. The program focused on gender-based leadership and global intersectionality. New this year: The new CFYSL mentoring initiative, debuted this year, bridges the gap of former program participants to current participants. In addition, the program has developed new community relationships with North Carolina Central University and UNC-Chapel Hill as well as community-based organizations.

**Gender Equity Research and Leadership Study (GERLS):** The Women's Center engages in a number of research initiatives<sup>5</sup> including working with M. Ed. student Dawn Culpepper on gender equity issues that interest our students and Read to L.E.A.D. volunteer recruitment and retention and College of Education doctoral student Truere Bowles on Read to L.E.A.D. program impact and volunteer retention.

understanding interpersonal violence, complying with reporting requirements, facilitating a survivor-focused response, and creating a safe and supportive environment for survivors, as well as campus and community resources. The Women's Center trained six faculty, graduate, and undergraduate volunteer advocates to conduct the training (train the trainer). The program debuted this spring with two open trainings. Six students were trained by our trainers with an additional sixteen students signed up for future trainings.

**Yoga:** The Women's Center continues to provide two low-cost weekly hatha yoga classes for NC State faculty and staff. New this year: The Women's Center worked with University Housing to offer the evening yoga class at a more convenient location at E.S. King Village as well as offering the class to E.S. King Village Residents.

## **Leadership Development**

The Chancellor's First Year Student Leadership Program (CFYSL) identifies and nurtures The Movement to End Interpersonal Violence (The Movement) & NEXT are a trained group of NC State student activists and peer education leaders who have successfully completed related coursework. These Peer Educators assist the Women's Center with campus-wide educational campaigns and through Don't Cancel that Class. The Movement currently has sixteen active peer educators with expected growth to twenty-five peers in

the Fall of 2015. New this year: The Women's Center created NEXT to provide equivalent opportunities for advocates interested in social justice and gender equity but who are unable to complete pre-requisite coursework.

Read to L.E.A.D. fosters personal and social responsibility and provides opportunities for all participants to develop their critical thinking and diversity-related competencies in an asset-based mentoring model between



5 You can read more about ongoing GERLS Initiatives on the Women's Center website.

university staff/students and youth from the Raleigh community<sup>6</sup>. Approximately sixty mentors<sup>7</sup> work in partnership with the NC Literacy Corps, Washington Elementary Boys and Girls Club, Neighbor to Neighbor, East Cary Middle School, YMCA, and TRiO programs to provide weekly literacy and social justice based mentoring, monthly edu-socials, and annual fall and spring campus visit days. New this year: In partnership with Raleigh Chamber of Commerce's Leadership Raleigh, NC State student mentors developed Passport to Success (March 23<sup>rd</sup>), a full day, career-focused workshop for 4th-8th grade students. Forty mentees, ten mentors and over fourteen community professionals participated<sup>8</sup>.

Volunteering Events at the Women's Center: The Center doubled its volunteer base to four hundred twenty-three regular and ongoing volunteers. Through regular emails, students were connected to one hundred sixty-seven formal volunteer opportunities (more than five hundred hours) focused on gender equity or social justice issues throughout the academic year. New this year: We have seen a significant increase in the number of students who regularly connect with the Center beyond utilization of the services that we provide or a formal volunteering opportunity.

Women of Welch Living and Learning Village (W.O.W.): In partnership with University Housing & Women's and Gender Studies, the Women's Center facilitates a "living and learning" community residence hall for thirteen undergraduate female students. Highlights included a fall break trip to Washington DC, a spring break trip to the ASHEville (Women's) Museum in Asheville, NC and monthly faculty and administrator dinners. New this year: WOW Women facilitated a new service partnership with The Green Chair Project, providing furnishings to families in need.

Media Coverage: The Women's Center utilized the media to increase awareness and get support for our many educational, advocacy and leadership development initiatives. The Center was featured in twenty Technician articles, eighty-one times in OIED's weekly publication of Diversity Digest and seven times in other on-campus (e.g. CHASS homepage) and off-campus (e.g. ABC11 News) outlets.

