

# 2016-17 YEAR IN REVIEW



**NC STATE**  
UNIVERSITY

OFFICE FOR INSTITUTIONAL  
EQUITY AND DIVERSITY



# FROM THE VICE PROVOST



As I complete my first year at NC State, I am very proud of the work done under my direction within the Office for Institutional Equity and Diversity as well as of the many diversity and inclusion efforts within our colleges and divisions. It is clear that diversity and inclusion remain high priorities at NC State.

As your chief diversity officer, I am deeply committed to ensuring that

the principles of diversity, equity and inclusion are integral to all facets of NC State, from academics to campus life, community involvement and beyond.

I invite you to review the year's highlights from our focus areas of Diversity and Inclusion, Equal Opportunity and Equity and our Campus Community Centers: the African American Cultural Center, GLBT Center, Multicultural Student Affairs and the Women's Center.

In addition, I encourage you to visit the Diversity page on the NC State website, subscribe to the *Diversity Digest* and follow us on social media to stay up to date on new developments in the work that we do every day for all of NC State.

The responsibility of ensuring that diversity, equity and inclusion are core values of all of our students, faculty and staff falls on every one of us. As you read and reflect, please consider how you can contribute to this mission, and do not hesitate to contact me or my staff to find out how you can get involved in supporting our initiatives.

In the spirit of the Wolfpack,

A handwritten signature in black ink, reading "Linda McCabe Smith".

**Linda McCabe Smith, Ph.D.**

Vice Provost for Institutional Equity and Diversity  
June 2017

## CONTENTS

Diversity and Inclusion	1
Equal Opportunity and Equity	7
Campus Community Centers	9

## MISSION

The Office for Institutional Equity and Diversity (OIED) is committed to fostering an inclusive, accessible and diverse intellectual and cultural campus experience related to the mission of NC State University.

OIED facilitates efforts to ensure equity and opportunity, increases awareness of diversity issues through education and strengthens relationships across diverse groups. Through these efforts, OIED promotes cultural competence development, thereby fostering a welcoming and respectful campus. By providing guidance, programming and outreach to constituent groups and the community and by adhering to accountability and compliance standards, OIED prepares NC State students, faculty and staff for local, state, national and global collaboration.

- Diversity at NC State: [www.ncsu.edu/diversity](http://www.ncsu.edu/diversity)
- *Diversity Digest*: [go.ncsu.edu/digest](http://go.ncsu.edu/digest)
- Twitter and Instagram: @NCStateOIED

# DIVERSITY AND INCLUSION

The Diversity and Inclusion unit of OIED is responsible for providing leadership in NC State's efforts to foster an environment where all members of the community feel welcomed and supported and the dignity of all people is respected and valued. Initiatives, services and outreach include providing consultation on pipeline programs, recruitment, retention and success of students, faculty and staff as well as reviewing and recommending changes to university policies, procedures and regulations to enhance diversity and promote inclusivity across the campus through an array of program initiatives, workshops, internal and external partnerships and community outreach. Training and education opportunities offered in equal opportunity, equity, diversity, inclusivity and cultural competence equip faculty, staff and students with knowledge and 21st century skills to work effectively in increasingly diverse working and learning environments.

## Programs and Initiatives

### Pipeline and Recruitment

The two-and-a-quarter-day **Building Future Faculty** is an annual professional development workshop for doctoral students and post-doctoral scholars who are interested in pursuing academic careers and who are committed to promoting diversity in higher education. Co-sponsored by the Office of the Provost and several colleges and departments, this spring program included 34 participants. Three Building Future Faculty program alumni were hired at NC State in 2017.

The **Recruiting Diverse Faculty** program offered summer workshops for deans and department heads and a semester-long process and training for faculty search committees on recruiting and attracting diverse candidates for faculty positions.

A university-wide call for **Diversity Mini-Grant Program** proposals was issued in July 2016. 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 under-represented groups; and 5) increase recruitment, retention and success of faculty from historically underrepresented groups. Forty-one proposals were submitted and reviewed by a selection committee of 12 faculty, staff and students from OIED and the University Diversity Advisory Committee. Eleven proposals in the amount of \$25,000 were funded.

OIED hosted, co-sponsored or supported the **First in Family Luncheon** (Garry Morgan, keynote speaker); **Higher Education Recruitment PREP Program**; **NC Math/Science Education Network (MSEN) Day**, the latter with 350 middle and high school STEM students attending from four

Building Future Faculty Program Cohort, 2017

programs across North Carolina; and the **Campus Visitation Day for the Renaissance Education Group, Inc.** from Durham, NC, which 30 high school students attended. OIED also participated in the **Visit NC State Program** coordinated by the Graduate School (Tracey Ray, keynote speaker) and the **Scholars Campus Visitation Program** coordinated by the Graduate School (Tracey Ray, keynote speaker).

## Retention and Success

The **Doctoral Mentoring Fellows** program aims to catalyze discussion, develop knowledgeable faculty advocates and spark department initiatives to increase the diversity of doctoral students choosing and successfully embarking on academic careers. *Co-sponsored by the Graduate School.*

The **Mentor-Rings** program provides mentoring to underrepresented minority and female faculty in the sciences and engineering.

