



NC STATE
UNIVERSITY

ANNUAL REPORT, 2013-14

Office for Institutional Equity and Diversity

Mission, Vision and Goals

Office for Institutional Equity and Diversity

Mission

The Office for Institutional Equity and Diversity (OIED) is committed to fostering an inclusive, accessible and diverse intellectual and cultural campus experience related to the mission of North Carolina State University (NC State). The OIED facilitates efforts to ensure equity and opportunity, increases awareness of diversity issues through education and strengthens relationships across diverse groups. Through these efforts, the OIED promotes cultural competence development, thereby fostering a welcoming and respectful campus. By providing guidance, programming and outreach to constituent groups and the community and by adhering to accountability and compliance standards, the OIED prepares NC State students, faculty and staff for local, state, national and global collaboration.

Vision

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

Goals

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

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From the Vice Provost

Office for Institutional Equity and Diversity

It seems insufficient to state that "we've come a long way" in sixty years. Yet, it is true. The year 2014 marks the 60th anniversary of the first African American undergraduates at NC State University. And, just fifty years ago, the United States Congress passed the Civil Rights Act of 1964 prohibiting discrimination on the basis of race, color, religion, sex and national origin. Both of these milestones laid the foundation for the robust, diverse intellectual community that is NC State University today.

The Office for Institutional Equity and Diversity (OIED) builds upon the work begun five to six decades ago of fostering equity, diversity and inclusion at NC State. The OIED staff leverage existing strengths such as cultural programs, campus dialogues and courses focused on U.S. diversity and global knowledge in fostering a campus climate that demands a degree of cultural competence in order to build a welcoming and inclusive community.

A look at this year's OIED annual report provides clear evidence that the creation of a welcoming and inclusive community is an effort that engages campus partners who are committed to ensuring there is access and opportunity for all at NC State. Even though it took us sixty years to get this far, you can well imagine that our work is unfinished. As you read this year's OIED annual report, just imagine where the institution will be in another half century as our approaches to achieving equity, diversity and inclusion evolve and become more sophisticated.

Thanks to all of the OIED staff for making 2013-2014 another productive year! Also, I would like to recognize and extend a special note of thanks to the members of the National Diversity Advisory Board who have given generously of their "time, talent and treasure" over the past year.

Together we make NC State even better!

Joanne G. Woodard
Vice Provost for Institutional Equity and Diversity
July 2014



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Equal Opportunity and Equity

Office for Institutional Equity and Diversity 2014 Annual Report

Associate Vice Provost Amy Circosta, J.D.

(Data reported from May 1, 2013 - April 30, 2014.)

Programs

Complaint Processing

In 2013-2014, Equal Opportunity and Equity (EOE) responded to 52 complaints. Of those complaints, 32 presented allegations of harassment, 15 presented allegations of discrimination and 5 presented an allegation of retaliation.

Individuals complained most frequently on the basis of sex (20 complaints), disability (8 complaints) race and retaliation (5 complaints each). The categories of religion, age, national origin and sexual orientation contained fewer than 5 complaints per category. Some complainants alleged more than one category and there were 11 complaints that did not associate the complaint with membership in a protected group.

EOE responded to 100 percent of the complaints submitted. Of the complaints, 15 were dismissed by administrative closure or determination of no policy violation, 12 were referred to another NC State department for assistance, 12 individuals reached a satisfactory resolution settlement, 10 individuals chose not to file a complaint or failed to respond to EOE's initial inquiry and one individual elected to withdraw the complaint. At the time this report was drafted, the resolutions of two cases were pending.

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

Equal Employment/Affirmative Action (EO/AA) Compliance

NC State's 2014 EEO Plan was updated using HR's J-CAT taxonomy and the Survey of Earned Doctorates to increase accuracy of various data analyses; e.g., workforce data, U.S. Census occupational codes and faculty availability data. The university's EEO Plan is pending approval by The Office of State Human Resources (OSHR). OIED used new software to produce the 2014 plan. OIED actively involved Human Resources in discussions to ensure the software would comply with the needs of both offices to produce the best plan possible. In 2013, employee job groups were reconfigured for purposes of providing greater accuracy enhancing affirmative action planning. This regrouping also validated a suggestion made during the recent Office of Federal Contract Compliance Programs (OFCCP) audit to narrow the larger job groups. The Office of State Human Resources and UNC General Administration agreed that universities needed only to comply with federal guidelines for reporting in the 2013-14 EEO Plans. To that end, the university's 2014 EEO Plan did not break employee data out by EPA and SPA, nor did it include the OSHR Job Estimate Report.