## Staff

The Women's Center maintains a dynamic and diverse staff that inspires and executes programs, services, and student groups. Highlighted professional staff achievements of our 1.0 FTE staff include:

- **Jennifer Castillo, M.S.**, associate director of the Women's Center, links diversity, equity and leadership development initiatives in the context of community-based learning. This year's accomplishments include researching, developing and training OIED's first cross-trained student leadership team, connecting Leadership Raleigh and Read to L.E.A.D. for the program's first community planned and funded



6 For more information on Read to L.E.A.D., please see [https://docs.google.com/presentation/d/1fb3rwij-A3B7CXfmgB0DN\\_VkciSPcH3CqEqTiHzzNDw/edit#slide=id.g420482f6f\\_013](https://docs.google.com/presentation/d/1fb3rwij-A3B7CXfmgB0DN_VkciSPcH3CqEqTiHzzNDw/edit#slide=id.g420482f6f_013)

7 We are particularly proud that retention on this program is approximately 50% mentors returning

8 For a video of the event, please see: [www.youtube.com/watch?v=cgv2r\\_Btckg&feature=youtu.be](http://www.youtube.com/watch?v=cgv2r_Btckg&feature=youtu.be)

event, and completing the Office for Faculty Development's Scholarship for Community Engagement Institute.

- **Sara Forcella, M.A.**, is the rape prevention education coordinator in the Women's Center. She advises the student groups The Movement and NEXT, supports survivors of interpersonal violence and works collaboratively with campus and community stakeholders. Sara was a member of the Tunnel of Oppression and Leaders Under Construction Planning Committees, and served as panelist for The Hunting Ground as well as the Sigma Alpha sexual violence prevention events.
- **Otis McGresham, M.Ed.**, is the assistant director of Interpersonal Violence Services. Otis has facilitated the expansion of our volunteer base and has fostered an understanding of gender equity and social justice through teaching Introduction to Men and Masculinity, serving as the advisor for ASB-Guatemala, and advising SAGE. He was nominated for a Pride of the Wolfpack and a Provost Unit Award for Excellence, which recognized his significant contributions to the Women's Center and NC State.
- **Ashley Simons-Rudolph, Ph.D.**, is the director of the Women's Center. She is in her 10<sup>th</sup> year as faculty in the NC State Women's and Gender Studies program and serves as Editor in Chief of the peer-reviewed journal Gender Issues. Dr. Simons-Rudolph was

designated as Women AdvanCe's "Woman to Watch"<sup>9</sup> and was selected to give an oral history on "feminist movements in NC" for the UNC-Chapel Hill Oral History Project.



- **C. Ellen Washington, Ph.D.**, is the assistant director of Leadership Development and Scholar-in-Residence and provides leadership for sustainability and growth of the Chancellor's First Year Student Leadership Program. Dr. Washington offers significant experience in academic leadership, women in leadership, higher educational learning models, and global leadership/mentoring. This year she was invited to present at the UNCW Navigating Challenging Waters: Achieving Success in the Academy, the Gender Summit in South Africa and was a Faculty Lead for LeaderShape 2015.

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

## Alignment with NC State's Strategic Plan Goals

The Women's Center is connecting with our surrounding community in ways commensurate with our land grant charter and the Chancellor's Pathway to the Future: Strategic Plan

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9 <http://womenadvancenc.org/woman-to-watch-dr-ashley-simons-rudolf>



2011-2020<sup>10</sup>. For example, Read to L.E.A.D. provides a high impact, innovative educational experiences (Goal 1), has created opportunities for engaged scholarship, of faculty and graduate students (Goal 2), is interdisciplinary (Goal 3), encourages continual and ongoing diversity and equity education of all participants (Goal 4) and enhances and engages local strategic partnerships (Goal 5).

## Conclusion

The NC State Women's Center team have provided many opportunities for engagement and have stayed true to our 2014-2015 focus of "intentionality" through collaborating with new campus and community partners and providing new programming opportunities aligned with student interest. The NC State Women's Center cannot promote gender equity alone and we look determinedly to a new year of opportunities to serve as a "catalyst and resource that advances gender equity". We invite you to join us in person, through social media, through our Smartphone app, or online<sup>11</sup>!