A half-day **Retreat for Black Faculty** was held at the Raulston Arboretum on August 8, 2016. The goals of the retreat were to provide a time for Black faculty on campus to get to know each other, to inspire a shared sense of reflection and forward motion, to enhance understanding of "how I fit into NC State as an African American faculty member" and to provide tools for professional and career development. *Co-sponsored by the African American Cultural Center.*

NC State's **Interfaith Prayer and Meditation Spaces** serve and support all students and the holistic wellness of the university community, as scientific evidence demonstrates the significant cognitive and physiological benefits of meditation. The spaces allow individuals of all religious faiths and non-religious beliefs to experience a place for peace, prayer, meditation and/or reflection

throughout the day. In 2016-17, spaces were opened in Witherspoon Student Center, the College of Veterinary Medicine, Engineering Building II, Multicultural Student Affairs in Talley Student Union and D.H. Hill Library.

The 11<sup>th</sup> annual **Chancellor's Creating Community Awards** program was held on Monday, April 17, 2017 and co-hosted with the Chancellor's Office. Awards were given in the following 5 categories:

- Outstanding Faculty Award (\$500 cash award to the recipient and \$500 in discretionary funds to the recipient's department); 7 nominees.  
*Winner: Dr. Shweta Trivedi.*
- Outstanding Staff Award (\$500 cash award to the recipient and \$500 in discretionary funds to recipient's department); 10 nominees.  
*Winner: Mary Njaramba.*  
*Honorable Mention: Joy Tongsri.*
- Outstanding Student Award (\$250 cash award to the undergraduate recipient and \$250 cash award to the graduate recipient); 9 nominees.  
*Winner: Jeremy Nortey.*  
*Honorable Mention: Stephanie Tate.*
- Outstanding College/Division Award (\$1,000 discretionary funds award); 8 nominees.  
*Winner: College of Education.*
- Outstanding Student Organization Award (\$500 cash award to the recipient); 4 nominees.  
*Winner: The Nubian Message.*

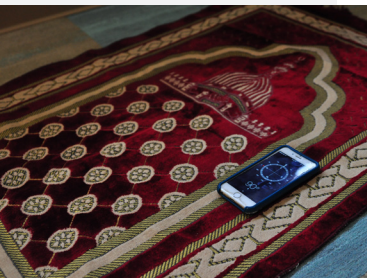
All advisory groups, councils and committees of OIED, diversity training facilitators and participants from the Equal Opportunity Institute, Project Safe, National Coalition Building Institute (NCBI) and other key partners also received recognition at the program.

## Training, Education and Campus Climate

The **Equal Opportunity Institute (EOI)** had another successful year with enrollment increasing to 80 new participants. Program registration closed after just two weeks due to high demand with a waiting list of 47 potential participants. EOI had 118 total participants and 93 were recognized at the EOI graduation celebration on May 3, 2017. Sixty-five were first-time graduates. Thirty-two of the 65 were special recognition graduates who completed 10 or more elective workshops. First-time graduates included 55 NC State faculty/staff, 8 students and 2 community participants, from the Research Triangle

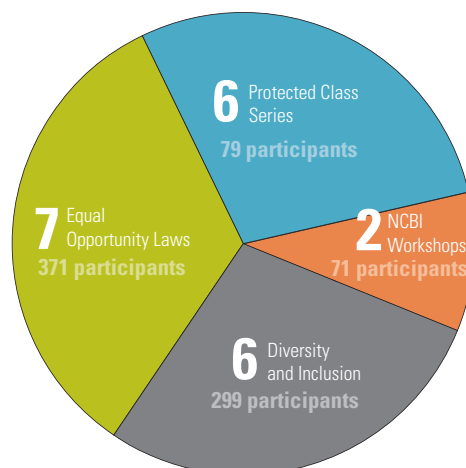


Chancellor's Creating Community Awards, 2017



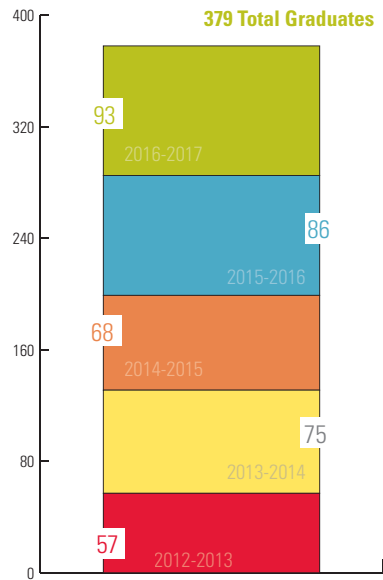
Prayer Rug in Interfaith Prayer and Meditation Space, NC State, 2016

OIED Diversity, Equity and Inclusion Workshop Offerings By Category, with Participants 2016-2017





Institute and UNC-Chapel Hill. Twenty-eight of the individuals recognized at graduation were graduate scholars (prior EOI graduates). This number included 22 first-year graduate scholars and 6 multi-year graduate scholars.



Equal Opprtunity Institute  
Graduates and Graduate Scholar Recognitions,  
2012-2017

To educate EOI participants and the campus community, 43 **OIED workshops** were offered in 2016-17 on 21 different topics with 820 participants attending. A new workshop offered this year, *Unconscious Bias*, was developed in partnership between OIED and NC State Police. Groups trained in unconscious bias included NC State police officers, Finance and Administration leadership, the M100 class and Foundations in Accounting.

