

A group of approximately 15 diverse students are posing for a group photo in a parking lot. They are all wearing red t-shirts, some with "NC STATE UNIVERSITY Multicultural Student Affairs" printed on them. Several students are making peace signs. In the background, several cars are parked in front of a brick building. The overall mood is positive and celebratory.

**NC STATE  
UNIVERSITY**

**2017-18 YEAR IN REVIEW**  
**OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY**



# FROM THE VICE PROVOST



As we close out the 2017-2018 year, we recognize that now more than ever, we must continue to ensure that inclusive excellence remains a top priority at NC State. We have made great contributions and impacts in this area – in the past year, NC State was named one of *Forbes Magazine's* Top 100 Best Employers for Diversity, and we again were recognized with *Insight into Diversity's* Higher Education Excellence in Diversity (HEED)

award. As we grow and flourish together as a university community, we are not – and must not be – satisfied with where we are today. Instead, we must continue to ask very important questions to shape our future: Does everyone have the opportunity to succeed to their fullest potential? What helps support our shared desire for inclusion, and how do we do more of those things? In keeping with our mission as a land-grant institution, we must double our commitment to the ideal of true access and service to all.

The Office for Institutional Equity and Diversity works to help all of NC State ask these necessary questions, and to enhance the sense of belongingness to our community through our programs and outreach. With staff devoted to Diversity Engagement, Training and Education; Equal Opportunity and Equity; our four campus community centers – the African American Cultural Center, GLBT Center, Multicultural Student Affairs and the Women's Center – and the Bias Impact Response Team, our purpose is to make NC State a model of inclusion and equity in every possible way.

As you read our annual report, you will note the breadth and depth of our efforts and commitment to advancing and advocating for equity and inclusion. I encourage you to consider how you, as a member of the NC State community, can also contribute to these efforts. True change in our community comes not just through the actions of this office, but by every member embracing these same values and acting in congruence with them.

Personally, I am gratified to return to work in OIED. As a member of the Equal Opportunity staff in the early years of the office, I helped establish compliance policies and practices that formed the basis for the robust protections we have in place today, protections that form the shape of our ideals to create a fair, just and inclusive working and learning environment for all. I am confident we can and will continue to make great improvements in service to these ideals and to our Wolfpack community.

Thank you for your support.

**Sheri L. Schwab, J.D., M.Ed.**

Interim Vice Provost for Institutional Equity and Diversity  
June 2018

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## 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

# EQUAL OPPORTUNITY AND EQUITY

The Equal Opportunity and Equity (EOE) unit of OIED strives to make NC State a discrimination-free, harassment-free environment in which faculty, students and staff can 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. In 2017-18, EOE increased and broadened services to the campus community by handling complaints pertaining to Title IX for students, including investigating complaints, providing accommodations and interim measures and increasing training and education.

## Programs and Initiatives

### Compliance Training

EOE provided 85 workshops for the NC State community on topics relating to equal opportunity, Title IX, the Americans with Disabilities Act and Discrimination and Harassment Prevention and Response.

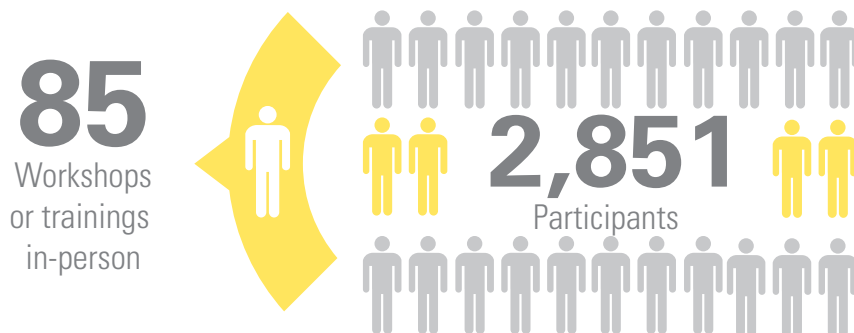
New employees receive a compressed version of the Discrimination and Harassment Prevention and Response (DHPR) training at New Employee Orientation and are credited for meeting the NC State requirement that all employees complete this training every three years.

In 2017, NC State's REPORTER learning management system began tracking DHPR online training completions.

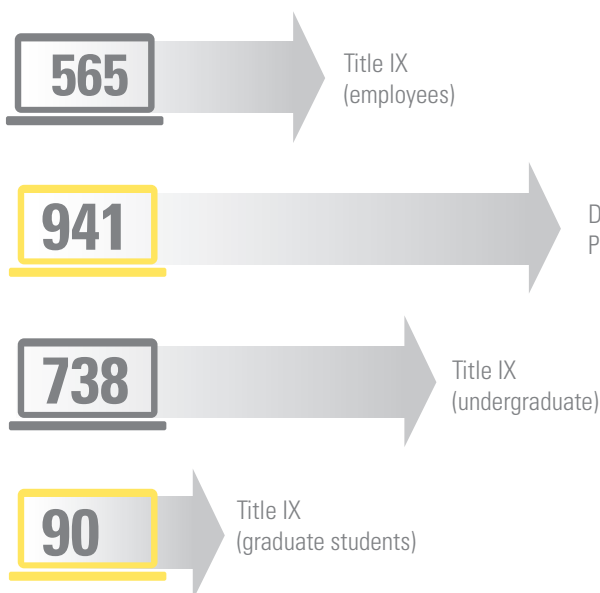
### Title IX Online Training

The Title IX Student Success™ online training modules for students and for those designated as Responsible Employees are now also tracked within the REPORTER system. Training is required for Responsible Employees and will be required for all new undergraduate, graduate and transfer students beginning in fall 2018.

In 2017, New Student Orientation sessions remained a valuable avenue for educating over 6,000 incoming first-year and transfer students through targeted messages about Title IX, violence prevention and bystander education, equal opportunity rights and where to obtain assistance for equal opportunity-related concerns.



Equal Opportunity and Equity In-Person Trainings, 2017-18



Equal Opportunity and Equity Online Trainings, 2017-18

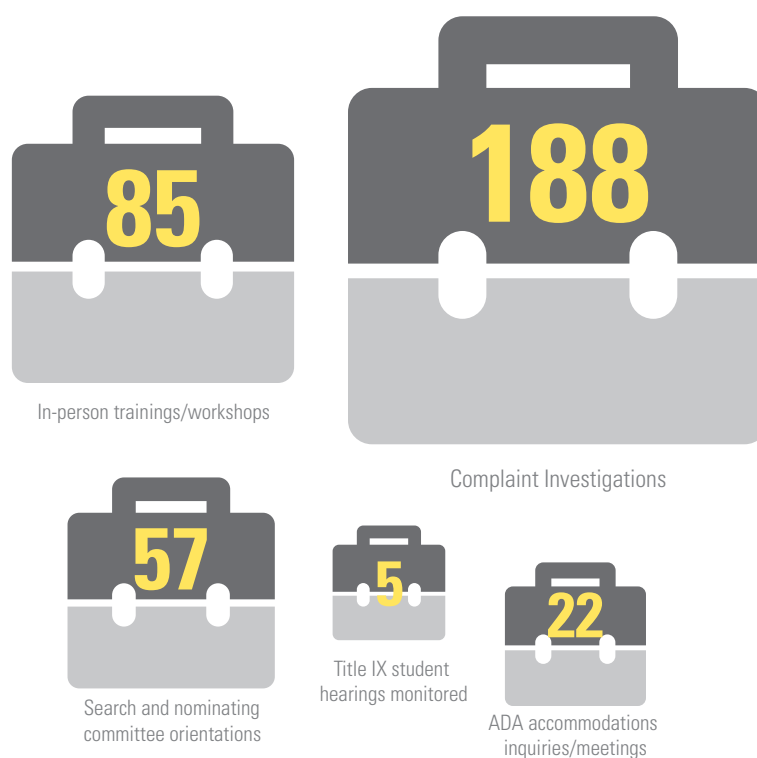
## Complaint Investigation

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

In addition to handling complaints of discrimination and harassment in 2017-18, EOE also began responding to Title IX student complaints under NC State University's Equal Opportunity and Non-Discrimination policy and the Student Code of Conduct.

## ADA Accommodations Requests

During the 2017-18-time period, EOE processed a steady number of ADA accommodations inquiries and informational meetings. EOE increased training efforts to raise awareness and to inform employees of their rights under the law.



## Search Committee Orientations

EOE continues to revise and update its Search Committee Orientation training to focus more on unconscious bias, based on feedback from the campus, in an effort to increase the recruitment and retention of women and underrepresented minorities.

## Review of Employment Actions

EOE reviews employment actions to ensure correct and fair practices relating to hiring, employment and separations.

## Unit Equity Officers

The Unit Equity Officers represent colleges and departments on campus and provide guidance to hiring officials during the recruitment process.

The officers attend core classes within the Equal Opportunity Institute (EOI) or enroll in the EOI certificate program to increase their knowledgebase of affirmative action and equal employment opportunity.

In 2017-18, the Unit Equity Officers met more frequently with OIED, at least twice per semester.

**4,702** Employment actions reviewed





# DIVERSITY ENGAGEMENT, TRAINING AND EDUCATION

The Diversity, Engagement, Training and Education 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. A wide range of training and educational opportunities offered in equal opportunity, equity, diversity, inclusivity and cultural competence equips faculty, staff and students with the knowledge and skills to work effectively in increasingly diverse working and learning environments.

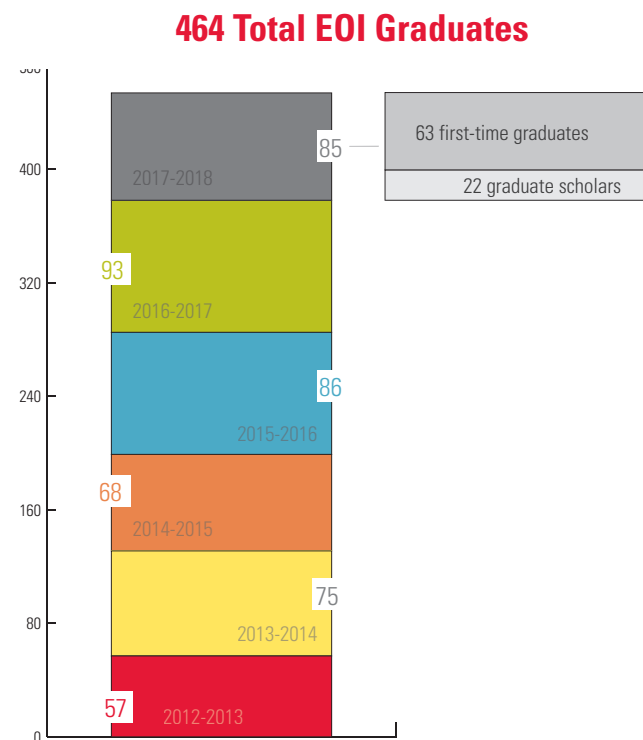
## Programs and Initiatives

### Equal Opportunity Institute

The Equal Opportunity Institute (EOI) is a year-long program focusing on increasing campus knowledge of equity and diversity. Another successful year for EOI yielded 85 participants recognized at EOI graduation. The graduation celebration held on May 2, 2018 featured keynote speaker Oscar Santos, senior vice president for BB&T leadership and professional development. One hundred and twenty-nine guests attended. Of 63 first-time graduates recognized, twenty-six received special recognition for completing 10 or more electives. First time graduates included 52 employees and 11 students. In addition, 22 graduate scholars (EOI graduates who continue taking workshops for their learning and development) were recognized. The program filled and a waiting list formed before the first orientation session on September 7, 2017.

EOI has increased knowledge, as proven through pre- and post-program assessment results. Final reflection journals also demonstrate the impact of the program with comments such as:

"I think that I have grown in my awareness. I thought that initially, I had a strong sense of awareness before starting EOI, but after going through the various workshops, I realized I was well-versed in areas that directly related to the populations I currently work with. Through EOI, I have gained new knowledge of populations and groups that I have not worked with as much but recognize that I very well could encounter them moving forward and want to be aware of their needs."