10 <http://info.ncsu.edu/strategic-planning/files/2011/04/nc-state-sp-4-26-11.pdf>

11 NC State Women's Center, 5<sup>th</sup> floor Talley Student Center, 919-515-2012  
[www.ncsu.edu/womens-center](http://www.ncsu.edu/womens-center), Facebook: NC State University Women's Center, Twitter:  
@NCSUWomensCtr, Instagram: ncsuwomenscenter, NC State Guidebook app.

# Office for Institutional Equity and Diversity

## 2014-15 Unit Annual Report: Outreach and Education

Prepared By: Beverly Jones Williams

### Introduction

Outreach and education provides opportunities for the campus community to gain more understanding and skills in equal opportunity and diversity. Programs assist faculty, staff and students in working more effectively in our diverse campus community.

### Programs and Initiatives

#### Equal Opportunity Institute (EOI)

This year EOI experienced a record number of applications. Due to demand, program registration was closed before the first orientation session. Additional resources were not available to meet this demand. Sixty-five new participants attended EOI Orientation. Sessions were held on the following dates: 9/5/14 with 25 participants, 9/11/15 with 13 participants and 9/19/15 with 27 participants. The program had a total of 90 participants this year, including graduate scholars. Graduate scholars are past EOI graduates who return to continue their learning and professional development.

There were 52 EOI graduates for 2014-15. Of these graduates, 22 received special recognition for taking 3 or more additional elective workshops beyond the required 7 and 3 mandatory. Fourteen graduate scholars participated in the program this year. Five graduate scholars were multiyear scholars. Graduates included 20 students, and 32 employees. Graduate scholars included 3 students and 11 employees.

Graduates were recognized in a graduation celebration on April 29, 2015. Dr. Daniel Solomon, Dean of the College of Sciences was the keynote speaker. The theme of this year's graduation was "You Are the Key to Change." The purpose was to encourage graduates to utilize the new knowledge and skills they have learned from the EOI to make positive changes. All graduates and graduate scholars were recognized at the celebration. Graduates received a framed certificate and gift recognizing the theme. Student graduates received an honor cord. Graduate scholars received a special design EOI lapel pin.

2014-15 EOI participants attended an orientation session and a mid-year reflection lunch to provide guidance through the program. Participants were also engaged in a Moodle site throughout the year which provided program information, updates and access to program on-line forms.

The EOI Advisory team met on June 17, 2014 and made recommendation to improve the program. Implemented recommendations included better tracking of supervisors' approval



form and encouraging student leaders to participate in EOI.

### OIED Open Enrollment Program Offerings

This year, OIED sponsored 35 open enrollment programs for 690 participants. These workshops were available for EOI participants but also available to the entire campus community. The workshops included multiple offerings for the EOI required sessions (Fundamentals of Equal Opportunity, Applied Skills in Equal Opportunity and Americans with Disabilities Act). Also included were 23 elective workshop options such as The EEOC, Leading a Diverse Workforce, Exploring Oppression, Fair Housing and an entire Protected Class Series. Two (2) new workshops were added to the schedule this year: "The Crosswalk of Identity: Exploring Intersectionality in a Socio-Legal Context" and "Class Inequality and the Quest for Equal Opportunity."

### National Coalition Building Institute (NCBI)

The NC State University NCBI Team conducted 43 workshops this year for 1,002 participants. This was a total of 125.5 hours of training. In the past, the team had conducted approximately 9-10 workshops per year as part of the undergraduate social work curriculum but this year the Department of Social Work decided to have instructors lead diversity discussions utilizing a different approach. Without this relationship, the team still facilitated more workshops than in the past. New groups that the team worked with this year included: College of Veterinary Medicine, University Housing Village Mentors, Union Activities Board, Advising Corps, Pi Lambda Phi Fraternity, Intercultural Leadership Program, CALS, College of Education and Staff Senate. The team also facilitated the University Spring Diversity Dialogue and the Multicultural Student Affairs-sponsored dialogue with police titled "Do You See What I See." The team campus affiliate director presented a brief session on Utilizing NCBI Principles at the Conference on Leadership and Diversity and members of the team conducted a session on difficult dialogues at this conference.



Members of the team have been called upon to utilize knowledge and skills gained through NCBI across campus in a variety of ways, including: diversity lunch sessions in CALS, Staff Senate developments and consultations with colleges and departments. The NCBI team director worked with the following colleges to discuss strategies for educating faculty, staff and students regarding diversity: College of Veterinary Medicine, College of

Education and College of Agriculture and Life Sciences. Team members also presented a conference session at the NCCPA conference and UNC Summit to encourage the development of more NCBI teams in the state.