The **NC State National Coalition Building Institute** (NCBI) campus affiliate continues to make an impact. This year, the team conducted 31 workshop for 1,099 participants. The workshops provided 101.5 hours of diversity training for the campus community. The number of participants trained increased from 2015-16. Workshops were offered to returning groups such as Summer START, Zhejiang-Global Leadership Institute, College of Veterinary Medicine first-year students and the Center for Leadership, Ethics and Public Service. New groups included Emerging Scholars Academy, Plant Pathways Elucidation Project (P2EP) and the Somers Research Group. NCBI's Leading Diverse Groups through Conflict model was also the focus

of OIED's Spring Diversity Dialogue. The team also worked in partnership with Arts NC State to offer training for The Nile Project Student Leadership Summit, which focused on sustainability throughout the world. NCBI also provided training to student leaders through Student Involvement to address student government action items. Members of the NC State NCBI team also conducted training for the USDA. This Centennial partner is an external agency, which requires the training be offered through the national NCBI office; however, experienced trainers from NC State's team were allowed to conduct the training and received \$500. NC State hosted the Carolina Coalition's Train-the-Trainer workshop on October 27-30, 2017. Colleges and universities from South Carolina, Virginia and Alaska participated in the training. As host, NC State trained 14 new facilitators.

The year-long series of four **Climate Workshops for Department Heads** for a small group of department heads focused on cultivating a supportive and inclusive department climate. *Co-sponsored by the Office of Faculty Affairs.*

The **Fostering Inclusivity in the Classroom** workshop engages faculty in an examination of data and discussions about the climate experienced by students in various demographic groups, followed by discussion of ways faculty can provide a welcoming climate for all students.

OIED provided a 30-minute presentation during **New Employee Orientation** on diversity and inclusion at all onboarding orientations (held twice a month) for new faculty, staff and post-docs throughout 2016-17.

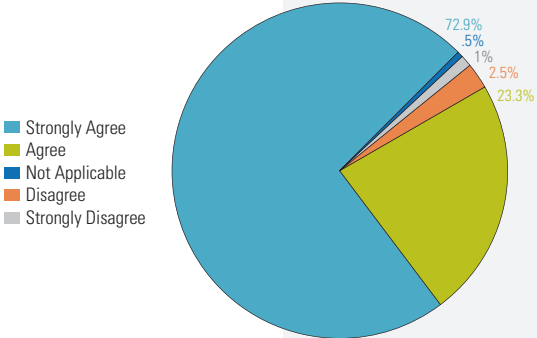
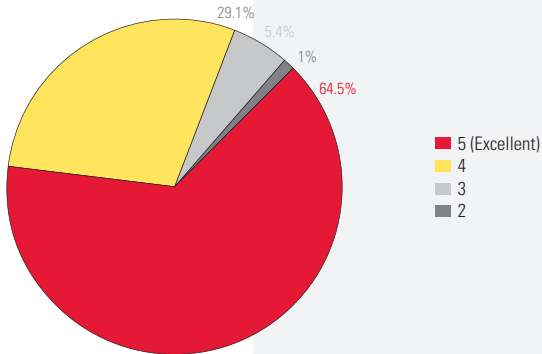
OIED partnered with the Union Activities Board's Diversity Activities Board and Student Government to host the 7<sup>th</sup> annual **Diversity Education Week**, from October 17-21, 2016. Tracey Ray and Garry Morgan (OIED), Nyla Ruiz (UAB Diversity Activities Board) and Timira Conley (Diversity Commission Chair, Student Government) provided coordination of the calendar, which included 50 events crossing a wide array of topics and levels of engagement.



NC State's NCBI Team,  
2016-17

Participant Evaluation Data,  
OIED Workshops, 2016-17

"Rate the overall quality of the workshop."



Participant Evaluation Data,  
OIED Workshops, 2016-17

"The workshop increased my understanding of the subject."

The **Fall Diversity Dialogue** was incorporated into NC State's annual Diversity Education Week as a lecture and discussion by Dr. James Loewen, author of the national bestseller *Lies Across America*, on Tuesday, October 18, 2016 in Stewart Theatre in Talley Student Union. Approximately 300 students, faculty and staff attended the 2 events. The **Spring Diversity Dialogue** was an interactive workshop on controversial issues and civil dialogue held on Monday, February 20, 2017 in the Campus Cinema in Witherspoon Student Center. The program featured interactive audience polling. Approximately 350 students, faculty and staff participated in the event.

As a continued part of the "At Home in the World" initiative developed from a grant awarded to NC State by the American Council on Education, the **ECD 225: Foundations of Cultural Competence for Professional Success** course was taught during the fall (34 students) and spring semesters (35 students). The course fulfills the General Education Program (GEP) requirement for undergraduate students in the areas of Humanities, U.S. Diversity (co-requisite) and Global Knowledge (co-requisite). The 3-credit hour course engages students to work effectively with diverse populations, develop cross-cultural competencies and identify culturally-appropriate strategies in the workplace and life. The fall course was team-taught by Tracey Ray and Ursula Hairston. The spring course was team-taught by Tracey Ray and Carley Wyche with teaching assistant John Miller IV.

The **USC 240 Leadership and Coalition Building in Diverse Communities** class had 16 students in fall and 28 students in spring. Several participants in the spring class indicated that they were taking the course as part of the Leadership minor. Pre- and post-assessment results demonstrated that students learned effective strategies for dealing

with inter-group conflicts, gained techniques that promote inclusive environments and learned techniques to address prejudicial slurs and remarks.

The 90-minute **Teaching in Turbulent Times** workshop was created and offered in partnership with the Office of Faculty Development throughout the spring semester. The workshop helps professors and course instructors ensure that classrooms are places where

disagreement is civil and respectful, providing awareness, training and education through case studies, campus and national events as well as

participant concerns and experiences from a variety of backgrounds and viewpoints.