EOE and Employment Services have worked closely together in 2013-2014 in response to new federal requirements under the Vietnam Era Veterans Readjustment Assistance Act and Section 503 of the Rehabilitation Act. EOE and Employment Services are conferring on a structure to appropriately collect data, track outreach efforts and report on self-identified veterans and individuals with disabilities as will be required in Spring 2015.

During the 2013-14 year, intentional steps were taken to improve the communication between OIED and unit affirmative action officers. Focus groups were held during the summer of 2013 to discuss the needs of unit officers to better perform the responsibilities associated with this role. As a result of these focus group discussions several steps were taken:

- ∴ The "unit affirmative action officers" name was changed to "unit equity officers" to represent the broadening scope of work that the role encompasses,
- ∴ A template for unit EEO plans was developed,
- ∴ A guidebook for unit equity officers was created,
- ∴ The assistant vice provost for equal opportunity and the vice provost for institutional equity and diversity went on a "Deans Tour" to visit all the deans and heads of administrative units to discuss enhancements and procedural changes to the affirmative action programming efforts at NC State. Each of the 12 meetings held with the various colleges and divisions was well received by the deans and administrative unit heads. These meetings focused on the strategic operations and integration of equal opportunity and inclusion efforts into the colleges and divisions' daily work and more effective ways to engage with OIED.



EOE staff reviewed and approved over 1,399 employment actions via the NC State Online Employment System (PeopleAdmin 7). The audit by the Office of Federal Contract Compliance Programs concluded in the Fall of 2013. No violations or infractions were found.

Title IX Compliance

Sex discrimination, sexual harassment and sexual violence continue to be barriers to the success of students in higher education. As in prior years, EOE conducted training on Title IX for various campus groups, provided a 3-hour course on Title IX for the Equal Opportunity Institute and distributed promotional materials on Title IX to the NC State campus. In addition to infusing content on Title IX in general outreach and education efforts, EOE and the Office of General Counsel partnered to present 12 Title IX-specific workshops to relevant faculty and staff on Title IX and Sexual Violence. Assessment ratings for the workshops ranged between 3 and 4 on a 4-point scale (1 = strongly disagree to 4 = strongly agree) that participants "gained knowledge" and felt the workshop offered "future application." The workshops will continue to be offered on an ongoing basis in the 2014-2015 academic year and beyond in an effort to bring greater awareness of Title IX-related rights and responsibilities of community members.

EOE took a lead role in chairing a new committee designated by the provost, the Title IX Team. Amy Circosta and two others (Michelle Lee, Athletics Department and Lisa Zapata, Academic and Student Affairs) were designated as deputy Title IX coordinators and co-chairs of the Title IX Team. The Title IX Team met monthly in 2013-2014, addressing topics including, but not limited to, outreach and awareness campaigns, an institutional inventory of Title IX-related programs and activities and a Title IX resources assessment.

EOE continued to work with campus partners to implement the Office for Civil Rights' recommendations to NC State, such as mandatory training for students on discrimination and harassment prevention and response (DHPR). A proposal presented by the Women's Center and EOE was funded by the NC State Foundation for development and implementation of educational programs for incoming students on sexual harassment and sexual violence prevention. EOE intends to continuously work to make alterations to existing policies and processes to enhance Title IX compliance in the 2014-2015 academic year.

As part of its collaboration and partnership with the Office of Student Conduct, Campus Police and the Women's Center under Title IX, EOE participated as an advisor in disciplinary processes related to sexual misconduct (advising on the 5 cases presented in 2013-2014) and distributed educational materials to relevant offices on Title IX and Sexual Violence. EOE also worked in partnership with the Office of General Counsel to revise NC State's Equal Opportunity and Non-Discrimination Policy to better reflect recent guidance on Title IX from the Office for Civil Rights. EOE staff participated as members on committees such as the Alliance for Sexual Assault Prevention, Survivor Support Fund and the Council on the Status of Women's subcommittee on Safety. EOE offered training on sexual harassment for The Movement, a sexual violence prevention peer education group, as well as to the Relationship and Sexual Violence Phone (RSVP) 24-hour crisis line volunteers.