The class developed based on the NCBI model was approved as a permanent course meeting the US Diversity GEP in summer 2014. The class is USC 240, Leadership and Coalition Building in Diverse Communities. The class was held in fall and spring. Due to registration difficulties, the fall class had 9 participants. The spring class had 27



participants. USC 240 instructors were Beverly Jones Williams, Erin Robinson (fall 2014), and Beverly Jones Williams, Erin Robinson, Roger Callanan, Tremaine Brittian (spring 2015) Student course evaluation feedback stated, “Loved this class. Best GEP class I have taken” and “Amazing Course! Life Changing!” These comments from course summary papers are examples of many shared by class participants: “If you would have told me that I was privileged before this class I would have probably been very upset and mad with you. I only knew the struggle from my own point of view and had never truly been exposed to what other people of different groups had to go through on a daily basis. I was sure that people who thought discrimination still existed in America were crazy and just wanted someone to blame for their shortcomings. Looking back after all I have learned about this class it really amazes me even today how blind and sheltered many people, myself included, can be when it comes to issues of diversity.” “Sometimes it is the course that we least expect that has the most profound impact on us. When I elected to take this course over an LGBT or African American Literature course for my US Diversity credit, I had a general understanding that I would learn about diversity. Little did I know that I would learn about the diversity in my own identifications, or the diversity of my classmates, or the diverse nature of the world we live in. I also did not know that I would learn so much about how to heal myself, and how doing that allows me to become an effective ally and create environments where others can feel comfortable and stand out as leaders. While I came in with a relative wealth of knowledge on certain niche groups, I have grown rich in the greater knowledge of groups outside my own, and the personal stories of others have given me new records that I can play as I continue to develop as a leader.”



The NCBI campus team is strong this year with 32 faculty, staff and student volunteer members. Team members facilitate workshops, work towards team goals and meet monthly to build skills. Seven (7) new team members were trained at the NCBI Carolina Coalition Train-the-Trainer on October 10-12, 2014 at Furman University in Greenville, SC. New team members include:

- Charles Cline, Office of Information Technology
- Joseph Johnson, College of Humanities and Social Sciences
- Barry Olson, Division of Academic and Student Affairs
- Nelson Santiago, Multicultural Student Affairs
- Park Watson, Graduate Student, Higher Education Administration
- Katy Wilson, College of Agricultural and Life Sciences
- Shannon Plummer-White, University Housing

A grant from the DASA Parents Fund helped to cover the cost of training these new team members.

Team members continue to build skills at monthly team meetings through practicing workshop facilitation skills and participating in self-development activities. Team members also participate in a ½ day January extended meeting and all-day annual May planning

retreat. Development activities have included such topics as: intersectionality of black and male, mindfulness, empathy, applying NCBI principles to everyday life, rejuvenation, sharing stories around oppression, emptying your emotional jug, moving forward through hopelessness and gratitude.

A leadership team continues to meet and plan direction for the NCBI team. This year there were two outgoing leadership team members, Betsy Taylor and Karen Young, and two new members, Jasmine Omorogbe and Garry Morgan. Continuing team members are Erin Robinson, Mary Medina, Tremaine Brittian, Valerie Ball (assistant affiliate director) and Joy Tongsri (secretary).

Three leadership team members attended the NCBI national campus conference this year: Beverly Williams, Joy Tongsri and Valerie Ball. The campus conference was hosted November 13-15, 2014 by Buffalo State University in Buffalo, NY. Based on inspiration from the conference, the NC State team reviewed its mission, vision, goals and priorities to set a clear direction for the best use of limited team resources to impact the campus community.

### NCBI Carolina Coalition

NC State University continues to be a member of the Carolina Coalition, which is a partnership of NCBI teams in North and South Carolinas. This year, participation has increased as Valerie Ball takes on the role of treasurer and Beverly Williams takes on the role of associate director for the Coalition. The team is hosting the first virtual spring Coalition Retreat on June 4, 2015 via Collaborate. The theme of this retreat is "When the What If becomes What the Heck," which was a topic from the NCBI national conference. The focus is on handling difficult situations in workshops. The NC State team will be hosting the fall Train-the-Trainer on October 2-4, 2015.