This year served as a pilot year for the **Diversity Education for our Peers to Thrive (DEPTH)** student-led diversity and inclusion peer education team dedicated to facilitating difficult dialogues, planning diversity workshops and striving to serve the campus community's diversity education needs. During the 2016–2017 academic year, the team developed a robust assessment tool to be utilized at all DEPTH sessions and designed six distinct education opportunities.

Over the course of the 2016-2017 academic year between 500-600 students were provided **Student Organization Leadership Essentials Training**, including representatives from the majority of registered student organizations. OIED also facilitated 20% (9 out of 45) of the Leadership Development Series workshops coordinated through the Center for Student Leadership, Ethics and Public Service that included a range of topics, such as working with diverse populations, combating everyday microaggressions, leadership tools for women, leading diverse groups through conflict, cross-cultural communication, GLBT 101, Trans 101 and strengthening leadership in diverse communities.

388 Allies Trained



**Green Zone Training** provides faculty, staff and students with an understanding of the military experience of military-connected students and families as they transition from the military to campus life while bringing awareness of campus and community resources available to them. During the 2016-17 academic year, 186 new allies were trained, bringing the total to 388 since inception.

**Additional trainings** on identity, microaggressions and an introduction to cultural competence were provided at the Resident Director Training, University Housing; Student Media Training; Tau Beta Pi Engineering Honor Society; Sigma Nu Fraternity; New Student Orientation Leader



Veteran's Day Flags,  
Court of Carolina,  
NC State, 2017



DEPTH Diversity Peer  
Educators Cohort, 2016-17

Training; Biological and Agricultural Engineering graduate students; a webinar featuring Dr. Kathy Obear on *Diversity, Equity and Inclusion Training for Faculty and Staff*; Summer START Mentor Training; the Executive Leadership Support Forum; the NCACPA Administrative Personnel Conference and the staff of the Academic Support Program for Student Athletes and drive-in conference (Tracey Ray, keynote speaker on Generation Z).

## Committees, Communities and Organizations

The **Assistant Professors’ Community, Associate Professors’ Community and Full Professors’ Community** provide monthly panel discussions among faculty peers about topics such as goal-setting, managing a lab, developing an international network, timing to full professor and finding new research directions. *Co-sponsored by the Office of Faculty Development.*

The **African American Coordinating Committee** met monthly with the goal of fostering collaborative university-wide efforts to ensure the academic success and graduation of African American students at NC State.

The **Hispanic/Latinx Advisory Group (HLAG)**, a working group and advisory group comprised of students, faculty, staff, administrators and community leaders, ensures that the needs of current and future Hispanic/Latinx students are met. This group promotes collective work efforts across NC State while also fostering relationships with community organizations and school districts to make NC State the “university of choice” for Hispanic/Latinx families.

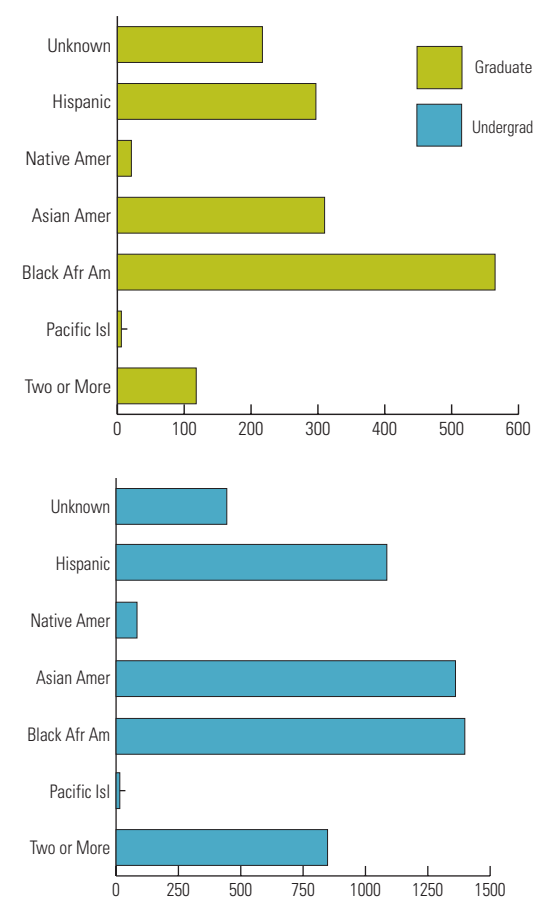
The **American Indian Advisory Council** advises and advocates for initiatives that address the culturally-relevant needs of current and future American Indian students at NC State and the staff and faculty serving them.

The **Military Affairs Committee** meets monthly and serves as a resource on the UNC Regulation for Military Success. This regulation provides a framework for the constituent institutions of the University of North Carolina to develop and maintain a comprehensive network of services for military-affiliated students seeking to meet their educational goals.