ADA Compliance

During the 2013-2014 year, 20 employees requested a determination of eligibility under the ADA. Of those who provided sufficient documentation, all but one met the eligibility criteria. Of the eligible employees who were/are currently seeking accommodations, all but three either came to an accommodations agreement or remain engaged in the interactive process. The remaining three were either unable to come to an agreement, or it was determined that there were no reasonable accommodations that would allow the employee to remain otherwise qualified for the specific position.

The ADA Coordinator has actively worked to develop partnerships with relevant NC State units. One example is an ongoing collaboration with Human Resources, specifically Employee Relations and Benefits (Leave Administration), to clarify protocol in areas where roles may overlap. EOE has initiated discussions with Public Safety and Environmental Health and Safety to enhance communication, working to ensure that individuals with a higher propensity to encounter an emergency or have greater susceptibility to environmental sensitivities have an avenue by which to inform appropriate officials. A final example is the coordination of quarterly meetings established between the ADA coordinator, director of Disability Services, IT accessibility coordinator and University Housing and Facilities ADA program manager to enhance communication, efficiency and effectiveness.



Trainings/Presentations

Discrimination and Harassment Prevention Outreach

Seventy-two (72) live presentations on the topic of discrimination and harassment prevention and response (DHPR) were offered to 2,109 participants during 2013-2014, not including the material within the Equal Employment Opportunity Institute (EEOI). EOE received consistent ratings between 3 and 4 on a 4-point scale (1 = strongly disagree to 4 = strongly agree) that participants "gained knowledge" and felt the workshop offered "future application." The prevention efforts of EOE contributed to many of NC State's Strategic Plan initiatives, such as improving student retention, recruiting scholars, enhancing institutional pride, encouraging diversity and inclusion and increasing students' global knowledge.

EOE Staff presented to NC State university academic and administrative units (including faculty, staff and students). Many university departments requested DHPR training, including Campus Police, Cooperative Extension, University Housing and Facilities Operations. In addition, EOE conducted training for student groups, such as the University Tutorial Center, Orientation Counselors, Resident Advisors, International Student Orientation, Sexual Assault Peer Educators

and Academic Support Program for Student Athletes.

Student Orientations

New Student Orientation sessions remained a valuable venue for educating over 5,000 incoming first year and transfer students through targeted messages about what one's equal opportunity rights are and where to obtain assistance for equal opportunity-related concerns. The Office of International Services (OIS) again included harassment prevention in its new student orientations; a total of approximately 950 international students attended the fall and spring orientations. The Graduate School provided a letter to students within the orientation materials notifying students of NC State's harassment-related policies and encouraging students to participate in the online training module.

New Employee Orientation

Nine hundred and thirty-nine (939) new employees attended unlawful workplace harassment training during orientation at a program entitled "Discrimination and Harassment Prevention and Response (DHPR)." In addition, EOE was invited again to participate in New Department Head Orientation, a program intended to provide new heads with information critical for leading academic departments.

Open Enrollment and HR Academy

Training sessions on unlawful workplace harassment were provided through the Equal Opportunity Institute, HR Academy (a Human Resources series) and open enrollment; the programs were entitled "Fundamentals of Equal Opportunity" and "Applied Skills in Equal Opportunity."

Discrimination and Harassment Prevention and Response Online Training Module

This year, 1,520 participants completed the Discrimination and Harassment Prevention and Response (DHPR) online training module.

Equal Employment and Affirmative Action

Staff conducted over 50 EEO-related training sessions for various campus units, including 37 search committee orientations for NC State departments recruiting new employees in 2013-2014.

EOE was responsible for facilitating a significant number of workshops for the Equal Opportunity Institute, including but not limited to the three required courses (Fundamentals of Equal Opportunity, Applied Skills in Equal Opportunity and Americans with Disabilities Act), Affirmative Action in Employment, Special Topics for Managers and Supervisors and several of the Protected Class Series workshops. Staff received consistent ratings between 3 and 4 on a 4-point scale (1 = strongly disagree to 4 = strongly agree) that participants "gained knowledge" and felt the workshop offered "future application."

Staff facilitated training sessions of the Office of State Personnel's Equal Employment Opportunity Institute (EEOI) on the NC State campus, resulting in exposing a significant number of managers and supervisors to this Office of State Personnel mandated training (please see the "Education and Training" section of this report for detailed data).