## **Staff**

### University Service

Beverly Jones Williams served the campus community by participating in the following:

- AIMS Steering Committee
- AIMS Business Case Financial Task Force
- College of Veterinary Medicine Diversity Strategic Planning Committee
- At Home in the World Team and special planning groups for assessment, mission, vision and goals
- Facilitator for Park Scholars Diversity Academy
- Facilitator for Introduction to Diversity for NC State Stem Early College High School
- Guest speaker for Diversity in Higher Education graduate class
- Facilitated Quick Start sessions for Human Resources
- Trained and served as Office for State Human Resources mediator and conducted the following mediations: DHHS in Raleigh on 6/9/14, NCCU in Durham on 8/19/15, DHHS in Wilson, NC 3/20/15



## OIED Service

Beverly Jones Williams completed the following service for OIED:

- White Paper Committee - recruited white paper authored by Rick Della Fave
- Completed and submitted HEED Award application (NC State received the award)
- Served as tour guide for Tunnel of Oppression

## Development

- Beverly Jones Williams attended the following professional development activities:
- Collaborate: Essential Features Training on 7/23/14
- EEOC Seminar on 8/21/15
- Green Zone Training 9/25/15
- Derald Sue Wing – Micro aggressions – 10/22/15
- NCCPA Conference – 10/24/15 – facilitated presentation
- NC DIP Conference – 11/21/15
- Citizen's Police Academy – Tuesdays, 3/3/15 – 4/14/15, Thursday, 3/26/15
- UNC Summit – 4/17/15 – facilitated presentation
- NCORE, 5/26/15 – 5/30/15



**Robert Grant**, graduate student in Public Administration, graduate assistant, 20 hours/week.  
**Seprina Justice**, Administrative Support Associate, 30 hours/week.

## Assessment

OIED assessment moved forward this year with all units submitting an assessment report. Continued involvement with the DASA Assessment Council has helped to improve the OIED assessment process. An intranet site provides OIED staff with assessment resources and forms. Meetings with individual staffs and center directors also help moved this process forward.

## **Alignment with NC State's Strategic Plan Goals**

1. Enhance the success of our students through educational innovation

EOI and NCBI workshops are examples of meeting these goals: including increasing participation and demand, USC 240 class, diversity dialogue.

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

Diverse participation across the campus community of faculty, staff and students in EOI and NCBI enhances interdisciplinary efforts. Participation in AHITW also demonstrates partnerships across campus.

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

Improved assessment efforts, revision of NCBI Team mission, vision, goals and priorities, working with AIMS Steering Team are examples of working towards constant improvement.



## 2014-15 Unit Annual Report: OIED Communications

Prepared By: Elizabeth Snively, Sr. Communications Technologist

### Introduction

OIED Communications provides publications, marketing materials and related technology for OIED and its seven workgroups (Equal Opportunity and Equity, Diversity and Inclusion, Training and Education, African American Cultural Center, GLBT Center, Multicultural Student Affairs and Women's Center).

### Programs and Initiatives

#### Summary

Websites:	14	(includes redesigned and rebranded sites)
Publications:	97	(brochures, banners, flyers, posters, postcards, white papers, etc.)
Billboards:	26	(all viewable on billboard.ncsu.edu)
Photography:	57	events (plus numerous portrait sessions, see oied.smugmug.com)
Videos:	12	(all available at OIED's YouTube channel under NCStateOIED)
E-newsletters:	37	(all issues available online at oied.ncsu.edu)

#### Websites

- Rebranding and updates of 14 OIED websites to use new theme approved by NC State Communications, including the main OIED website.
- Conversion from Nelnet QuikPay credit card processing system to eStorefront.
- Uploading of DHP training records to eLearning.

#### Print and Billboards

- Design and production of promotional materials, including images, brochures, postcards, flyers, posters, promotional items and billboards for all OIED units. (See appendix.)

#### Photography

- Capturing of hundreds of images and raw video at OIED programs and events.
- Portraits of students, staff and faculty.