The **University Diversity Advisory Committee** (UDAC) advises and advocates for initiatives that facilitate the progress of diversity at NC State,

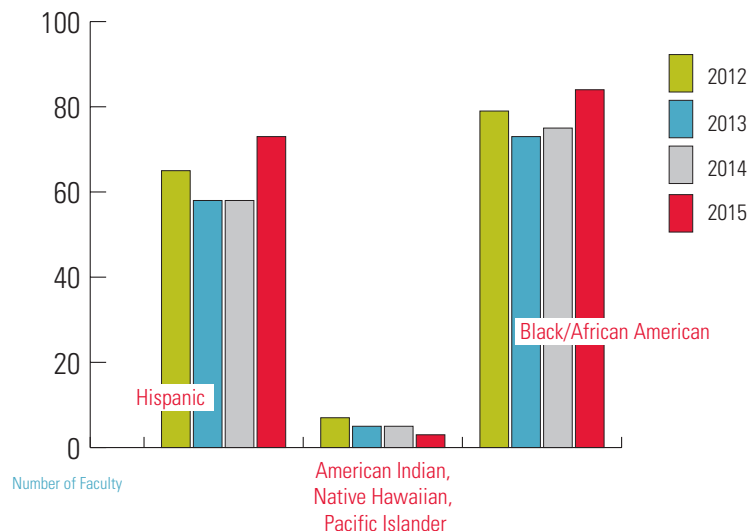
challenges practices that hinder the fulfillment of NC State's vision for diversity and supports innovations that stimulate and advance the fulfillment of the NC State's vision for diversity.

In January of 2016, UDAC was asked by Chancellor Randy Woodson and Provost Warwick Arden to engage the campus community and make recommendations about improving cultural competence and the racial climate at NC State. Four areas of focus pertaining to improving diversity and inclusion on campus were identified: a **cultural competency training initiative**, analysis and recommendations pertaining to the **General Education Diversity Course Requirement**, enhanced institutional **communications** pertaining to diversity and inclusion and follow-up on **Student Government action items**. OIED participated in all of the focus areas, providing leadership of the cultural competency training initiative and full partnership in the other three focus areas.



Underrepresented  
Minority (URM)  
Student Enrollment  
at NC State,  
Fall 2016

The **Chancellor’s African American Community Advisory Council** meets quarterly to advise the chancellor on ways to promote NC State and African-American community relationships and serves as a bridge between the two entities.



Underrepresented  
Minority (URM)  
Faculty at NC State  
2012-15

OIED convenes quarterly **College Diversity Directors and Assistant Deans Meetings and Retreats** for information sharing, professional development, best practices and collaboration.

In addition, an OIED staff member serves as a liaison to the **Council on the Status of Women**, the **African American Faculty/Staff Organization**, and the **Staff Senate Diversity Committee**.

## Consultation, Advising, Presentations and Assessments

OIED's Diversity and Inclusion staff served on the following **scholarship committees**:

- Brooks Scholarship Review Committee (College Foundation of North Carolina)
- 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 Liaison
- Jim Stewart Scholarship Liaison
- Alumni of Kappa Lambda Chapter of Omega Psi Phi Fraternity, Inc. Scholarship Liaison
- Study Abroad Scholarship, Scholarship Review Committee Member
- Goodnight Scholars Program, Scholarship Review Committee Member

The following studies were conducted in 2016-17:

- **Focus groups of black faculty**, facilitated by Bridget Kelley, associate professor of higher education, Loyola University of Chicago, were conducted in May 2016. Dr. Kelley reported the results at the Black Faculty Retreat in August, 2016;
- **Tenured and tenure-track faculty retention** and time to promotion by race/ethnicity, gender and discipline;
- **Survey of exiting faculty**, with a report for faculty who exited in 2014-15; report for faculty who exited in 2015-16 under development; the survey is currently open for faculty who are exiting in 2016-17.
- Work has begun on the 2016 **Faculty Salary Equity Study**.
- To better assess student needs, interests and concerns, an **Asian American and Pacific Islander Survey** was launched in 2016. Survey findings and recommendations were compiled in January 2017 and shared with key constituents during the spring semester.

Diversity and Inclusion staff served as an advisory committee member of the annual **Respect the Pack Event** sponsored by Student Government.

The following presentations were given in 2016-17:

- Gumpertz, M. and Ray, T., *Diversifying the Doctoral to Faculty Pipeline*, American Association of Blacks in Higher Education Annual Meeting, March 24, 2017, Raleigh, NC.
- Ray, T. and Miller, J., *Social Justice Alternative Service Break (ASB) Opportunities to Increase Student Engagement*, American Association of Blacks in Higher Education Annual Meeting, March 24, 2017, Raleigh, NC.
- R.A.C.E: Are We So Different? Exhibit, NC Museum of Natural Science (Cultural Community advisory panel, Tracey Ray; Cultural Conversations facilitator, Beverly Williams).



# EQUAL OPPORTUNITY AND EQUITY

The Equal Opportunity and Equity (EOE) area of OIED strives to make NC State a discrimination-free, harassment-free environment for faculty, students and staff in which to work, live and learn. EOE is responsible for managing and monitoring NC State's equal opportunity compliance activities. EOE oversees equal opportunity policies, responds to complaints, conducts investigations, develops and delivers training and educational outreach to campus, facilitates ADA and religious accommodations and consults with supervisors and managers regarding equal opportunity concerns and initiatives.

## Programs and Initiatives

### Discrimination and Harassment Prevention and Response Training

In 2016, the **Discrimination, Harassment Prevention and Response (DHPR) online training** module was updated to include legal updates and additional Title IX information. New employees receive a compressed version of the DHPR training at new employee orientation and are credited for meeting the NC State requirement that all employees must complete this training every three years.

### Title IX Training

Equal Opportunity and Equity rolled out a pilot of a new **campus-wide online Title IX training** for students and for those designated as Responsible Employees. Training is required for Responsible Employees and will be required for students beginning in fall 2017. Also new is the Safe at NC State website ([go.ncsu.edu/safe](http://go.ncsu.edu/safe)), a central source for sexual violence and Title IX information.