Equal Opportunity  
Institute Graduate  
and Graduate Scholar  
Recognitions,  
2012-2018

"With the institute, I have noticed that I am much more skilled in having difficult conversations regarding equity and diversity. This is something that I have now been modeling for my staff members so they are able to do the same with the students we oversee with our work. I believe the skills gained in EOI have not only helped me but have been able to trickle down to my staff, which I am grateful for."

The EOI Advisory Committee, made up of campus and community partners, meets annually to review data and feedback from EOI participants and determine how to move forward. The committee recommended grouping elective workshops into three categories (cultural competence, equal opportunity and social justice) to assist participants with workshop selection; improving the program by providing better guidance for participants. A significant change to the program this year was utilizing REPORTER as the learning management system. The system saved resources and time by eliminating updating and maintaining multiple records for each participant.

The Unconscious Bias workshop developed in partnership with NC State Police continued to be in demand this year with sessions presented to MBA students and entomology scholars.

## National Coalition Building Institute

It is clear that NCBI is a great resource for our campus community. This year, NCBI team members facilitated 30 workshops for 858 participants. The workshops provided 103.5 hours of new knowledge and understanding to the university. New groups that received training this year included Career Services, University Housing

Living-Learning Village Mentors, Conservative Trust for North Carolina, Chancellor's Leadership Program and Emerging Scholars Academy Mentors. Members of the NCBI team facilitated a weekend retreat on men and masculinity for Caldwell Fellows and a retreat for the Interfaith Youth Core grant program. Team members also facilitated a town hall meeting for the College of Humanities and Social Sciences. Team members conducted a session through the NCBI national office for the USDA. A new workshop facilitated this year, Leading Diverse Communities, focused on principles for leading effectively in diverse environments.

The NC State NCBI team continues to be strong with 30 active members. Eight new members attended the Carolina Coalition Train-the-Trainer workshop hosted by the Citadel in Charleston, SC, from September 29 - October 1, 2017. Katy Wilson and Melusian Wright attended this training as small group leaders and Beverly Williams served as a lead facilitator. The team continues to meet monthly for practice and development. Team development activities this year included discussing white supremacy culture through the circle process, a real life diversity game, dealing with reality: Charlottesville, VA and other events, creating gracious space, gratitude, allyship through a racial lens, linguistic diversity, living room conversations and taking leadership initiative to handle conflicts.

**41**  
Workshops  
or Trainings  
in-person by **OIED**



## Diversity and Equity Workshops

In 2017-18, OIED offered 41 workshops to 758 participants for a total of 92 hours of professional development provided to the campus community. Staff from the Global Training Institute offered a new workshop this year titled "Foundations of Global Success: Working Effectively Across Cultures."

Our Provost's Professional Experience Program scholar-intern developed an online version of the Exploring Oppression workshop this year that became available as a workshop offering in spring 2018.

**30**  
Workshops  
or Trainings  
in-person by **NCBI**



**33**  
Trained NCBI  
facilitators  
on campus



The leadership team influences the success of the NCBI team by planning monthly meetings and setting direction for the affiliate. This year, Joy Tongsri, Katy Wilson, Joe Johnson, Tremaine Brittian, Melusian Wright and Beverly Williams served as leaders. Two members of this group, Joy Tongsri and Beverly Williams, attended the national NCBI campus conference in November 2017 and presented the workshop "What Comes after the One-Day Workshop." Beverly Williams serves on the NCBI national leadership team. Team members focused on assessment for NCBI this year and developed an online program evaluation that will be used beginning in June 2018. Revisions made to a facilitator workshop follow-up form begin in June as well. Feedback from facilitators about the impact of NCBI on the campus and team members indicates that NCBI builds skills to have difficult conversations, provides opportunities for honest dialogue and provides tools for engaging in diversity every day.

## Cultural Competence Initiative

Enhancing the cultural competence skills of faculty and staff has been a focus this year. A committee composed of staff from OIED, GTI and faculty from four colleges has moved this initiative forward through developing a website that makes information on cultural competence available to the campus community. A pilot training session facilitated by the Cultural Intelligence Center offered in March 2018 received mixed feedback. It was determined not to move forward with this training as the primary resource for our campus community; instead, online and in-person training will be developed this summer and made available to the campus community in fall 2018.

## Teaching in Turbulent Times Workshop

This ninety-minute workshop was created and offered in partnership with the Office of Faculty Development during fall semester. The workshop helps professors and course instructors assure that classrooms are places for civil and respectful disagreement and provides awareness, training and education through case studies, campus and national events as well as participants' concerns and experiences from a variety of backgrounds and viewpoints. Presenters were Erin Robinson and Tracey Ray.

## Green Zone Training

Green Zone training provided faculty, staff and students with an understanding of the experiences of military-connected students and families as they transition to campus life, while bringing awareness of campus and community resources available to military-connected students and families. During the 2017-2018 academic year, 104 new allies were trained at the four sessions offered.

## Diversity Education for our Peers to Thrive (DEPTH)

A team of nine students facilitated difficult dialogues, planned diversity workshops and generally strived to serve the campus community's diversity education needs. Through educational workshops and sustained dialogue, DEPTH peer educators engaged the community around a variety of topics on social justice and issues of oppression. This dialogue was intended to encourage intercultural communication and exchange at NC State.

## Diversity Mini-Grant Program

All faculty and staff were eligible to apply for a maximum of \$3,000 to be awarded per mini-grant. Proposals for projects or research in one or more of the following target areas were encouraged: (1) enhance the quality of teaching and learning about diversity; (2) enrich the diversity experiences of all students; (3) create a welcoming and inclusive work and learning environment where differences are respected and valued, that offers opportunity for and supports the success of all students, staff and faculty; (4) improve recruitment, retention and graduation of students from historically underrepresented groups; and (5) increase recruitment, retention and success of faculty from historically underrepresented groups. Twenty-eight proposals were submitted and reviewed by a selection committee of 8 faculty, staff and students from OIED and the University Diversity Advisory Committee. Eleven proposals in the amount of \$25,993 were funded.

# \$25,993

Diversity Mini-Grant Program  
funded eleven proposals

Diversity Mini-Grant  
Program Funding, 2017-18

## Interfaith Prayer and Meditation Spaces

NC State's interfaith prayer and meditation rooms serve and support all students and the holistic wellness of the university community, as scientific evidence demonstrates 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 2017-18, spaces in Witherspoon Student Center, College of Veterinary Medicine, Engineering Building II, Multicultural Student Affairs in Talley Student Union and D.H. Hill Library housed these spaces.



Prayer Rug in Interfaith  
Prayer and Meditation Space,  
NC State Centennial Campus

## Chancellor's Creating Community Awards Program

The 12th Annual Chancellor's Creating Community Awards program was held on Thursday, April 26, 2018 and co-hosted with the Chancellor's Office. Awards were given in five categories: Dr. Mary Haskett (Outstanding Faculty), Melissa Green (Outstanding Staff), Miriam Roohvarg (Outstanding Student), the College of Humanities and Social Sciences (Outstanding College/Division) and Mi Familia (Outstanding Student Organization). Honorable mentions included Dr. Maria Gallardo-Williams (Faculty); Sarah Wright (Staff) and Shaquilla Hamlett (Student) and the Center for Environmental Farming (College/Division). Advisory groups, councils and committees received recognition at the program as well.

## New Employee Orientation

OIED provided a 30-minute presentation on diversity and inclusion at all onboarding orientations (held twice a month) for new faculty, staff and post-docs for 2017-18.

## Diversity Education Week

OIED hosted the 8th annual Diversity Education Week from October 22-28, 2017. Tracey Ray coordinated the calendar of events for the week via the NC State Guides/ Guidebook app, which included 36 events crossing a wide array of topics and levels of engagement.

## Campus Diversity Dialogues

The Fall Diversity Dialogue, part of NC State's annual Diversity Education Week, featured a lecture and discussion by Franchesca Ramsey, social media activist, writer and comedian, who spoke on "Your Powerful Online Voice: Social Media for Social Change" on Monday, October 23, 2017 at 6:30 p.m. in the Campus Cinema, Witherspoon Student Center. Approximately 350 students, faculty and staff attended the event.

The Spring Diversity Dialogue featured a facilitated student panel discussion (with nine students) on current and common diversity and inclusion issues at NC State. The event was held on Monday, February 26, 2018 in the Campus Cinema in Witherspoon Student Center. Approximately 350 students, faculty and staff participated in the event. All students, faculty and staff were invited to attend and join in the dialogue. The panel was facilitated by William E. Leftwich, III. Leftwich is principal consultant and CEO of the LS Strategic / L3 Group. The group was founded in 2001 and is an

authority on human resource issues pertaining to equal opportunity programs, issues of race, diversity strategies and training. From 1994-2001, Leftwich served as deputy assistant secretary of defense for equal opportunity at the Department of Defense.

## ECD 225: Foundation of Cultural Competence for Professional Success

As a continued part of the "At Home in the World" grant initiative awarded by the American Council on Education, ECD 225 was taught during the fall semester (to 29 students). The course fulfills the General Education Program 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 of working effectively with diverse populations to develop cross-cultural competencies and to identify culturally appropriate strategies in the workplace and life.

## USC 240: Leadership and Coalition Building in Diverse Communities

USC 240 enrolled 20 students in fall 2017. The course, based on NCBI principles, continues to make an impact with pre- and post-class survey responses indicating that students gained strategies to address prejudicial remarks and deal with inter-group conflicts. Feedback from students also demonstrated the impact of the course:

"This once closed-minded person who was ready to drop this class could now not wait to come to class every Wednesday to see what new topics we would be discussing. This class challenged me to become open and actually listen to someone else's perspective."



Diversity Education Week,  
October 2017

Campus Diversity Dialogue,  
Spring 2018



"Your Powerful Online Voice: Social Media for Social Change"  
with **Franchesca Ramsey**

"With this course, I not only learned new concepts and skills, I learned how to use them and apply them to my life. I appreciate the hands-on, realistic learning this class provided and am very appreciative of the knowledge and skills I have gained. I know that the skills I have learned will help me be a better person and leader. I will continue to use the principles, skills, and knowledge gained from this course throughout my



life and aim to continue growing in the area of diversity leadership."

## Diversity Matters!

Tracey Ray and Marcela Torres-Cervantes presented three sessions during the NC State's annual Open House. The session provided an opportunity for prospective students to learn how NC State supports the many facets of diversity while helping students both establish and expand their sense of community as a member of the Wolfpack Family. One of the three sessions was presented in Spanish.

on January 25, 2018 in the Carmichael Playzone by Adidas employee affinity group Progressive Soles, whose mission is to support the enhancement of African-American cultural, social and creative initiatives within Adidas.

## Building Future Faculty Program

The all-expenses paid Building Future Faculty professional development workshop brings diverse doctoral and post-doctoral scholars from across the U.S. to NC State for three days. The workshop provides guidance and training for pursuing academic careers to scholars who are committed to promoting diversity in



NC State departments and academic programs who hosted BFF participants in 2018

Building Future Faculty  
Host Participation, 2018

## RACE: Are We So Different?

Tracey Ray served on the Cultural Community Advisory Panel and Beverly Williams served as a Cultural Conversations facilitator for the RACE: Are We So Different? exhibition at the North Carolina Museum of Natural Sciences. The exhibition looked at race through the lenses of science, history, and personal experiences to promote a better understanding of human variation.

higher education. The program is co-sponsored by the Provost's Office and several colleges and departments. Two alumni of the BFF program joined the NC State Faculty in fall 2018: Tamecia Jones, assistant professor, STEM Education, and Kevin Richardson, assistant professor, Philosophy and Religious Studies.

Thirty-four NC State departments and academic programs hosted BFF participants in 2018, the largest number of participating departments and programs in the history of the program. Eight departments and colleges in addition to the Office of the Provost provided financial support to co-sponsor the 2018 BFF program: the College of Agriculture and Life Sciences, the College of

## Free Speech and First Amendment Rights on Campus: Who Can Say What at NC State

Shawn Troxler, Office of General Counsel and Tracey Ray facilitated a discussion hosted by the College of Veterinary Medicine to provide an opportunity to learn more about this critical issue. All members of the NC State community were invited to participate. The event was held on August 24, 2017 from 5:00-7:00 p.m. and was well attended by a range of graduate students, faculty and staff.