Additional Initiatives

Leading a Diverse Workforce: For the third year, EOE staff taught "Leading a Diverse Workforce," a two-hour class offered as part of the Equal Opportunity Institute. The class was modified to create custom programs as requested by university departments. Additionally, a course was provided to the Academic Support Program for Student Athletes regarding compliance issues employees may face when working with student athletes.

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

Equal Pay Day: On April 8, 2014, EOE recognized Equal Pay Day with a series of programs for the university community. EOE hosted a twitter chat and a "Lunch and Learn" session featuring salary negotiation tips. Additionally, EOE distributed Equal Pay Day buttons to the campus community, creating awareness of issues surrounding pay equity and gender bias in employment. EOE looks forward to continuing to provide outreach and awareness programs in the future and partnering with other campus entities to provide increased outreach and programming.



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

Publications and Outreach: With the assistance of OIED's communications team, EOE is in the process of rolling out a new EOE website, as well as an updated ADA site.

EOE collaborated with the OIED communications team to update the DHPR online module, which was released for the Fall Semester 2013.

In Spring of 2014, EOE released a Spanish version of the Equal Opportunity and Non-Discrimination Policy and the Resolution Procedures for Discrimination, Harassment and Retaliation regulation. The Discrimination and Harassment Prevention at NC State pamphlet was also translated into Spanish. All three of these documents will be available online when the new EOE website is launched.

North Carolina Diversity and Inclusion Partners: OIED staff continued its informal partnerships with diversity and inclusion professionals from North Carolina institutions, the North Carolina Diversity and Inclusion Partners (NC-DIP). NC-DIP is a consortium of equal opportunity compliance officers and

diversity practitioners from public and private institutions of higher education in the State of North Carolina. The primary purpose of the consortium is to establish a statewide network linking chief diversity officers, equal opportunity compliance officers, human resources practitioners, experts in multicultural affairs and other professionals interested in research, best practices and policy-oriented issues related to transforming institutions of higher education.

On November 22, 2013, NC-DIP hosted a conference entitled "The Architecture of Inclusion" at the University of North Carolina at Chapel Hill. On April 4, 2014, NC-DIP sponsored a spring meeting on 21st Century Leadership at the University of North Carolina at Charlotte. Both the conference and the symposium were well-attended and received positive feedback.

Staff

- :: Associate Vice Provost for Equal Opportunity and ADA Coordinator (EPA, 1.0 FTE): Amy Circosta
- :: Assistant Vice Provost for Equal Opportunity (EPA, 1.0 FTE): Ursula Hairston
- :: Assistant Equal Opportunity Officer (EPA, 1.0 FTE): Jordyne Blasie

Partnerships

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

Committee Memberships and University Service

- :: Advisory Committee for Staff Diversity
- :: ACE "At Home in the World" Team
- :: Alliance for Sexual Assault Prevention
- :: Chancellor's Creating Community Awards Nomination Committee
- :: Diversity Strategic Plan Committee
- :: EOI Advisory Committee and Graduation Planning Committee
- :: Equal Employment Opportunity Advisory Committee
- :: Gender Issues Journal Reviewer
- :: NC-DIP Planning Committee
- :: NCORE Committee
- :: New Employee Orientation Advisory Committee
- :: New Student Orientation – Wolfpack Values Program Committee
- :: OIED Full Staff Meetings Planning Committee
- :: Onboarding Implementation Team
- :: Physical Environment Committee
- :: Provost's Advisory Council on the Status of Women, Provost's Local Space Committee
- :: SPA Grievance Panel Chair
- :: Search Committees for Assistant Equal Opportunity Officer, GLBT Center Director
- :: Staff Senate Diversity Committee
- :: Survivor Fund Advisory Council
- :: University Physical Master Plan Architecture Committee
- :: University Police Assessment Center Participant
- :: University Mini-Grants Review Committee



Staff Development and Professional Activities

- :: Berkshire Affirmative Action Software Training (Baltimore, MD)
- :: EEOC Technical Assistance Program (Chapel Hill, NC)
- :: UNC General Administration Grievance Policy Workshop (Chapel Hill, NC)
- :: UNC System EEO Conferences (Chapel Hill, NC)
- :: National Association of College and University Attorneys CLE (Boston, MA)
- :: North Carolina Diversity and Inclusion Partners Annual Conference (Chapel Hill, NC)
- :: Triangle Industry Liaison Group Quarterly Meetings (Raleigh, NC)