**New Student Orientation** sessions remained a valuable venue for educating over 5,000 incoming first-year and transfer students through targeted messages about Title IX, violence prevention and bystander education, what one's equal opportunity rights are and where to obtain assistance for equal opportunity-related concerns. The Graduate School provided access to training on Title IX, violence prevention and bystander education for new and transfer graduate students.

### Sexual Violence Student Survey

EOE is preparing to launch a campus-wide **sexual violence survey of students** in spring 2018.

2,688

Title IX  
(employees)

972

Discrimination and Harassment  
Prevention and Response (DHPR)

439

Title IX  
(undergraduate)

244

Title IX  
(graduate students)

Equal Opportunity and Equity  
Online Trainings Provided,  
2016-17

## Complaint Investigation

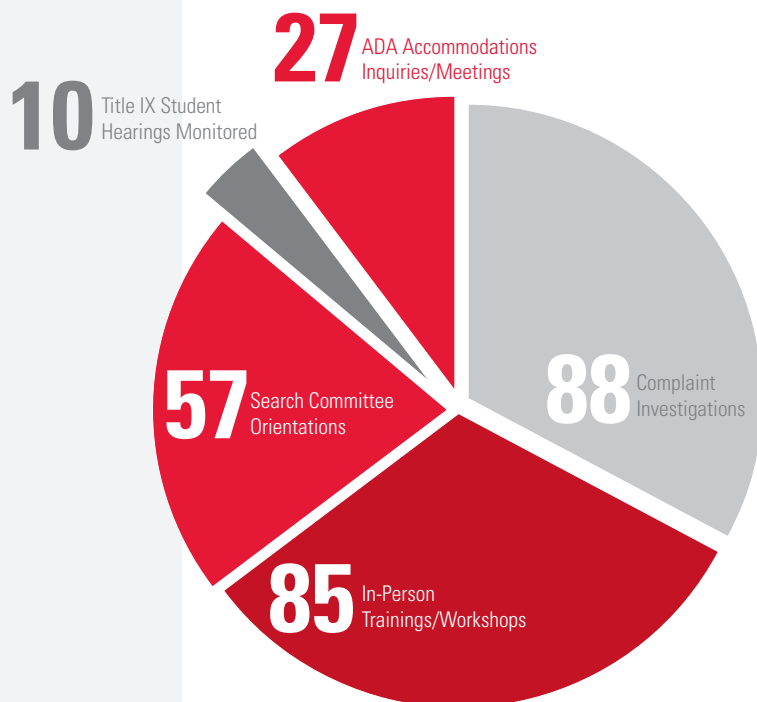
EOE handles **complaints of discrimination and harassment** under NC State's Equal Opportunity and Non-Discrimination policy.

In 2016-17, EOE processed a higher number of cases related to ADA accommodation inquiries and informational meetings. In response, EOE expanded its training efforts to increase awareness and inform employees of their rights under this law.

## 4,647 Employment Actions Reviewed

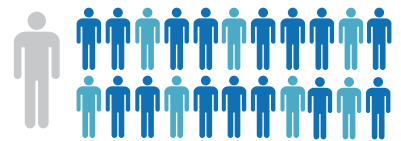


Equal Opportunity and Equity  
Employment Actions Reviewed,  
2016-17



Equal Opportunity and Equity  
Complaints by Category,  
2016-17

## 1,753+ Employees and Students Trained



Equal Opportunity and Equity  
Employees and Students Trained,  
2016-17

## Unit Equity Officers

The **Unit Equity Officers program** was updated to include more defined roles for the officers during the recruitment and hiring process. Unit equity officers represent the colleges and departments on campus and provide guidance to hiring officials during the recruitment process.

The officers completed a survey regarding their training and educational needs. Increasing the officers' knowledgebase of affirmation action and equal employment opportunity topics was a key focus. The officers were asked to attend core classes within the Equal Opportunity Institute (EOI) or enroll in the EOI certificate program.



# CAMPUS COMMUNITY CENTERS

NC State's Campus Community Centers are comprised of the African American Cultural Center, GLBT Center, Multicultural Student Affairs and the Women's Center. OIED formed this combined unit reporting to one senior director in July 2016 to provide overall direction and guidance for the centers, ensure consistency of operations, encourage intentional collaboration, increase center capacity and to coordinate the creation and implementation of a university-wide system to respond to bias incidents. During its first year as a unit, leaders assessed center operations and reviewed data to help determine the best plan of action. The following needs were identified:

1. Build capacity within three of the four centers: African American Cultural Center, Multicultural Student Affairs and the Women's Center (clarify their scope, fill open positions with skilled staff and strengthen organizational infrastructure).
2. Strengthen the centers' institutional impact by aligning their work more closely with institutional priorities and student success outcomes.
3. Develop a more collaborative and intersectional programming model that will enable the centers to engage more students in more significant ways and improve the overall collegiate experience for underrepresented and marginalized students.

## Programs and Initiatives

### Bias Incident Response Team

On April 4, 2017, NC State launched the **Bias Incident Response Team (BIRT)**, a process and system through which persons can report incidents of bias on and around campus. This process enables NC State to better support individuals and communities who are impacted, to provide consistent updates on how the university responds to these incidents and to design appropriate educational interventions to improve our campus climate. *For more information or to report suspected bias incidents, see [bias-incident.ncsu.edu](http://bias-incident.ncsu.edu).*

BIRT was designed to serve the campus by providing awareness, support, education and restoration, enabling NC State to proactively build a stronger sense of community and to be readily responsive when bias incidents occur. Through intentional initiatives, BIRT empowers and equips community members with skills needed to appropriately confront offensive actions and to encourage them to take responsibility when they

offend others. The full response team is comprised of campus leaders who assess incidents and recommend short- and long-term action strategies; those who provide consultation; those who provide direct support to persons impacted by incidents; and those who conduct a variety of restorative practices intended to improve campus climate, create a culture of support and restore environments when needed.