## Adidas "Progressive Soles" Student Recruitment Event

Adidas Corporation coordinated an event for 100 invitation-only high achieving students (first-year through senior) across a range of majors. The event was hosted

Humanities and Social Sciences, Applied Ecology, English, Social Work, Computer Science, Mechanical and Aerospace Engineering and Parks, Recreation and



Building Future Faculty  
Program Cohort, 2018

Tourism Management. Evaluations indicate that BFF dramatically increased participants' knowledge and confidence about what to expect in a faculty career and their next steps. Participants left the BFF program with strong intentions to pursue a faculty career.

## Recruiting Diverse Faculty Program

The RDF program offers 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. The RDF team consists of 10 faculty volunteers, as well as Robinette Kelley, Katharine Stewart (advisory team), and Sheri Schwab (advisory team). This year, for the first time, service on the RDF team was included as an option on the annual committee preference survey sent to all NC State faculty and staff. Twenty-one faculty and 16 staff and Libraries faculty indicated interest in serving on the RDF team. The RDF program was piloted in 2015-16 and expanded to a full program in 2016-17. In 2017-18, fewer departments participated due to staff changes in OIED; however, three participating departments indicated that they shared information from the RDF program with other departments, two of which hired or are in negotiations to hire Black female faculty.

## Salary Equity Study

NC State's Faculty Salary Equity Study is conducted every three years to inform the campus community about salary equity based on gender, race and ethnicity. The study based on November 2016 data was completed this year. The same analysis of November 2017 salary data is currently underway.

## Study of Faculty Retention

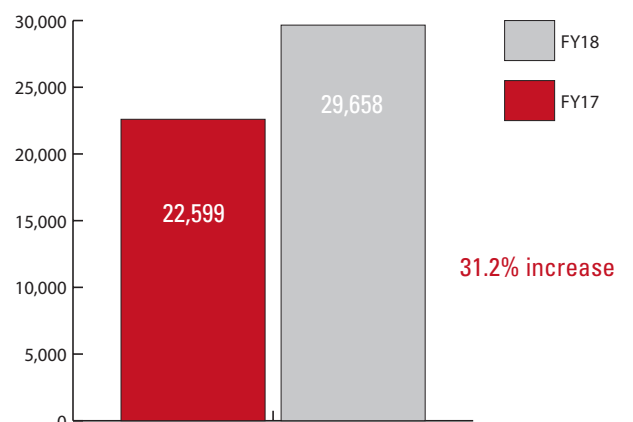
Understanding the ways retention patterns differ by discipline and institution is crucial for developing a diverse faculty. A study investigating tenure attainment, retention and time to promotion to full professor for women and URM faculty was published by Marcia Gumpertz, Raifu Durodoye, Emily Griffith and Alyson Wilson in 2017 titled, "Retention and promotion of women and underrepresented minority faculty in science and engineering at four large land grant institutions." The paper is online at [go.ncsu.edu/plosone\\_2017](http://go.ncsu.edu/plosone_2017).

## Doctoral Mentoring Fellows

The aims of the Doctoral Mentoring Fellows program are 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, five faculty actively served as DMF Fellows in 2017-18, conducting the following initiatives:

- Robert Beckstead, Poultry Science, hosted a seminar and established a working group with faculty from NC A&T's Animal Science Department to build connections, collaborations and a bridge from NC A&T's master's students to NC State's doctoral program in poultry science.
- Lorena Bociu, Mathematics, initiated a monthly brown bag lunch series for underrepresented graduate students and interested faculty in mathematics and statistics and hosted a departmental colloquium on issues of diversity and inclusion.
- Elizabeth Dickey, Materials Science and Engineering, organized a series of focused faculty mentoring discussions to develop a comprehensive mentoring plan for materials science and engineering graduate students.
- Craig Friend, History, conducted a climate survey of graduate students and a workshop for faculty on recruitment and mentoring to (1) develop a recruitment strategy; (2) identify best mentoring practices in public history education and (3) create an online mentoring handbook for faculty and students.
- Wayne Yuan, Biological and Agricultural Engineering, developed a handbook of best practices for mentoring underrepresented Ph.D. students in biological and agricultural engineering.

## Campus Community Centers Overall Program Attendance





# CAMPUS COMMUNITY CENTERS

NC State's Campus Community Centers support underrepresented and marginalized communities through a wide range of awareness programs, college transition and student success initiatives, training and development and student organization advising. Since the unit's consolidation in 2016, the leadership team has worked to establish more cohesiveness and consistency across the centers, encourage intentional collaboration, increase capacity and make a greater impact on student success outcomes and institutional priorities.

During their first year as a unit, leaders assessed center operations and reviewed data to determine the best plan of action to increase capacity and overall impact. In 2017-18, they implemented many of the strategies they identified. Since summer 2017, the unit has successfully restructured and clarified the scope of three of the four centers (the African American Cultural Center, Multicultural Student Affairs and the Women's Center); restructured and filled 14 full-time administrative positions; implemented an intersectional programming model that has enabled them to engage more campus and community partners in more significant ways; and established consistent practices across all centers (budget development, financial management, marketing and promotion and training and development). Due to these changes, the unit saw an overall 31.2% increase in program attendance across all centers, from 22,599 in 2016-17 to 29,658 in 2017-18. Moving forward, all centers will work collaboratively to support specific focus areas designed to improve campus climate through all of their programs and initiatives:

- fostering community;
- leading social awareness and leadership development training;
- providing student support and advocacy;
- extending external community outreach and engagement;
- coordinating persistence and student success initiatives;
- increasing faculty engagement and curating interdisciplinary research.

As we continue to increase awareness about issues of intersectional social justice and cultural competence for all Campus Community Center staff, the GLBT Center

developed four train-the-trainer workshops on topics they could facilitate for students by request: "Unlearning Diversity: Unpacking the 'Cultural Baggage' We've Been Taught," "Recognizing and Responding to Microaggressions," "Living in a World of Words: Conversations about 'The Other' and the Cultural Creation of Oppression," and "Unpacking Privilege."



As part of an increased focus on intersectional social justice and advocacy, the GLBT Center collaborated with the other Campus Community Centers to host the unit's fourth annual Social Justice January (SJJ). Activist and educator Jamila Lyiscott (University of Massachusetts, Amherst) provided a lecture on "How Broken English Made Me Whole: The Politics of Race and Language," which addressed the impact of white privilege within and beyond the classroom, and facilitated a workshop on "Community Culture Circles: From Critical Analysis to Social Action," which introduced students to strategies for moving to collective social action and toward the goal of individual and collective accountability. The 2018 event engaged 94 total students and staff (64 at the lecture and 30 at the workshop), a 261% increase from 2017 (one event with 26 students and staff).

Symposium for  
Multicultural Scholars, 2017

# AFRICAN AMERICAN CULTURAL CENTER

With the turnover of most of its permanent and temporary staff between May and December 2017, the African American Cultural Center (AACC) devoted time to reinforcing its identity, building relationships and establishing staff rapport. In May 2017, a new director began to establish the center as an entity that promotes an understanding of and appreciation for the African Diaspora, its rich history, cultural traditions, global influences and social issues that impact its communities. As a campus hub for African and African American culture, the center aims to serve as a meeting place that fosters a strong sense of community for students, faculty, staff and alumni who identify as members of the African Diaspora through:



- promoting and celebrating African and African American culture through signature initiatives;
- creating more visibility for the AACC Library and Art Gallery;
- increasing faculty engagement and interdisciplinary research;
- expanding its focus on visual and performing arts initiatives to engage students;
- improving internal community engagement and student leadership development;
- increasing external community outreach and engagement.

African American Cultural Center's Annual Harambee! Campus Welcome Celebration, 2017

In addition, the assistant director position has been restructured to address a deficit in the center's ability to provide opportunities for faculty engagement, scholarship and interdisciplinary research for undergraduate and graduate students. Together, the new assistant director, program coordinator and program assistant will move forward with new initiatives.

Despite several vacancies and other challenges throughout the year, the center was able to continue its annual signature programs (Harambee, Kwanzaa, MLK Commemoration, Blacks in Wax Live Museum and Ebony Harlem Awards) due to continued support from former Assistant Director Dawn Morgan, who left in October 2017, two graduate interns (Erin Elliott and Chaniqua Simpson), Program Assistant Ronschall Love, Library Specialist Angela Jenkins and a host of very dedicated student staff, the AYA Ambassadors, and student workers). These individuals ensured the effective planning and execution of all ongoing and new AACC initiatives.

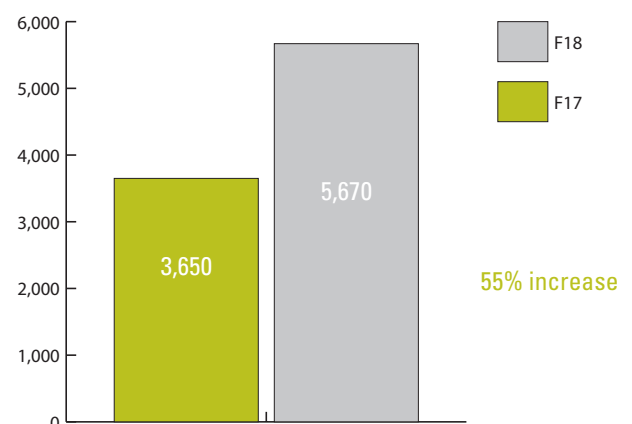


The most significant achievement of the year was the unprecedented success of the "Blacks in Wax" Living Museum. Held annually during Black History Month, this year under the leadership and coordination of the AYA Ambassadors, the event provided attendees with the opportunity to watch history come to life as students and friends reenacted significant moments and people in African American history. In total, 1,150 NC State students, faculty, staff and members of the Triangle community and region attended this year's event (a 300% increase from 287 in 2017). Overall, the AACC saw a 55% increase in program attendance, from 3,650 in 2016-17 to 5,670 in 2017-18.

In its mission to become a nationally recognized Black cultural center, in 2017-2018, the

African American Cultural Center amplified its community engagement through focused strategic partnerships. By reinstituting previous campus collaborations and increasing its offerings of visual and performing arts, the center achieved critical components of this strategic goal.

African American Cultural Center Program Attendance



African American Cultural Center Program Attendance, 2017-18



## African Diaspora Film Series

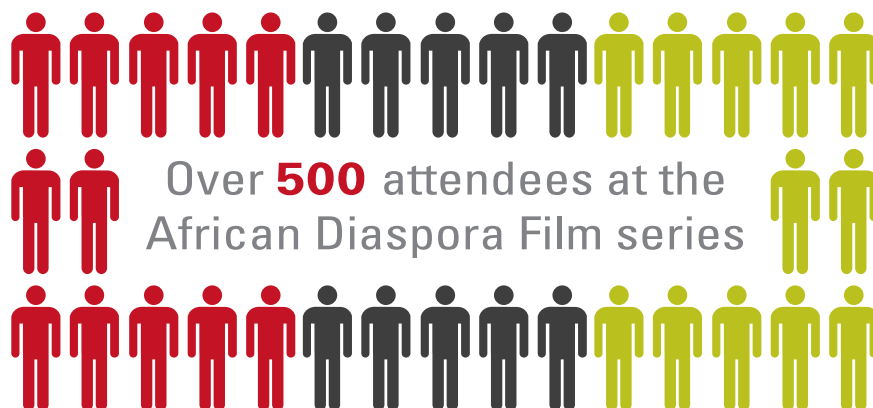
In 2001, the Africana Studies Department created the NC State African Diaspora Film Festival. The AACC served as a strong collaborative partner of this annual series from 2001 through 2013. In October 2017, the AACC re-established this partnership with Africana Studies, Interdisciplinary Studies and the Black on Black II Project, reimagining the festival as a series. Titled "The Urgency of Now," the series included screenings of critically-acclaimed documentaries such as *I Am Not Your Negro* (2016), *Whose Streets?* (2017), *Footprints of Pan Africanism* (2018, advance screening), *Wilmington on Fire* (2015), and *Black Beach/White Beach* (2017). Over 500 students, faculty, staff and community members attended the series. Through engaging post-screening conversations led by distinguished faculty, Emmy-nominated producers, journalists and/or the filmmakers/producers of the films, the audience critically examined each film through a variety of contexts – social, political, historical, social justice, racial and artistic.