NC STATE UNIVERSITY

### TUNNEL OF OPPRESSION



**OPPRESSION CAN ONLY SURVIVE THROUGH SILENCE.**

**February 4, 2015**

12:00 – 2:00 PM, 4:00 – 8:00 PM

**February 5, 2015**

10:00 AM – 2:00 PM, 4:00 – 8:00 PM

Talley Student Union, State Ballroom

**Find out more:**

**[go.ncsu.edu/T002015](http://go.ncsu.edu/T002015)**

**#T002015**

**Experience the tunnel.**

If you are a person with a disability who requires accommodations, please contact Jussani Brown at 919-515-3835 two days in advance.

The Tunnel of Oppression is an interactive experience that examines contemporary issues of race, class, domestic violence, religion, body image, gender identification and discriminatory forms and processes. Participants are guided through a series of scenes that aim to educate and challenge them to think more deeply about these issues. At the end of the tour, there is a brief facilitated discussion, which allows the opportunity to process the experience. The entire experience lasts approximately 60 minutes per group and is an opportunity for students to think critically about issues that impact the NC State community.

## Video

- Production of edited videos for specific events and programs, including five Diversity Education Week vignettes, a video about Trans\* Safety shown before the Laverne Cox speaking engagement, a tribute to retiring Dean Daniel Solomon shown at the Sisterhood Dinner, a video introducing Jordyne Blaise as new Title IX coordinator, a feature about the Women's Center's Read to L.E.A.D. program, a profile of Equal Opportunity Institute program graduates as well as a "person on the street" feature and a short video profile of Women's Center intern Sha'Quiel Alston done by our interns, Trabazz Bruce and O'licia Parker-Smith. (All videos are viewable on OIED's YouTube channel, NCStateOIED.)

## Other

- Assessment planning and reporting
- Web Gurus meetings – held three sessions plus individual trainings
- OIED annual report design, editing and formatting
- Posting of OIED events on NC State calendar
- Delivery of OIED content for student handbook, course catalog, parents and families newsletter, alumni magazine, *Bulletin*, *Technician*, and the Talley Student Union marketing committee.

This year, the team exceeded all previous years in all categories of output except for the number of newsletter issues, which remained the same.

	2014-15	2013-14
Websites	14	10
Publications	97	64
Billboards	26	14
Photography	57+	52
Videos	12	5
E-newsletters	37	37
Digest subscribers	1165	803
Twitter followers	365	145
Instagram followers	46	--

Major accomplishments this year were rebranding all of the OIED websites and publications and enhancing the team's video capabilities.

The *Diversity Digest*, OIED's weekly e-newsletter, was redesigned again this year and increased its subscriber base from 803 to 1165, a 45.1% increase over last year. The average open rate was 49.2%.



OIED continued to amplify its social media presence, advertising programs via Twitter 782 times and increasing the number of followers from 145 to 365, a gain of 220 followers. During the month of October, when Diversity Education Week was held, OIED had a record high of over 25,000 tweet impressions. During February, when Black History Month was held, OIED had over 16,000 tweet impressions. Other months averaged between 5,000-10,000 tweet impressions (tweet impressions are calculated as the total potential additional Twitter viewers due to retweets). OIED also began using Instagram in September, posting 25 times and accumulating 46 followers.

## Staff

OIED Communications consists of two staff members:

Elizabeth Snively, Sr. Communications Technologist (.8 FTE)

- NC State Web Developers Network
- Billboard Community
- University IT Accessibility Committee
- Talley Grand Opening Marketing Committee
- Performance Leadership Fall 2014 Graduate
- 2015 EOI Graduate Scholar

Jacqueline Perry, Communications Technologist (1.0 FTE)

- NC State Web Developers Network
- Billboard Community
- University IT Accessibility Committee
- OIED Full Staff Planning Team
- 2105 EOI Graduate

## Undergraduate Interns

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

## Alignment with NC State's Strategic Plan Goals

OIED Communications serves as a support function within OIED. The team assists each OIED unit as it in turn supports NC State's strategic plan goals: educational innovation, scholarship and research, interdisciplinary scholarship, organizational effectiveness through constant improvement and community and global engagement through strategic partnerships.