Symposium for Multicultural Scholars,  
2017 Counselors

## Focus Areas within the Centers

As the centers work to develop a more collaborative and intersectional programming model, they will build all programs and services around the following areas of focus:

1. Fostering a stronger sense of community on campus;
2. Intentional awareness and empowerment programs;
3. Training and developmental initiatives;
4. Student support and advocacy;
5. Community outreach and engagement;
6. Transition, persistence and student success;
7. Faculty engagement and interdisciplinary research (field advancement).

This approach will enable the centers to better align their work and build upon the collaborative signature programs they currently develop and implement together.

In preparation, staff from all centers participated in a 6-part training series in spring 2017 developed by GLBT Center staff. The series gave staff a deeper and broader understanding of social justice and equipped them with awareness and skills to become better social justice educators. Over the next year, staff from all centers will work together to develop a multi-faceted and interactive social justice training curriculum that will include various initiatives such as the existing **Social Justice January** program to teach students how to create sustainable and systemic social change in their respective communities.

## African American Cultural Center

As part of its restructuring, unit leaders saw the need for the AACC to return to its original identity as the "hub" for promoting and celebrating African and African American culture. Moving forward, they will continue to sponsor large-scale programming while also creating more visibility for the Library and Gallery, increasing faculty engagement and interdisciplinary research, increasing community outreach and engagement, expanding its focus on visual and performing arts and creating more community and leadership development opportunities for students.

This year, the AACC sponsored programs that increased awareness of social, political and cultural issues related to the African diaspora and African Americans. All but two events were collaborations with one or more campus and community partners.

The AACC maintained its tradition of high-quality programming, starting with its signature events, which included **Harambee!**, **Kwanzaa**, the annual **MLK Campus Commemoration**, the **Blacks in Wax Live Museum** and the annual **Ebony Harlem Awards**. Although they sustained an immeasurable loss with the retirement of long-time program coordinator Toni "Mama" Thorpe, they added a rich depth to the programs sponsored throughout the year, collaborating with partners across campus to sponsor great performances, including **Experiencing King**, **Camille A. Brown & Dancers** and **The Nile Project** and engaging art gallery exhibits such as **Black Man With a Horn**, **Red Velvet: Redefining Masculinity and Revitalizing Femininity** and passionate presenters, including author **Tensie Taylor**, **Roland Martin** and **Dr. Kimberlé Crenshaw**.

## GLBT Center

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

**3,033** Students, faculty, staff and community partners trained



This year, the center provided a myriad of educational and awareness opportunities through ongoing, open-enrollment **Project SAFE** and **Trans 101** educational workshops for faculty, staff and students as well as **by-request educational workshops** for student leaders, academic departments and campus partners. Through these workshops, classroom lectures and community/



**\$15,890**

**African American Cultural Center**  
Anniversary Fundraising



Ebony Harlem Awards, 2017



conference presentations, they engaged 3,033 students, campus and community partners.



NC State Lavender Graduation, 2017

In 2016-17, the GLBT Center also hosted a variety of educational events and programs that focused on

intersectionality, culture and social justice advocacy. For the first time, they sponsored **events during all cultural heritage celebrations and awareness months** coordinated by the other centers to give voice to the experiences of those with multiple marginalized identities. Center leaders also focused on **outreach and engagement** efforts to connect with more incoming students and provide information about campus resources and support services they may not find out about elsewhere. They also hosted two luncheons (fall and spring) for members of the **GLBT Faculty and Staff Network**.

In addition to **advising six student groups**, the GLBT Center **provided consultation and policy advocacy for campus and community partners**. This work included the final launch of the new **Identity Management System (IdM)**, which made the new **Preferred Name System** live for all NC State students, staff and faculty; the **Gender-Inclusive Housing IRB Project** (in collaboration with University Housing); and **providing comprehensive data on the location of all on-campus single-occupancy restrooms** to the University Architect's Office to move forward with relabeling appropriate spaces as gender-inclusive; and working with the State Health Plan leadership team to successfully get **transition-related healthcare coverage** added to the State Employee Health Plan for 2017.

## Multicultural Student Affairs

The mission of MSA is to promote the pursuit of academic success, retention and graduation of all students with a primary focus on students from historically underrepresented and marginalized populations. One of the first priorities for unit leaders this year was to differentiate MSA from the AACC. As the center works to strengthen its recruitment, transition and support initiatives, the

AACC will now assume full responsibility for coordinating and funding all signature programs for the African-American community (e.g., Kwanzaa).

This year, MSA created three important initiatives that reinforced their clarified focus.

MSA partnered with University Housing to develop **Native Space Living-Learning Community**, a living-learning community to support first-year Native students. This community provides a more communal experience for students through developing a supportive and culturally engaged campus environment. Their 2016-17 pilot cohort included four students who lived in Wood Residence Hall. They hope to recruit at least ten incoming students to participate in their 2017-18 cohort.