Webinars, Audio-Conferences and Online Courses

- :: Affirmative Action Planning from the BCGi Institute
- :: Affirmative Action Update: Fisher v. University of Texas
- :: Berkshire BalanceAAP web training
- :: Clery Act Compliance
- :: Excel II and III
- :: NACUA: Sexual Misconduct on Campus
- :: We Are Not Alone: ASCA Review of April 28, 2014 Reports
- :: VEVRAA and 503: Federal Updates



Staffing Changes

- :: Due to budget reductions, Seprina Justice, administrative support associate, reduced to 0.75 FTE and moved to primarily supporting OIED's Education and Training efforts.
- :: Jordyne Blaise, assistant equal opportunity officer, was hired February 24, 2014.

PRR Activity

In 2013-2014, EOE is updated two policies. EOE revised the Equal Opportunity and Non-Discrimination Policy to enhance clarity and reflect updates to state and federal laws. In addition, EOE revised the Interpersonal Relationships Policy Among Faculty, Staff and Students, also to enhance clarity and to recognize inappropriate conduct not previously covered.

EOE is currently revising the Resolution Procedures for Discrimination, Harassment and Retaliation Complaints to reflect recent federal guidance on Title IX; the proposed title for this regulation is Discrimination, Harassment and Retaliation Complaint Procedure.

Additionally, EOE advised on updates to the student conduct-related policies and regulations as well as employee grievance-related policies and regulations to ensure compliance with federal and state laws.

Strategic Plan Alignment

Goal 1: Enhance the success of our students through educational innovation: EOE contributes to this Strategic Plan goal through its development of innovative education on cultural competence, preparing students in unique ways to operate in a global environment.

Goal 2: Enhance scholarship and research by investing in faculty and infrastructure: EOE contributes to faculty investment with its emphasis on equitable recruitment practices; highlighting the effect of unconscious bias and assisting in ensuring that top faculty candidates have access to career opportunities and feel welcome within the NC State community.

Goal 3: Enhance interdisciplinary scholarship to address the grand challenges of society: At the core of interdisciplinary scholarship is the need for colleagues to work collaboratively, overcoming possible differences in style with regard to communication, strategy and perspective. Fundamentally, the education and outreach work of EOE strives to establish a level playing field in which differences are not only tolerated, but valued, offering space for brilliant minds to address grand challenges without unnecessary distraction.

Goal 4: Enhance organizational excellence by creating a culture of constant improvement: With the goal of ensuring that members of the campus community are treated respectfully and in a manner consistent with the expectations of NC State's Equal Opportunity and Non-Discrimination Policy, EOE works diligently to create a culture of constant improvement. EOE identifies areas of inequities and addresses those through complaint resolution processes, educational workshops on conduct expectations and monitoring policies and procedures intended to enhance the university environment. EOE develops and delivers training opportunities designed to identify and eliminate bias and stigmatization, consults on issues of equal opportunity and access throughout the community and builds relationships with university partners with an aim to broaden the reach of equal opportunity and equity-related expectations.

Goal 5: Enhance local and global engagement through focused strategic partnerships: EOE's partnerships with the Office for International Affairs and College of Education in offering programs to enhance cultural competency prepare students to effectively engage in a global society.

On a local level, EOE is working to establish partnerships with advocacy agencies related to disability access and sexual assault prevention, expanding NC State's reach regarding equity in the community and realizing benefits of the partnerships within the university in the form of resources for students and employees.

Faculty Diversity

Office for Institutional Equity and Diversity 2014 Annual Report

Assistant Vice Provost Marcia Gumpertz, Ph.D.

Programs

(Numbers in parentheses indicate support of corresponding NC State Strategic Plan Goal.)