## Visual and Performing Arts

Visual and performing arts offerings by the AACC emerged as an area of capacity-building for 2017-18, achieved through establishing partnerships with local cultural arts, performance, advocacy and/or arts organizations, including:

- *Soul Food Junkies* screening and talk-back with filmmaker Byron Hurt (June 30, 2017), a showing of the award-winning documentary on the role soul food has played in African American culture and the impact of America's class-based food system apartheid. Discussion was moderated by Emmy-nominated producer and NC State University adjunct professor Natalie Bullock Brown. (Partner: Jamie Kirk Hahn Foundation.)
- Post-show discussion with the cast of *Crowns* (August 27, 2017), moderated by AACC Director Moses T. Alexander Greene and co-sponsored by the AACC. (Partner: Raleigh Little Theatre.)
- Six free screenings of *Chasing Trane* (Labor Day weekend), a documentary about jazz icon and native-North Carolinian John Coltrane. (Partner: NC State University Libraries, NC State Music Department.)
- "Nia Kuumba" (September 2, 2017), special auditions provided singers and actors of all ethnicities, cultural backgrounds, gender identities, as well as performers with disabilities an opportunity to audition for Triangle area theaters seeking professional and non-professional actors. (Partners: African American Cultural Festival of Raleigh and Wake County, North Carolina Theatre and Office of Raleigh Arts.)

- Exhibit: "Be:Tween Words" (September 19 - October 22, 2017) featuring the work of Brandon "BMike" Odums, a visual artist, mentor and filmmaker who uses art and film to tell stories and make



statements that transform the minds of viewers as well as the spaces in which his work appears. His work has been featured on the OWN drama series, "Queen Sugar."

African Diaspora  
Film Series, 2017-18

- "Tumbao!" (September 22, 2017), a celebration of Latinx Heritage Month, co-hosted in conjunction with Multicultural Student Affairs, featuring an evening of live Afro-Latinx music and dance.



- "And at Midnight" Praise Concert (September 29, 2017), an event featuring sacred African American religious music performed by local and regional college, youth and church groups and a mini-concert from exuberant praise and worship recording artist Pastor Todd Galberth. (Partner: Uninhibited Praise Gospel Choir.)

Brandon "BMike" Odums  
*Be:Tween Words*  
Gallery Exhibit, 2017

- Exhibit: "NC State African American Firsts" (October 29 - November 13, 2017), an exhibit honoring the rich history and legacy of excellence, leadership and educational achievement by Black students at NC State University as well as former faculty and staff who were "the firsts" in their various disciplines. (Partner: NC State College of Design.)
- Exhibit: "I Am A Man" Virtual Reality Experience (January 2018 - February 2018), a virtual reality (VR) experience for Oculus designed by Derek Ham first shown to the public by the AACC Art Gallery, that gave users a chance to experience historic events of the 1968 Memphis Sanitation Worker's Strike that led to the assassination of Martin Luther King, Jr. (Partner: College of Design/ Dr. Derek Ham.)



- Exhibit: "The Politics of Black Hair" (February - March 2018), an exhibit that centered, celebrated and reclaimed the texture, versatility and beauty of Black hair. It also addressed the revolutionary politics that come with Black self-acceptance within cultures that seek to oppress as well as stifle the imagination, creativity and energy of Black identified folk. (Partner: Women's Center.)
- *Black Panther* screening and post-film discussion (March 3, 2018), moderated by Emmy-nominated producer Natalie Bullock-Brown, the post-film discussion featured NC State's Kanton T. Reynolds, who lectured on "The Science of Superheroes" and UNC Chapel-Hill Ph.D. scholar Sonny Kelly, who lectured on "From Sidekicks to Superheroes: The Importance of Positive Black Protagonists in the Process of Self-Development Concept for Youth of Color." (Partner: Marbles Kids' Museum.)
- "The Dream is Alive" concert (April 8, 2018), in commemoration of the 50th anniversary of Martin Luther King, Jr.'s assassination, in which the Raleigh Civic Chamber Orchestra performed a program of music by African American composers featuring the world premiere of *Sinfonietta of Dreams*, a composition by Jeff Scott (hornist in the internationally-acclaimed wind quintet Imani Winds), and a discussion led by NC State English Professor Jason Miller about the story behind King's Rocky Mount speech and its legacy. (Partner: NC State Music Department and Raleigh Civic Symphony.)
- "A Journey Into Space and Beyond" (April 12, 2018), a motivational speech and book signing with African American Astronaut Leland Melvin, author of *Chasing Space: An Astronaut's Story of Grit, Grace and Second Chances*. (Partners: The Circle of Hope Foundation, Bing-Lawson Associates, LLC, Imhotep Academy.)



Assistant Vice Provost Tracey Ray Honored for Over Twenty Years of Service at Annual Ebony Harlem Awards, 2018

## MUS 295: Vocal Pedagogy of African American Sacred Music

The AACC worked with Daniel Monek, chair of NC State's music department, and Ron Foreman, graphic designer with University Theatre and former director of New Horizons Choir, to develop a new vocal music course that will be offered beginning in fall 2018, with the following course description:

"Through historical and cultural studies, musicianship, theory and practice, students will learn vocal techniques utilized in the performance of music of the African Diaspora. Content will vary and may include Negro spirituals, anthems, folk forms, hymns and gospel music (traditional and contemporary). Students will also study formally composed works by African American composers."

## Student Support Initiatives

The AACC hosted three student support initiatives developed and/or conducted by campus partners:

- "Mate Masie Academic Survival Skills Sessions," which provided access, opportunity and assistance to equip students for success. (Victoria Martin, University Housing.)
- "Men of Color Support Group," which provided African American men an opportunity to come together to support one another around issues faced by men of color at NC State. (Bradford Hill, TRIO Programs.)
- On-site counseling twice per week. (Dr. Stephanie Rubain, Counseling Center.)

## Collaborative Intersectional Events

The AACC sponsored several events that addressed various issues of intersectional social justice in collaboration with other community centers:

- "4:44 Listening Party/Discussion" with the Women's Center and the Black Male Initiative, in which participants engaged in conversation about the politics of Black masculinity as situated in Jay Z's 4:44 album and footnotes.
- "*Moonlight*: Film Screening and Discussion," co-sponsored with the GLBT Center during GLBT History Month, in which attendees viewed the film *Moonlight*, examined its intimate portrayal of the lived experiences of the main character as he explored his identity at the intersections of race, sexuality, gender and class and explored the representation of Black queer masculinity in film, media and our cultural consciousness.
- "Mixtape Series: For Black Students Navigating White Spaces," in which the AACC provided an opportunity for undergraduate and graduate students to network and connect through honest dialogue.
- Teach-In: "For Black Girls Who Considered Womanism when Feminism Wasn't Enough," in which the AACC and Women's Center engaged attendees in deep exploration of the intricacies of womanist ideology and how to put womanism into action.

## NOW Series

Through its inaugural NOW Series, the AACC co-hosted several events that examined the social construct of race, identity and critical race theory and their manifestations in society:

- "NOW: Conversations on Race, Voting and Power" with Gilda Daniels, associate professor of law at the University of Baltimore, voting rights expert and the former deputy chief of the U.S. Dept of Justice Civil Rights Division, Voting Section, presented in association with NC State's Black Male Initiative and co-sponsored by Paul's Barbershop of Knightdale.
- The Martin Luther King, Jr. Commemoration, expanded into a multi-day celebration in 2018 in partnership with leaders across campus; as part of the week of events, the center sponsored the keynote address by activist, civil rights leader and community organizer Benjamin Jealous, who spoke on "The Forgotten Origins and Consequences of Race in America."
- The center joined the University Scholars Program to present a lecture by New York Times best-selling author Damon Tweedy, an assistant professor of psychiatry and behavioral sciences at Duke University Medical Center and a staff physician at the Duke Veteran Affairs Medical Center who engaged students in themes from his 2015 book, *Black Man in a White Coat: A Doctor's Reflections on Race and Medicine*.
- The AACC joined the Women's Center and Department of Biological Sciences to sponsor a screening and post-discussion of the film *The Immortal Life of Henrietta Lacks*. The event provided a space for students, staff and the community to explore issues of biomedical ethics and the manifestations of racism within the medical institution.
- The center's final teach-in for the year focused on "Pipelines to Pathways: Empowering Youth Through Embodied Performance," a performance and interactive discussion with UNC doctoral student, Sonny Kelly, who examined the school-to-prison pipeline and how students could work to empower and mobilize youth through performance. The program targeted students interested in racial inequality, youth participatory action, youth activists and organizers, the school to prison pipeline as well as those who work with underserved groups.

## Infrastructure Improvements

The AACC retrofitted its gallery with state-of-the-art audio/visual technology and will move forward with renovation plans designed to transform its third floor administrative suite into a more modern, transitional open floor plan that will foster greater community, collaboration and engagement.

Martin Luther King, Jr.  
Commemoration Speaker  
Benjamin Jealous, 2018



Students, faculty, staff and community  
members attended Blacks in Wax

"Blacks in Wax" Live  
Museum, Black History  
Month, February 2018

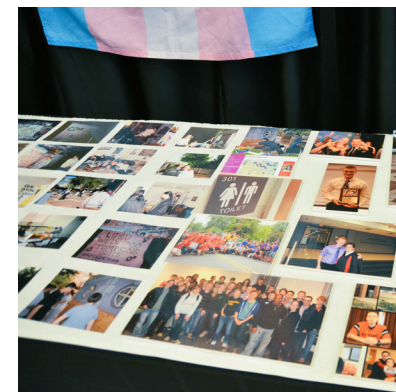
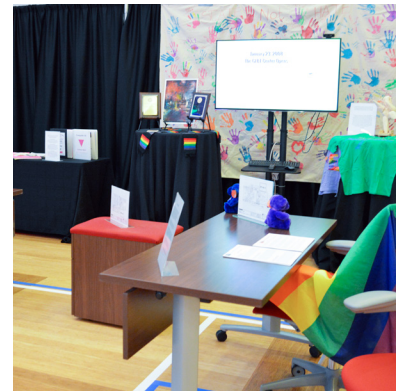


# GLBT CENTER

Following a year of significant growth in the area of training and development in 2016-17, GLBT Center leaders decided to use programming funds to increase salaries for its assistant director, program coordinator and program assistant in 2017-18. Although the center received a student fee allocation increase to make the program coordinator position permanent, salary inequity still existed across the centers. Despite nominal impact to program offerings, this decision signified a commitment to support and retain talented and dedicated staff.

In addition to creating more social justice training offerings, the center also expanded the cultural competence training created last year for all Campus Community Center professional and student staff. The center now offers 28 workshops for students (a 12% increase from 25 in 2016-17) and 47 workshops for faculty and staff (a 14.6% increase from 41 in 2016-17). Through their signature GLBT Advocate Program alone, they saw a 186% increase in participants since 2015-16 (from 109 in 2015-16 to 312 in 2017-18).

This year, the GLBT Center received a \$4,000 grant from the Alliance for Full Acceptance to host a Queer Youth Leadership Summit (QYLS) for high school students from Wake and Durham Counties. This day-long summit brought together 35 high school students, 12 NC State undergraduate student coordinators and a variety of local grassroots organizations for workshops and critical conversations about how to create a more socially just world. The summit provided a space for GLBT high school students to build connections with other pre-college students, build skills for social justice advocacy, learn about resources and tools that have helped NC State students successfully transition to college and practice creating long-term and short-term action plans to enact change in their local community.



GLBT Center Tenth  
Anniversary Celebration,  
2018

GLBT Center Tenth  
Anniversary Celebration  
Archive Exhibit, 2018

## GLBT Advocate Program

One of the main goals of the GLBT Center is to provide education and resources for faculty and staff to increase their ability to provide inclusive classroom environments and to advocate for more inclusive policies and practices within their respective departments on campus. To expand the program and increase its capacity for impact, the GLBT Advocate Program launched a new component, the Lunch and Learn series, that engages faculty and staff Advocates from across campus as presenters who share with other program participants the strategies they are using to intentionally foreground social justice in the work they are doing. During the 2017-2018 academic year, the new Lunch and Learn series included seven one-hour presentations facilitated by faculty and staff members of the Advocate Program, which were attended by 183 program participants.