OIED Communications provides educational innovation through delivery of online content and social media; scholarship and research through the publication of white papers and articles; interdisciplinary scholarship by publicizing OIED's work across campus and working with campus and community partners; organizational effectiveness by continually seeking more efficient communication methods; and global engagement by informing constituents, peer institutions and the world at large about OIED's diversity and equity initiatives.

**NC STATE UNIVERSITY** **SEXUAL ASSAULT AWARENESS MONTH**

<b>TAKE BACK THE NIGHT RALLY AND MARCH</b> Attend NC State's 28th Annual Take Back the Night event as part of the national movement to free our campuses from sexual violence. Take Back the Night includes a rally, march, and speak out where survivors are empowered to share their stories of healing after violence. <b>7PM STAFFORD LAWN</b> <b>APR 9</b>	<b>JACLYN FRIEDMAN</b> Sane, Safe & Strong: Creating a safe and healthy sexual culture for your community Based on Friedman's hit book <i>You Always Were Wicked</i> , Friedman will lead an interactive discussion about the ways you and the rest of your campus or community can create a culture that supports healthy sexuality and makes sexual violence rare, clear and swiftly punished. <b>7PM SAS 2203</b> <b>APR 7</b>
<b>CLOTHESLINE PROJECT</b> Survivors, supporters, and allies are invited to design a t-shirt in support of survivors of gender violence that will be included in the Clothesline Project display during Take Back the Night. <b>3-5PM WOMEN'S CENTER</b> <b>MAR 31</b> <b>2-4PM APR 1</b> <b>1-5PM APR 6</b>	<b>DENIM DAY OBSERVANCE</b> Learn why wearing jeans on Denim Day has become a symbol of protest against erroneous and destructive attitudes about sexual assault, and how you can join the international movement. <b>11AM-1PM WOLF PLAZA</b> <b>APR 22</b>
<b>IT HAPPENED HERE MOVIE AND DISCUSSION</b> A compelling new documentary from director Lisa F. Jackson and producer Marjorie Schwartz Nelson explores sexual assault on campuses through the personal testimonials of five survivors who transform their experiences into a springboard for change. <b>6PM PARK SHOPS Z10</b> <b>APR 16</b>	<b>SURVIVOR SUPPORT SPACE</b> Survivor Support Space is a training program open to anyone in the NC State community. The training program is designed to prepare individuals to appropriately respond to the needs of survivors of interpersonal violence. <b>5-8PM WITHERSPHON 308</b> <b>APR 13</b> <b>HARRELSON 307 APR 21</b>
<b>INTERPERSONAL VIOLENCE WORKSHOPS</b> This workshop series will cover the basics concerning interpersonal violence and your role as an active bystander. You will have an opportunity to engage with your peers, learn about what to look for, and what to do when you recognize potentially dangerous situations. <b>6-8PM WINSTON 00012</b> <b>APR 8</b>	<b>BYSTANDER BEHAVIOR</b> This workshop will help you understand the role you can play as an active bystander to prevent acts of interpersonal violence. We uncover some of the science behind why you may not have acted in the past, and develop tools that can help you act in the future. <b>6-8PM WINSTON 00012</b> <b>APR 14</b>
<b>SEXUAL VIOLENCE 101</b> This workshop covers some myths and facts about sexual assault, victim blame, and strategies for supporting the survivors in your life. Learn what sexual violence might look like in our community so that you can identify it and work to prevent it from happening. <b>6-8PM WINSTON 00012</b> <b>APR 8</b>	<b>HEALTHY RELATIONSHIPS 101</b> This workshop helps define what it means to be in a healthy relationship. With that clarity, it is easier to recognize unhealthy behaviors. Come learn warning signs and ways to promote healthy behaviors and confront unhealthy ones in your relationships and those around you. <b>6-8PM WINSTON 00012</b> <b>APR 20</b>
<b>INFORMATION TABLE</b> Stop by and find information and resources on Sexual Assault Awareness Month. <b>11AM-1PM BRICKYARD MAR 31</b> <b>CENTENNIAL CAMPUS APR 7</b>	

Information & Accommodations: Contact The Women's Center with any questions, or if you are a person with a disability and desire accommodations, please contact us: NC State Women's Center: 324 Hamilton Hall • 919-515-2012 • www.ncsu.edu/WomenCenter