In Fall 2017, MSA will begin providing consistent programming, support and student organization **support for the Asian American and Pacific Islander (AAPI) community**. As a first step this year, MSA collaborated with the Asian Students in Alliance collaborative (ASIA) to host events for the first time as part of the university's second observance of **AAPI Heritage Month**. MSA also co-sponsored the **East Coast Asian American Student Union's (ECAASU) National Conference**, which was hosted for the first time at NC State and in the state of North Carolina. Approximately 500 students from across the country attended.

This year, MSA piloted two **Multicultural Graduation Celebrations** held just prior to the fall 2016 and spring 2017 NC State commencement ceremonies. These events were designed specifically to celebrate graduates from various diverse backgrounds, providing a more personal and intimate setting for students, their families and friends, alumni, faculty and staff to recognize their academic achievements. At the December 2016 pilot, 22 students registered, with 9 attending with their families. For the May 2017 pilot, 72 graduates registered and numerous families attended.

### 2014 Symposium

African American

149 of 219 invited students (68%)

Hispanic/Latino

23 of 57 (40%)

Native American

14 of 18 (78%)

**186** Total Participants

### 2015 Symposium

African American

158 of 244 invited students (65%)

Hispanic/Latino

58 of 202 (40%)

Native American

9 of 14 (64%)

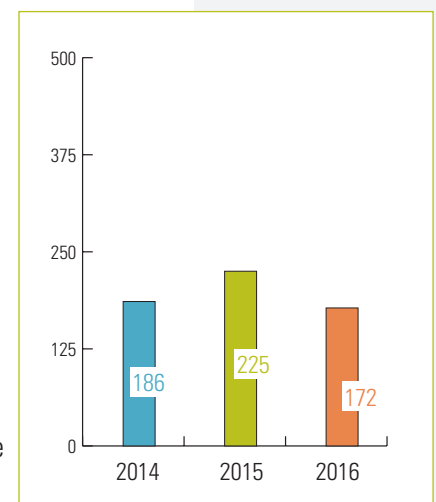
**225** Total Participants

### 2016 Symposium

Combined Symposium

172 of 455 invited students (38%)

**172** Total Participants



## Women's Center

In January 2017, Women's Center staff began reenvisioning the scope of their work. After benchmarking peer institutions and looking at national standards, they sought to expand the center's focus to include efforts to empower, develop and support women at NC State. In addition to directly serving students, they will serve as a resource and partner for faculty, staff and the local community. They will also work to take a more intersectional approach in pursuing gender equity and improving the campus climate for all who identify as women and allies through education, advocacy, support and leadership development.



Women's Center  
Gender and Equity Research Symposium, 2017

A primary component of the Women's Center's programming includes **providing direct support for survivors of interpersonal violence**, including **The Movement Peer Educators** and large scale **prevention education programming**. The support provided ranged from academic accommodation to accompaniment to court and/or student conduct hearings. The Women's Center also coordinated NC State's first **Gender and Equity Research Symposium**. Students and faculty from various institutions shared research that addressed a broad range of gender-related social justice issues.

**Read to L.E.A.D.** is a community-based mentoring program that pairs NC State students with youth from the local Raleigh community. Through this program, participants develop their critical thinking and diversity-related competencies through various activities that foster personal and social responsibility. This year, the program engaged four community partners, operating out of four sites, including one on NC State's campus, engaging 76 youth with 62 college mentors. Next year, Read to L.E.A.D. will be coordinated through Multicultural Student Affairs.



Women's Center  
Service Hours Given by Read  
to L.E.A.D. Program Volunteers,  
2016-17



Campus  
Community  
Centers  
2016-17



Multicultural Student Affairs  
Multicultural Graduation Ceremony, 2017



Women's Center  
Annual Take Back the Night March, Rally and Speakout,  
Sexual Assault Awareness Month, 2017



African American Cultural Center  
Blacks in Wax Live Museum, 2017



GLBT Center  
Alternative Service Break San Francisco, 2017



Multicultural Student Affairs  
African American Cultural Center  
Kwanzaa, 2016



Women's Center  
Annual Sisterhood Dinner, 2017

NC STATE

# OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY

**NC STATE**  
UNIVERSITY

## **Diversity and Inclusion**

231 Winslow Hall  
919.515.3148  
[www.ncsu.edu/diversity](http://www.ncsu.edu/diversity)  
Twitter and Instagram: @NCStateOIED

## **Equal Opportunity and Equity**

231 Winslow Hall  
919.513.0574  
[www.ncsu.edu/oied](http://www.ncsu.edu/oied)  
[equalopportunity@ncsu.edu](mailto:equalopportunity@ncsu.edu)

## **Campus Community Centers**

### **African American Cultural Center**

355 Witherspoon Student Center  
919.515.5210  
[www.ncsu.edu/aacc](http://www.ncsu.edu/aacc)  
Twitter: @ncsuaacc

### **GLBT Center**

5230 Talley Student Union  
919.513.9742  
[www.ncsu.edu/glbtc](http://www.ncsu.edu/glbtc)  
Twitter: @glbtcenter

### **Multicultural Student Affairs**

4261 Talley Student Union  
919.515.3835  
[www.ncsu.edu/msa](http://www.ncsu.edu/msa)  
Twitter: @NCState\_MSA

### **Women's Center**

5210 Talley Student Union  
919.515.2012  
[www.ncsu.edu/womens-center](http://www.ncsu.edu/womens-center)  
Twitter: @ncsuwomensctr

## **Communications**

*Diversity Digest:* [go.ncsu.edu/digest](http://go.ncsu.edu/digest)  
[www.ncsu.edu/diversity](http://www.ncsu.edu/diversity)  
Twitter and Instagram: @NCStateOIED