GLBT Center staff are committed to not only providing ongoing educational opportunities for faculty and staff from across campus but for their own learning and development as well. The staff offered twelve distinct two- or three-hour workshops (some offered multiple times) during the 2017-2018 academic year) and engaged 312 individual participants in the GLBT Advocate Program. The center continued to offer ongoing, open-enrollment workshops as part of the program. Center staff developed and piloted six new workshops: "Internalized Oppression," "Community Accountability," "Addressing Harassing Behavior," "Shifting Our Framework for Supporting Students with Disabilities in the Classroom," "Recognizing Our Role in Classism" and "Creating Accomplices: Supporting Queer and Transgender Students of Color."

## Workshops

The GLBT Center facilitated a wide range of workshops for campus partners by request, including:

- "Project SAFE" for NCSU Libraries, the College of Veterinary Medicine and the College of Natural Resources;
- "Recognizing and Responding to Microaggressions" for NCSU Libraries, DELTA and the College of Humanities and Social Sciences;
- "Providing Inclusive Support Services for Students" for the Counseling Center;
- "GLBT 101" for the College of Natural Resources;
- "Trans 101" for NCSU Libraries;
- "Doing Social Justice Work in Higher Education within the Context of State and National Politics" for the Women's Center;
- "Shifting Our Framework for Supporting Students with Disabilities in the Classroom" for Exploratory Studies;
- "Trans Inclusion in the Workplace" for the Department of Materials Science and Engineering;

- "Teaching Circle: Inclusive Practices" for the Department of Parks, Recreation and Tourism Management;
- "Advocating for Equity in Academic Departments" for the College of Natural Resources Women in Science Faculty Cohort;
- "GLBT Violence, Threat Assessment and Safety Planning" for Behavioral Assessment Team;
- "Careers in Student Affairs" for the Higher Education Association;
- "Embedding Equity into Everyday Work" for the NC State College Advising Corps.

## Presentations for Campus Partners

Center staff also provided by-request presentations for specific events hosted by campus partners:

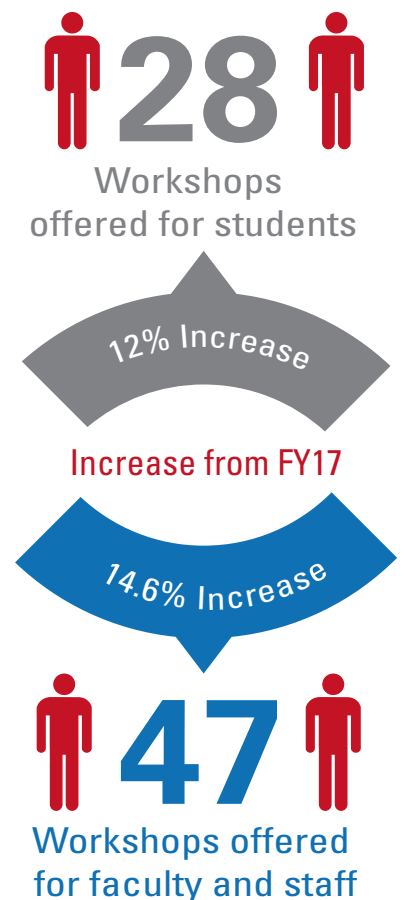
- "Gender and Sexuality Abroad" for the Pre-Departure Study Abroad Conference;
- "LGBTQ-Inclusive Youth and Family Programming" for the 4-H/Family and Consumer Science (FCS) Institute;
- "Taking Accountability for our Past, Showing up for our Future: A Call for Intersectional Social Justice Movements" for the College of Agriculture and Life Sciences' Women's Equality Day;
- "How Many Times? Examining Our Role in Rape Culture" for Take Back the Night;
- "Power: An Exploration of Multidimensionality" and "The Intersectional Revolution of Being Black, Gay and Male in Elitist Higher Education" for the Gender and Equity Research Symposium;
- "Recognizing and Responding to Microaggressions," "Intersectionality: Creating Space at the Table" and "Indistinct Distinctions: Sexism, Heterosexism, and Trans Oppression" for the inaugural Sisterhood Day hosted by the Women's Center.

## Training for Student Leaders

For student development and leadership, the GLBT Center provided presentations and trainings for student leaders from across campus, including:

- "GLBT 101" for Summer Start, Triad Area Council and University Housing student staff;
- "Trans 101" for University Housing student staff and Mental Health Ambassadors;
- "Project Safe" for University Housing student staff,

GLBT Center Workshop Offerings, 2017-18



Living and Learning Village Mentors, IRC and Mental Health Ambassadors;

- "Understanding Microaggressions" for Summer Start;
- "Recognizing and Responding to Microaggressions" for University Housing student staff;
- "Sitting with Privilege" for Housing student staff and Orientation Leaders;
- "Understanding Gender and Sexuality" for Orientation Leaders;
- "Unlearning Diversity: Unpacking the 'Cultural Baggage' We've Been Taught" for Computer Science Peer Mentors;
- "LGBT Pronouns 101" for Symposium for Multicultural Scholars Counselors;
- "Acceptance vs. Tolerance: What Does Inclusion Look Like?" for Union Activities Board;
- "Navigating the Coming Out Process" for the GLBT Community Alliance;
- "History of the GLBT Rights Movement" for Delta Sigma Theta Sorority;
- "SAFE Chapter" for Alpha Omega Epsilon, Omega Phi Alpha and Lambda Pi Chi;
- "Understanding Identity and Inclusion" for the Interfraternity Council;
- "Creating Space for Gender and Sexuality in Social Justice Movements" for the Oak Scholars Program;
- "Campus SaVE Act" for Orientation;
- "Microaggressions: Understanding Why We Feel

of Oppression" and "Dismantling White Supremacy in the GLBT Community" for the Queer Youth Leadership Summit.

## Presentations for Students

GLBT Center staff also provided diversity and social justice education for students through requested in-class undergraduate and graduate presentations:

- "Campus Community Centers" for USC 223;
- "Understanding Microaggressions" for ECD 225;
- "Understanding Gender and Sexuality" for SOC 203, SOC 710, ECD 225 and PSY 491;
- "Diversity in the Workplace" for USC 401;
- "Social Movements, Social Change" for SW 501;
- "Project SAFE," "Trans 101," "Heterosexism and Trans Oppression" and "Recognizing and Responding to Microaggressions" for SW 505;
- "Advocacy and Allyship in Higher Education" for EAC 595.

## Collaborative Intersectional Events

Beyond trainings and presentations, the GLBT Center hosted a variety of educational events and programs. A major focus area continues to be intersectionality; the center hosted six (6) events for all of the Heritage and History Months (Latinx Heritage Month, Native American Heritage Month, Black History Month, Women's HERstory Month and Asian Pacific Islander Desi American Heritage Month) to create space for learning and discussion about the lived experiences of members of the GLBT community who have multiple marginalized identities.

The center also hosted seven other collaborative events with campus and community partners throughout the year (Raleigh NOW, Women NC, Women's Center, Latinas Promoviendo Comunidad/Lambda Pi Chi Sorority, Inc.)

## Social Justice Cohort

During the fall 2017 semester, the center piloted the new Social Justice Cohort. Held bimonthly, the Social Justice Cohort provided space for students to come together to explore concepts of social justice as they overlap and intersect within society, to unpack the ways in which systems of oppression operate within our culture and to examine how we can move toward liberation as a community. The cohort (94 total participants) discussed a wide range of historical and contemporary issues, including racism, immigration, colonialism, police violence, transphobia and Islamophobia.



GLBT Center  
Tenth Anniversary  
Celebration, 2018

Excluded from Spaces and How We Exclude Others," "Intersectionality: Understanding Who's at the Table and How to Make Space for Them" and "Bridging Community: Supporting Queer and Transgender Students of Color" for the Symposium for Multicultural Scholars;

- "Historical and Social Legacies that Inform Systems



## Week of Action and Advocacy

The GLBT Center hosted the third annual Week of Action, which included four events: "Harm Reduction Supply Packaging," a workshop on "News Literacy: Strengthening Your Inner Skeptic," a workshop on "Community Accountability" and a Frierian Culture Circles Event on "Finding Your Center, Expanding Your Circle." The center also took students to the 12th Annual Historic Thousands on Jones Street (HKonJ) People's Assembly March, sent students to San Francisco for the annual Alternative Service Break (ASB) trip focusing on intersectional social justice and sent students to the annual two-day Equity in Action Conference.

## GLBT History Month

For GLBT History Month, the center hosted events that focused on the theme "Resistance Through Existence." The month featured a celebration of National Coming Out Day, a workshop on "Navigating the Coming Out Process," a workshop on "Internalized Oppression," a film screening and discussion of *Moonlight*, a presentation on "Exploring the Evolution of Legal Protections in the GLBT Community" and a live-archiving event on "Mapping Queer History."

## Transgender Awareness Week

The theme for Transgender Awareness Week 2017 was "Dismantling Gender Roles." Events included a book discussion of *Pushout*, a workshop on *Queer Memoir*, a workshop on "Sexism, Heterosexism and Trans Oppression," a workshop on "Cultural Values about Gender and Violence in the Trans Community," a presentation on "Navigating Barriers while a Target: NC Results of U.S. Trans Survey" and a Transgender Day of Remembrance (TDoR) Vigil.

## GLBT Center Tenth Anniversary

The GLBT Center's 10th Anniversary Celebration and Archive Exhibit, the biggest event hosted by the center during the 2017-2018 academic year, celebrated the center's first decade. The center hosted 153 students, staff, faculty, alumni and community members in the Talley Student Union Ballroom for a celebration of community, an exploration of history and a commitment to capacity building for the future. The center partnered with the NCSU Libraries Special Collections and its Wolf Tales program to showcase materials from the GLBT Historical Archive and to capture stories of past and present community members to be added to the archive.

## Queer Youth Leadership Summit

The inaugural Queer Youth Leadership Summit (QYLS), made possible by a \$4,000 grant from the Alliance for Full Acceptance, brought 35 high school students to campus from Wake and Durham Counties for a day-long retreat focused on leadership development,

social justice advocacy training, coalition-building and capacity-increasing opportunities for GLBT high school students. By bringing together high school youth, QYLS gave participants the opportunity to build connections with other pre-college students, build skills for social justice advocacy, hear about resources and tools that have helped NC State students transition to college and practice creating long-term and short-term action plans to enact change in their local communities. GLBT Center staff members and VIP participants targeted recruitment for QYLS at the following schools and events:

- Broughton High School;
- Middle Creek High School;
- East Wake High School;
- Cary High School;
- Athens High School;
- Apex Friendship High School;
- Durham School of the Arts;
- Safe Schools NC Conference;
- Queernival;
- Triangle Leadership Youth Summit.

Several community organizations came to campus to present or staff a table during QYLS, including Bull City Schools United, the Youth Organizing Institute, iNSIDEoUT, El Centro Hispano, the LGBT Center of Raleigh and the LGBTQ Center of Durham. The inaugural QYLS retreat was very successful, and the center plans to host the summit again next year to continue this important capacity-building work.

## GLBT Symposium and Open House



The center hosted its fourth annual GLBT Symposium (which had a 23% increase in participation from 138



GLBT Center  
Tenth Anniversary  
Celebration, 2018

GLBT Center  
Wolfpack Welcome Week  
Event Attendance, 2017

participants in 2016-17 to 170 in 2017-18) and its annual Open House (with a 40.5% increase from 148 in 2016-17 to 208 in 2017-18) during Wolfpack Welcome Week to bring together new and returning students and help orient them to the center and the campus. The center also participated in NC State's Open House, Experience NC State and the College of Humanities and Social Sciences Open House to engage prospective and accepted students and provide information about the center's resources and services.

## Outreach and Engagement

The GLBT Center participated in the New Student Orientation Information Fairs, the International Student

Information Fair, the Graduate Student Information Fair and Campus Connections to connect with incoming students and provide information about campus resources and support services.

The center and its supported student groups staffed a table at a variety of on-campus events to raise awareness about GLBT identity, issues

and the resources and services offered by the center. Members of the AcePack student group staffed a table for Asexual Awareness Week, members of Bi/Pan @ NCSU staffed a table for Bi/Pan Visibility Day, and center staff and student volunteers staffed a table at Southern Smash, Fresh Check Wellness, the Wolf Village Campus Partners Collaborative Event and the Department of Social Work Volunteer and Jobs Fair. The center also targeted outreach to members of Fraternity and Sorority Life to promote the SAFE Chapter Program by facilitating an "Understanding Identity and Inclusion" for the Interfraternity Council (IFC).

The center hosted weekly Monday Movies and Mingling events; the 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 (with a 60.7% increase in attendees from 102 in 2016-17 to 164 in 2017-18).

## 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 also provides direct support

services and refers students to other on-campus and local resources.

Throughout the year, the center hosts weekly Drop-In Counseling Hours (provided by clinicians from the Counseling Center) and monthly free and confidential STI and HIV testing (provided by the Alliance of AIDS Services-Carolina). In addition, the 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.

The staff of the GLBT Center provides 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 ongoing support. The center continues to collaborate with the GLBT Community Alliance (GLBTCA) to keep the center open late two nights each week for study hours and has begun collaborating with NCSU Libraries to host Drop-In Hours for students to get help with research projects and coursework.

## Student Groups

GLBT Center staff advised seven student groups during the 2017-2018 academic year:

- GLBT Community Alliance (GLBTCA);
- T-Files (a closed group for transgender, gender non-conforming, genderqueer, non-binary and gender-questioning students);
- Queer and Trans People of Color (QTPOC);
- AcePack (for asexual and aromantic students);
- Bi/Pan @ NCSU (for bisexual and pansexual students);
- Lesbian Literature Club;
- Theta Nu Xi Multicultural Sorority, Inc.

## Leadership Retreats

The center hosted three leadership retreats, one for the GLBTCA executive board, one for the student leaders of Bi/Pan@NCSU and one for the members of Theta Nu Xi Multicultural Sorority, Inc. to provide team building opportunities, strengths-based learning related to collaboration and skill-building related to student organization management and community building. In addition, the GLBT Center partnered with the LGBT Employee Resource Group from John Deere to host an "Out in the Workplace" panel discussion featuring John Deere employees who shared tips about how to tell if a prospective employer is inclusive.



GLBT Center  
Lavender Graduation, 2018

## Student Leadership Development

In addition, the center provided ongoing, structured leadership development to the two team leaders for the Alternative Service Break (ASB) trip to San Francisco and to the participants and project leaders for the Volunteer, Internship and Practicum (VIP) Program. This included bi-weekly (fall) and weekly (spring) planning meetings with the ASB team leaders, weekly supervision meetings with the VIP interns, and 1:1 project review meetings with VIP participants as needed. Beyond their ongoing work on VIP projects, VIP participants also drafted the second annual GLBT Center Alumni Newsletter; catalogued materials for the GLBT History Archive; tabled for Southern Smash, Fresh Check Wellness, the Wolf Village Campus Partners Collaborative Event and the Department of Social Work Volunteer and Jobs Fair; and facilitated several peer education workshops for the following campus/community partners and classes (University Ambassador Class, Owen Hall, Syme Hall, Wood Hall, Honors Quad, Women of Welch Village, Global Village, IRC, American Justice Corps, SOC 202, PRT 238, Athens Drive Magnet High School, Cleveland High School, Feminist Friday and University College).

## Consultation and Policy Advocacy

The GLBT Center provided both consultation and policy advocacy for on-campus departments, individual faculty and staff members (77% increase from 44 in 2016-17 to 78 in 2017-18) and off-campus partners related to GLBT inclusion and responding to racial bias and microaggressions broadly. In addition, GLBT Center staff facilitated trainings for the following off-campus partners (USDA, Meredith College faculty and staff, Legal Aid and the Campbell University College of Pharmacy and Health Sciences).

## GLBT Faculty and Staff Network

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 continues its coordination of the GLBT Faculty and Staff Network.

The center hosted one luncheon during the fall and spring semesters for members of the GLBT Faculty and Staff Network as well as monthly business meetings and socials 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.

## Professional Development

The GLBT Center staff developed and facilitated four additional two-hour train-the-trainer workshops on social justice education for staff from the other OIED Campus Community Centers. Collectively, the GLBT Center staff attended 9 distinct conferences or institutes and presented at four more. GLBT Center staff participate in ongoing professional development by engaging in a common reading and discussion for each of their bi-monthly staff meetings and participate in regular mini-retreats focused on skill building around topics chosen for internal capacity building.

## Strategic Partnerships

The GLBT Center engages with a variety of community partners. The Alliance of AIDS Services-Carolina 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 businesses and organizations to increase awareness and promote more inclusive policies and practices. Some of the community partners the center provided educational outreach for during the 2017-2018 academic year include the USDA, Legal Aid, RTI International, Meredith College and the Campbell University College of Pharmacy and Health Sciences.

GLBT Center  
Lavender Graduation, 2018





# MULTICULTURAL STUDENT AFFAIRS

For many years, MSA has sponsored a wide range of cultural awareness programs, college transition initiatives, mentoring programs and student organization advising. Moving forward, the center will also increase focus on initiatives designed to improve retention and student success outcomes. MSA has also begun to engage and support members of additional marginalized communities by reenvisioning its purpose and restructuring the scope of its staff positions.



Symposium for  
Multicultural Scholars, 2018

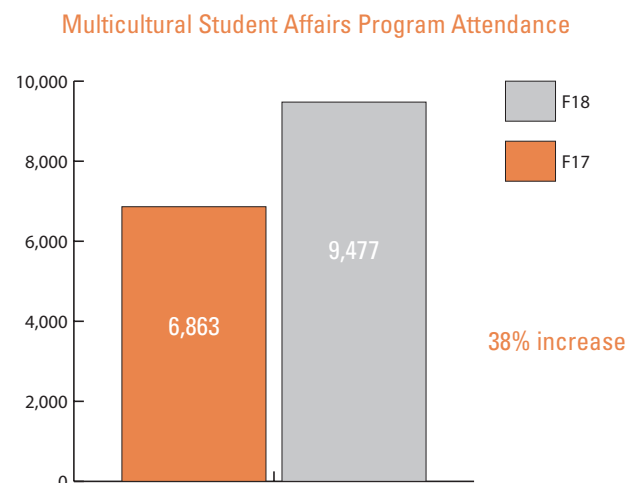
MSA started the year with a new director. The director will continue to supervise and evaluate all center staff, spearhead strategic planning and budget development and serve on various university and community committees and advisory groups. In addition, the director tracks retention and graduation rates for underrepresented students; identifies and address barriers to student success; identifies opportunities to support our most vulnerable students; conducts formal assessment of all programs and services; coordinates strategic fundraising for the center; and works to strengthen relationships with campus and community partners.

In 2016-17, MSA's assistant director positions were restructured to incorporate functional responsibilities that would increase the impact of the center and align its work more closely with institutional priorities. With this change, the center also clarified and confirmed the culturally-specific responsibilities for these positions to ensure that they would continue to support historically marginalized student communities, some which have never previously received formal institutional support. MSA is also working to improve advisement and support for multicultural student organizations and to strengthen support for existing and future Living and Learning Villages/Initiatives through University Housing.

This year, MSA staff began providing support and student organization advisement for the following additional communities:

- Middle Eastern, Arab and Muslim;
- Asian, Pacific Islander and Desi American.

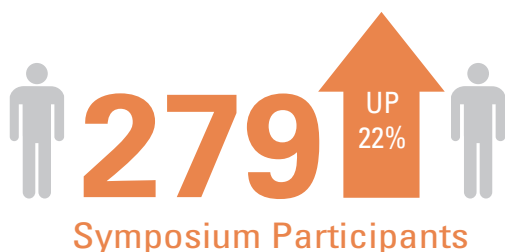
Multicultural Student Affairs  
Program Attendance,  
2017-18



## Symposium for Multicultural Scholars

The Symposium for Multicultural Scholars is a high-impact, three-day experience that provides incoming students with early access to NC State's campus, which can help them achieve several important outcomes for their successful transition to college and the academic demands of college life:

- individual introduction and access to particular campus resources, faculty and staff to support academic integration and ultimately academic success;
- guidance to develop intentional academic goals and co-curricular goals for involvement;
- opportunities to develop meaningful mentorships with upperclass students (Symposium counselors and peer mentors);
- a support network of friends and colleagues comprised of other incoming multicultural scholars.



Symposium engages incoming first-year students, current students, faculty, staff and alumni. For the 2017 program, MSA experienced a 22% increase in overall participation, from 229 in 2016-17 to 279 in 2017-18. In coming years, MSA plans to develop a component for incoming transfer students, a new Symposium program in January for spring incoming students and future sessions for incoming Asian, Pacific Islander and Desi American students.

## Freshman Honors Convocation

Freshman Honors Convocation recognizes first-year students who achieve a grade point average of 3.0 or greater during their incoming fall semester. This year, 250 students were honored. All of the college diversity directors and associate deans were also recognized for their continued support of students in their respective colleges. Approximately 400 student honorees, faculty, staff and parents attended the event.

## Multicultural Graduation

In 2016-17, MSA first sponsored Multicultural Graduation, a culturally-based graduation celebration ceremony that precedes the NC State's commencement. This cultural celebration acknowledges the value and uniqueness of underrepresented student experiences and

serves to commemorate and highlight the accomplishments of individuals within their familial and cultural context. During this program, all NC State graduates who register receive a small token to commemorate their transition from students to alumni in the presence of their friends, family, faculty and other members of the Wolfpack community, creating a more personal and culturally-relevant graduation experience for them. This year's graduate keynote address featured Aaron Sanchez; who worked for MSA as a student employee for the Mexican Consulate's Education Window. The ceremony also recognized the college diversity directors, faculty and staff who contributed to the overall success of graduates. Including graduates, families, current students, faculty and staff, approximately 300 attended.



Symposium for Multicultural Scholars Counselors, 2018

## Student Success Series

The Student Success Series provides students with personal and professional development opportunities that foster strategies for academic success. This year, MSA partnered with TRiO for a total of six events and 45 student participants for the series.

## Advisory Boards and Committees

The American Indian Advisory Council (AIAC) is both an internal working group and an external advisory committee comprised of students, faculty, staff, administrators, tribal and community leaders as well as alumni. Meeting frequency (2 in 2017-18) and attendance (30 total) were greatly impacted by departure of the assistant director of Native American student affairs in August 2017; the new assistant director for intercultural initiatives was hired in January 2018. With a new staff co-chair and greater engagement with Native alumni and local tribes, MSA expects much greater council participation in 2018-19.

MSA also helps to support the Hispanic/Latinx Advisory Group (HLAG), an information network and community for Hispanic/Latinx faculty, staff and students at NC State. Although HLAG met more frequently than AIAC this year, attendance was also greatly impacted by the absence of a staff co-chair from MSA; the new assistant director for community outreach and engagement was hired in January 2018. Under the leadership of Chelsey Juarez, HLAG hosted meetings every month during the year and was instrumental in applying for a Mexican Consulate grant, providing guidance for Mi Familia, coordinating the Latinx Alumni Network, exploring ideas for a Latinx Alumni Endowment Fund and securing financial support for Juntos and their annual Family Day.

Both AIAC and HLAG are convened by Reggie Barnes, senior director for Campus Community Centers. Beginning in 2018-19, both committees will be convened by Nashia Whittenburg, MSA director, with the assistant directors serving as co-chairs.



Latinx Heritage Month, 2017

## Social and Restorative Justice Workshops

This year, MSA co-sponsored several events that focused on intersectional social and restorative justice, such as "Foster Care, Youth Justice and the School to Prison Pipeline," cultural appropriation workshops, "Coffee With A Cop," the "Women of Color Retreat" in partnership with the Women's Center, partnership in the Black Male Initiative and partnership with New Student Programs through their Orientation Leader Class; in total, MSA sponsored or co-sponsored 11 programs in the series with 435 attendees.

## Cultural Heritage Month Celebrations

MSA coordinated a variety of one-time events and social and restorative justice programs as part of its cultural heritage month celebrations:

- Latinx Heritage Month (September 15 - October 15, 10 events with approximately 2,200 total attendees);
- Native American Heritage Month (November, 13 events with approximately 1,000 total attendees);
- Black History Month (February, 9 events with approximately 600 total attendees);
- Asian, Pacific Islander, Desi American Heritage Celebration (March 14 - April 12, 7 events with approximately 700 total attendees).

Multicultural Student Affairs  
Freshman Convocation,  
2017-18



# 250

Students honored at the  
Freshman Honors Convocation



For synergy and consistency moving forward, all cultural heritage and history celebrations hosted by MSA will be organized as collaborative, institutional initiatives and will follow the same programmatic format: a kick-off event, a keynote speaker, at least one academic or co-curricular event/training, at least one performance event and a cultural recognition event. Coordinating committees for each heritage month will be comprised of students, faculty, staff and alumni.

## Student Organization Advisement and Collaborations

MSA advises the following student organizations: Multicultural Leaders Collaborative, W.E.B. Dubois Honor Society, African American Student Advisory Council, Native American Student Association, Mi Familia, Student Mentor Association, Muslim Students Association and Asian Students in Alliance (ASIA). Student organization advisement includes attending executive board meetings, helping student leaders plan for their general body meetings, assisting with program



planning and assisting with financial management. These program collaborations resulted in approximately 2,148 additional attendees throughout the year. MSA will continue to strengthen its advisement practices and will establish mechanisms to measure success for student organizations they advise.

## Volunteer Ambassadors Program

MSA's new Volunteer Ambassadors Program (MSAVA) was created as a strategy to increase the center's visibility and exposure to students. In addition to recruiting students to participate in seven events throughout the year (which engaged 330 attendees), ambassadors also participated in various on- and off-campus recruitment programs. MSA expanded its recruitment participation efforts through training 12 carefully selected student ambassadors. These students became extensions of the center, trusted with speaking to interested students and their families from their own perspective on the Wolfpack tradition and importance of diversity at NC State.

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

The Read to L.E.A.D. Program is a community engagement program that fosters personal and social responsibility by providing opportunities for all participants to develop their critical thinking and diversity-related competencies in an asset-based mentoring model. NC State students and staff serve as mentors for youth from organizations within the Raleigh community. This year's Read to L.E.A.D. sites included:



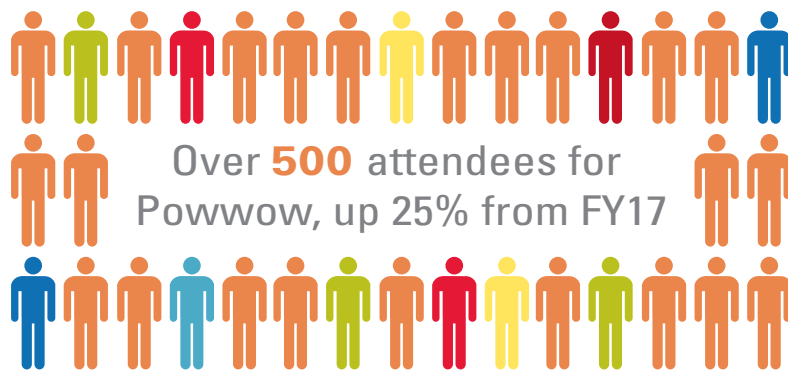
- Boys and Girls Club (African American Cultural Center Library, 45 kids and 45 mentors);
- Neighbor to Neighbor (10-15 kids and 6-8 mentors).

MSA coordinated Read to L.E.A.D. for the first time this year. To make the transition manageable and establish a baseline for future growth, MSA reduced the number of community sites and student participants. R2L, along with MSA's volunteer mentoring service programs, hosted an open house welcome kick-off and partnered with Bloom Books' "Born to Conquer." Each participant received a book from the series, which inspires young Black boys. The year-end event featured an African American storyteller who acted out Mexican folk stories.

## Mexican Consulate Partnership

MSA partnered with the Mexican Consulate in Raleigh this year to open a space that will inform consulate patrons about education opportunities available to them in NC, SC and Mexico. Through this partnership, NC State was awarded a \$25,000 program grant from the Mexican government to establish a "Ventanilla de

attended, creating an opportunity to help NC State recruit more Native students. This year, the Powwow was one of MSA's most well-attended events with over 500 attendees, a 25% increase from 400 in 2016-17.



Multicultural Student Affairs  
NC State Powwow  
Attendance, 2018

Educación" at the Consulate that will provide information about opportunities from primary school through higher education for them and their family members. In the first phase, MSA arranged for admissions materials from NC State, Wake Technical Community College and other local colleges and trade schools to be translated to Spanish. For the remainder of 2018, MSA will employ two bilingual students to staff the window Monday - Friday from 9:00 a.m. until 1:00 p.m. Since opening the Window in February 2018, the Ventanilla has hosted five events, communicated via social media outlets to approximately 7,190 people, interacted with approximately 400 families at the Consulate, and traveled to the convening of all U.S.-based Ventanillas in Los Angeles.

## Native American Powwow

As part of Native American Heritage Month, MSA sponsored another successful Powwow. The event honors and celebrates the vibrancy of Native cultures across the state and features dancing, drumming and food. Tribes from across the state of North Carolina



# WOMEN'S CENTER

Beginning in January of 2017, Women's Center staff worked to redevelop the center's mission and vision and to broaden the scope of their work. During the 2017-2018 academic year, the center finalized and implemented program goals that helped it increase program attendance by 80.5% (from 3,198 in 2016-17 to 5,772 in 2017-18). The center became fully-staffed for the first time in two years, including a restructured associate director position, which now focuses on intimate partner violence prevention and supervises the program coordinator for rape prevention and education, and a new graduate student intern. The assistant director now focuses on intersectional social justice and gender identity programming designed to engage a more diverse audience. The position also supervises a new graduate assistant programming position.

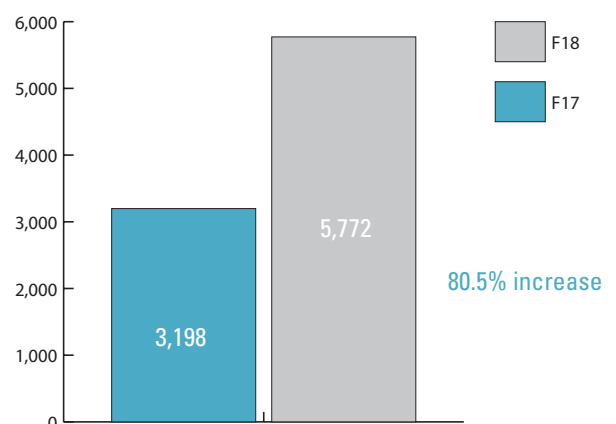
In addition to its annual signature events, the Women's Center developed several successful new initiatives. Other accomplishments included expansion of the Gender and Equity Research Symposium, the addition of Feminist Fridays to the NC State Brick and a number of successful partnerships across campus. Center staff led a number of workshops on a variety of topics for faculty, staff and students across campus, worked to support UNC System advocacy efforts for 12 weeks of paid family leave through the Council on the Status of Women and continue to act as direct advocates for student survivors on campus. Staff have also been recognized for their work; Angela Gay was the student recipient of the Equity for Women Award given at the Sisterhood Dinner by the Council on the Status of Women.



13th Annual Chocolate Festival for Breast Cancer Research, 2017

Women's Center Program Attendance, 2017-18

Women's Center Program Attendance



## Chocolate Festival for Breast Cancer Research

This year marked the Women's Center's 13th annual Chocolate Festival for Breast Cancer Research, a campus tradition (#39 on the "Top 54 Things to Do at NC State" list) that combines breast cancer awareness, health and wellness, chocolate sampling and a silent auction. The event, held on September 15, 2017, was part of Parents and Families Weekend and featured 19 chocolatier and health and wellness vendors, raising \$8,738 for Women's Center programs and the Kay Yow Breast Cancer Fund.

# \$8,738

Dollars raised by the Chocolate Festival for Women's Center programs and the Kay Yow Breast Cancer Fund.

120 volunteers, 1,096 attendees

One hundred and twenty volunteers participated and 1,096 parents, students, faculty and staff enjoyed the chocolate samplings and learned about breast cancer. This year, Women's Center staff presented a check for \$3,000 to representatives from the Kay Yow Cancer Fund during the Spring Fling Football Game at Carter Finley Stadium.

## Domestic Violence Awareness Month

Throughout the month of October, the Women's Center sponsored several initiatives designed to raise awareness of domestic violence. This year, the center brought Dr. Lorraine Acker to campus to give a keynote discussion around the impact that domestic violence has on Black college women. The center also hosted 7 peer-led trainings focused on relationship violence, partnered with the GLBT Center to provide "IPV in the GLBT Community" and hosted the Escalation workshop, a film-based discussion that opens peoples' eyes to the warning signs of relationship abuse. The center also hosted the Silent Witness Project, a program that displayed the cut-outs and stories of actual victims of domestic violence on Stafford Commons and inside Talley Student Union. Approximately 175 students attended DVAM events in total.

## Sisterhood Dinner

Each year, the Women's Center leads the planning for the Council on the Status of Women's annual Sisterhood Dinner, which celebrates the contributions and accomplishments of NC State women. This year, 66 departments/units registered for the Sisterhood Dinner

with 656 people in attendance on February 27, 2018. Mandy Carter, local civil rights and gender equity advocate, gave this year's keynote address. The event also honored winners of this year's Equity for Women Awards. Of 32 nominations of 27 outstanding faculty, staff and students, three award recipients were honored at the dinner. The Women's Center also hosted a silent auction during the reception before the dinner. Thirty-six donated items were auctioned off, raising over \$2,500 for Women's Center programming. This year, the Council on the Status of Women also sponsored "Sisterhood Day," a series of midday workshops and engagement opportunities with participating campus partners.

## Women's HERstory Month

In March, this year's Women's HERstory Month focused on the theme "Unapologetically Women: Forging and healing our collective memories." Many of the programs highlighted on the calendar partnered with the Campus Community Centers. In addition, the Women's Center focused some of its ongoing programming, specifically Feminist Fridays sessions, in recognition of Women's HERstory month. The month of events included a screening and interdisciplinary discussion on the film *The Immortal Life of Henrietta Lacks* in partnership with the African American Cultural Center and Biological Sciences.

## Gender and Equity Research Symposium

The Gender and Equity Research Symposium, created in 2017, provides an opportunity for scholars to present research that catalyzes the interdisciplinary nature of gender and equity work at NC State and promotes a more equitable and justice-oriented society.

Presentations addressed issues of gender, intersectional identity and equity in research. Preston Keith of the GLBT Center gave the opening speech. Alyssa Rockenbach of the College of Education's Educational Leadership, Policy and Human Development program, gave the keynote address. There were 120 people present at the luncheon and engagement from more than 220 people throughout the course of the full day's events on April 2, 2018.



2nd Annual Gender and Equity Research Symposium, 2018

## Sexual Assault Awareness Month

Throughout Sexual Assault Awareness Month in April, the Women's Center furthered the national conversation surrounding sexual assault prevention, which included





Sisterhood Dinner  
Keynote Speaker,  
Civil Rights and Gender  
Equity Advocate  
Mandy Carter, 2018

several programs and trainings. The center facilitated 5 peer-led workshops, 3 faculty/staff trainings and 3 expressive art therapy drop-in counseling sessions. Pierre Berastain, director of Harvard University's Office of Sexual Assault Prevention and Response, gave this year's keynote address regarding the impact that sexual violence can have on queer, undocumented students. A total of 431 participants engaged with the SAAM events. Other events included a workshop by the Counseling Center for male survivors of sexual assault (30 participants), the Clothesline Project, Take Back the Night (rally/march/speakout, 200+ participants) and the annual Denim Day observance.

## Advocacy Services

The Sexual Assault Helpline is a 24/7 crisis line for survivors of stalking, relationship violence and sexual assault. The helpline provides on-call advocacy services for students who need resources, referrals or accompaniment to campus or community resources. Calls to the line continue to be low, and there are relatively few staff who are currently able to carry the phone, though we will be expanding our training to new advocates this summer to build additional staff support for the helpline.

Direct survivor support also continues to be an area of focus for the Women's Center. This year, 30 students utilized the center's survivor advocacy services, a 40% decrease from 2016-17 (50). In part, this can be attributed to the fact that the Women's Center continues

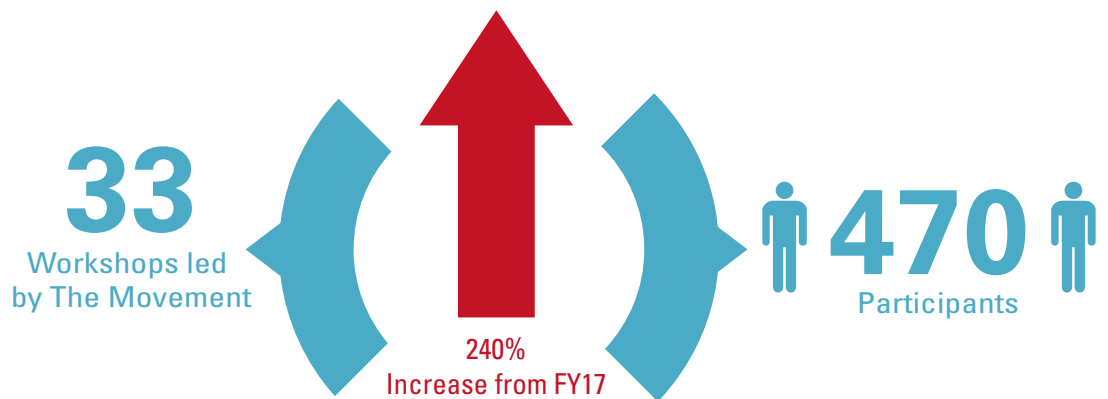
## Council on the Status of Women

The Council on the Status of Women (CSW) is a university standing committee that reports to the provost. Women's Center Director Lisa LaBarbera-Mascote serves as the convener/resource person for this committee. During the 2017-2018 academic year, CSW focused more of its efforts on advocacy for 12 weeks of paid parental leave within the UNC System. The family leave subcommittee presented its proposal to Marie Williams, associate vice chancellor for human resources, Sheri Schwab, interim vice provost for institutional equity and diversity, Provost Warrick Arden, Brian Usischon, senior associate vice president for human resource services for UNC General Assembly and Staff Senate. The group is currently scheduled to present to the Faculty Senate in October 2018. With the support and assistance of NC State administration, parental leave will continue to be an advocacy effort of the council with a goal of changing system and state policy. Grassroots outreach to system institutions will take place this summer.

## Women of Welch Living and Learning Village

The Women's Center continued to serve on the advisory board for the Women of Welch Living and Learning Village. The board worked to design a new mission, vision, goals and theoretical framework. At the end of the 2017-18 year, the village conducted focus groups to determine how students perceive the village and how the village has met its preexisting goals. This summer, the villages' community director and the Women's Center

The Movement Peer  
Educators Workshops and  
Attendance, 2017-18



to not be recognized as a confidential resource, which may hinder some students from utilizing support services. Those who did were provided with support ranging from academic accommodation to accompaniment to court or student conduct hearings. This year, the center hosted several alternative support programs for male survivors, those that utilized expressive arts therapy and trauma-informed yoga.

assistant director will use the assessment feedback and the newly-approved goals to build a programming model for the village for the 2018-19 academic year. A total of 27 students participated in the village this year and 34 residents have signed up thus far for next year.

## Interpersonal Violence Trainings

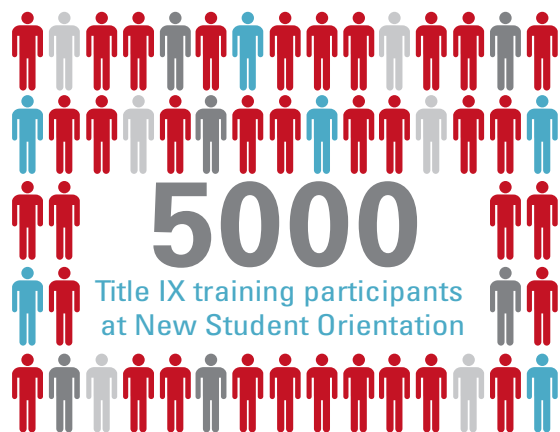
This year, the Women's Center fostered new relationships with campus partners to expand the reach of IPV trainings and workshops to a broader array of

community constituents. For example, faculty and staff requested a number of workshops tailored to meet their students' unique needs and identities. At least 7 workshops were facilitated, reaching over 190 participants ranging from Graduate Student Association members, first year writing instructors and athletic trainers to students in sociology and communications courses.

## The Movement Peer Educators

The Movement is a group of trained peer educators who facilitate workshops on issues of interpersonal violence and social justice. During the 2017-2018 academic year, The Movement led 33 workshops during the fall and spring semester. Through these workshops, approximately 470 people received information and practical skills related to consent, healthy relationships, sexual violence, stalking, bystander intervention and supporting survivors, a 240% increase from 2016-17, when only 138 participated.

## Title IX Training Sessions at New Student Orientation



The Women's Center led 25 sessions of the IPV portion of New Student Orientation and trained 13 staff members to assist with facilitation. Over 5,000 students participated in this session throughout the summer. For the 2018 summer orientation sessions, the presentation has been revamped and will now incorporate a video component and an engaging clicker survey section to capture data in real time.

## Alternative Service Break Trips

The Women's Center coordinated two ASB trips to Atlanta and Guatemala. In October, ASB Atlanta focused on civil rights and gender equity. Eleven students and two staff members visited the Civil Rights Museum in Greensboro, NC before heading to Atlanta, GA to visit the Apex Museum, the World of Coke and to serve at two different agencies, Girls, Inc. and SPARK Reproductive Justice.

In March, ASB Guatemala focused solely on gender issues. CEDEPCA, an international educational non-profit that works to transform lives by offering education, accompaniment and safe reflection spaces for various faith communities in Central America, planned the trip. Twelve students and one staff advisor participated in workshops with key influential activists in Guatemala working for gender equity. The group also engaged in a service activity, visited a museum and participated in the International Women's Day March.

## Feminist Fridays

Feminist Fridays, hour-long student-initiated and facilitated conversations centered on topics of gender equity creatively incorporated a theoretical lens, providing an opportunity for transformative learning through discussion and critical reflection. The program achieved a 40% increase in session offerings (from 15 in 2016-17 to 21 in 2017-18).

Attendance varied from moderate numbers to high turnout (anywhere from 3 to 25 participants). Based on the information gathered from assessment data, participants overwhelmingly felt that their voices were heard.



## The Masculinities Project

During the 2017-2018 academic year, the Women's Center convened partners from across campus (University Housing, the Counseling Center, TRiO Programs, Career Services, Fraternity and Sorority Life, college diversity coordinators/directors, other Campus Community Centers) to explore ideas for a Masculinities Project at NC State. The working advisory board agreed upon a mission to "engage our community in unpacking how we are all impacted by masculinities. Through facilitated critical dialogue and action, our community will create a more equitable campus community and society." Proposed program outcomes will include:

- participants will increase their knowledge base about issues of gender, equity and social justice;
- participants will examine the manifestation of masculinities across cultures;
- participants will learn how to identify systemic oppression that perpetuates gender violence;
- participants will learn to deconstruct social norms around masculinities;
- participants will learn to build a sense of community by promoting positive social norms around gender and equity.

For fall 2018, the advisory group will create programming that addresses various aspects of

Sexual Assault Awareness Month, Annual Take Back the Night March, Rally and Speakout, 2018

Women's Center Title IX Training at New Student Orientation, 2017

Politics of Black Hair  
Exhibit, 2018

Equity for Women Staff  
Award Winner Pat Gaddy  
with Provost Warwick  
Arden and Council on  
the Status of Women  
President Tracy Dixon, 2018



Bias Impact Response  
Team (BIRT), 2016-18

masculinity. In spring 2019, they will identify a cohort of 12-15 students who will meet weekly to explore the impact of masculinities presented in the fall.



## Women of Color Retreat

The Women of Color Retreat creates a just space where women of color can express themselves, explore their multiple realities and intersecting identities and discover the intricacies of power, leadership, sisterhood and scholarship. This overnight experience included a variety of sessions and speakers focused on the goals of education/awareness, skill building, leadership, community, healing and power. Guest speakers included Chimi Boyd-Keyes and Natalie Bullock Brown. Participants included 34 undergraduate and graduate students and 10 staff members. Collaborative partners included Multicultural Student Affairs, Housing and the African American Cultural Center.

## Politics of Black Hair Exhibit

On December 6, 2017, the Women's Center sponsored a photoshoot to curate an exhibit that showcased and centered the experiences of Black and African American people and their hair stories. Over 120 people attended the opening and reception. The exhibition ran from February 13, 2018 - March 20, 2018. Two courses, 3 offices and many other community members utilized or viewed the exhibit throughout the month. Sponsors included Arts NC State and the African American Cultural Center.



 **45**   
Reports of bias  
on campus  
processed by BIRT



# BIAS IMPACT RESPONSE TEAM

Launched in 2017, NC State's Bias Impact Response Team (BIRT) continues to support a healthy community by inviting individuals to identify and address the impacts of bias-related behaviors/actions using a process shaped by restorative practices. Following nationwide scrutiny over these types of initiatives and implementation of NC House Bill 527, designed to restore and preserve campus free speech, the team spent time clarifying its scope, reviewing reporting practices and engaging campus partners in conversations about more collaborative response protocols. The addition of a new associate director enabled the team to establish a clearer response process that can now be tracked and tailored to meet the needs of various types of offices and academic units.

BIRT supports individuals involved in bias-related incidents, promotes education and dialogue and cultivates a campus climate that is conducive to successful student matriculation and effective faculty and staff development.

BIRT is committed to both encouraging free speech and expression and offering processes that allow individuals in the community to address the impacts of the exercise of that freedom. Free expressions of opinion on social or political issues (even on controversial questions of race, gender, gender identity, etc.) are protected under the university's Open Expression Policy, and therefore are not subject to disciplinary responses. We acknowledge, however, that expressions of opinion can have harmful impacts on individuals and on the broader living and learning community regardless of intention. BIRT is committed to offering a supportive response process that allows for listening, educating one another and, ideally, building, repairing and/or restoring relationships/communities.

BIRT does not replace or subordinate any existing processes for reporting and addressing violations of campus policy or codes of conduct or for acts of discrimination, harassment, concern or violence. The team does not investigate incidents but may refer them to law enforcement or other university offices and, when appropriate, offer support for impacted/involved individuals.

## BIRT Process Updates

In early February 2018, the Campus Community Centers hired a new associate director who now serves as BIRT coordinator. Students, faculty and staff can now submit an impact report using an updated form or the email address [bias\\_impact@ncsu.edu](mailto:bias_impact@ncsu.edu).

BIRT continues to assess impact reports, identify immediate support needs, recommend appropriate restorative strategies and refer actionable reports to other offices. BIRT teams will begin training in the summer of 2018. Training for BIRT advocates will include "Introduction to BIRT," "Introduction to Restorative

Practices" and "First Amendment and Bias Response."

Clarification of terms and the scope of BIRT's responsibilities continues, including an overview of the process and methods employed to establish a restorative, community building focus.

## Summary of Impact Reports

The following information provides an overview of impact reports and actions between December 22, 2016 (date of first unofficial report) and May 25, 2018.

December 22, 2016 - October 13, 2017:

- 23 total bias impact reports, including 6 not initially reported through the Bias Impact Report Form in Maxient;
- 4 complaints about the system or process; none were actionable and have been administratively closed;
- 8 involved faculty (3 submitted reports, 2 were impacted and 3 caused impact);
- BIRT offered consultation on four situations that were not reported as bias incidents;
- the most prevalent issue reported was free speech and expression, including four incidents in the Free Expression Tunnel.

Oct. 14, 2017 - May 25, 2018:

- 22 total bias impact reports;
- 5 faculty submitted reports (3 faculty were impacted/affected and 3 faculty or emeritus faculty caused impacts);
- the initial review team referred 4 reports to campus police, Equal Opportunity and/or Student Conduct for further review or documentation;
- 3 reports were either prank reports, commentary on external websites or course selection concerns and were not considered bias impact reports; these were administratively closed.

# OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY

**NC STATE**  
UNIVERSITY

## **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)

## **Diversity Engagement, Training and Education**

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

## **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/glbt](http://www.ncsu.edu/glbt)  
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

### **Bias Impact Response Team**

[bias-impact.ncsu.edu](http://bias-impact.ncsu.edu)

## **Communications**

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