OIED Faculty Liaisons

Four faculty participated as OIED Liaisons in 2013-14: RaJade Berry-James, associate professor of Public Administration; Monica Leach, associate professor of Social Work; Wendy Krause, associate professor of Textile Engineering, Chemistry and Science; and Susan Faircloth, associate professor of Leadership, Policy, Adult and Higher Education. All of the faculty liaisons have served as senior faculty mentors at Multicultural Faculty Group coffee networking hours for junior faculty, have served on the University Diversity Advisory Committee and have helped host participants in the Building Future Faculty program. Highlights of the 2013-14 Diversity Faculty Liaison program:



- ⋮ RaJade Berry-James and NC State received the 2013 NASPAA (Network of Schools of Public Policy, Affairs and Administration) Diversity Award, which "recognizes a program that exemplifies the highest standards of promoting and supporting diversity in research, teaching and/or service." The award nomination was based on testimonials from current and former students of Dr. Berry-James' course on Cultural Competence for the Public Sector and the 2013 Social Equity Leadership Conference, which she coordinated. (5)
- ⋮ Susan Faircloth conceived and coordinated the first American Indian UNC System Faculty Forum. Over 70 faculty and administrators from across the state attended this state-wide forum at the Friday Institute on November 11, 2013. The Forum provided an important opportunity for Native American faculty to network and meet new colleagues across North Carolina. (2)
- ⋮ Monica Leach developed the NC State National Diversity Advisory Board in Spring 2013. The Board gathers a group of influential leaders with an affinity for NC State and a strong interest in helping to guide diversity programs and initiatives at NC State. The group provides external perspectives on OIED's direction and serves as an important fundraising source for NC State's diversity efforts. In addition, Dr. Leach co-chaired the University Diversity Advisory Committee's subcommittee on Faculty Diversity. (4)
- ⋮ Wendy Krause, with Special Assistant to the Provost Laura Severin, continued to facilitate discussions about unconscious bias with faculty search committees in the Chancellor's Faculty Excellence Program. As of January 2014, 33% of faculty hired under the Chancellor's Faculty Excellence Program have been women, compared with 27% of all tenured and tenure track faculty; 7% of CFEP hires have been Hispanic and 7% African American; whereas Hispanic and African American faculty make up 3% and 4%, respectively, of all tenured and tenure track faculty at NC State. Dr. Krause was awarded an NC State University Diversity Mini-Grant to produce video biographies of diverse STEM faculty to promote awareness and to aid recruitment efforts. She was also involved with the planning and facilitation of sessions at a workshop for female and minority associate professors titled "Charting Your Path."
- ⋮ The 2nd Annual Hispanic/Latino UNC Faculty Forum, begun by 2012-13 OIED Faculty Liaison Maria Correa in 2012, was held at UNC Wilmington on September 13-14, 2013 and the 3rd annual Hispanic/Latino UNC Faculty Forum is planned for fall 2014 at UNC Greensboro. (2)

Building Future Faculty (BFF) Program

This year 33 graduate students and postdoctoral scholars participated in the BFF program. A wide range of departments hosted BFF visitors: seven departments in Engineering, seven departments and two programs in CHASS, four departments in the College of Sciences, three in CALS, two in Design and one department in each of the following colleges: CNR and Education. The participants came from universities in all parts of the country, including, Purdue, Meharry Medical College, Carnegie Mellon, Duke, University of California at Santa Barbara, Georgia Tech, MIT, the University of Illinois at Urbana-Champaign and the University of Connecticut. One 2013 BFF alumna has been recruited to join the NC State faculty in the Department of Textile Engineering, Chemistry and Science; Dr. Erika Ford will join NC State as a tenure track assistant professor on July 1, 2014 in a joint appointment at the Nonwovens Institute and the Department of Textile Engineering, Chemistry and Science. (2)

Lactation Rooms

In 2011-12, the Council on the Status of Women began working with the University Architect's Office to identify spaces on campus that can be converted to lactation rooms. Two additional rooms have been completed in 2013-14: Caldwell M9A and Thomas Hall 3517, bringing to 15 the total number of lactation rooms on campus. One of these was initiated and funded by the Council on the Status of Women and the Provost's Office and one by the Department of Biological Sciences in the College of Sciences. The Provost's Office has committed \$20,000 for 2014-15 for construction, paint, furniture, door locks and signage for several new lactation rooms. A list of the lactation rooms and instructions for reserving them is online at <http://oied.ncsu.edu/faculty/lactation-and-baby-care-rooms>. (4)

Climate Workshop Series

In 2013-14, the Office of Faculty Affairs and OIED offered a refresher series for department heads who had participated in a previous cohort of the Climate Workshop Series. Five department heads participated this year: John Blondin, Physics; Jerrell Cogburn, Public Administration; Frank Buckless, Accounting; Walter Robinson, Marine, Earth and Atmospheric Sciences; and Jon Rust, Textile Engineering, Chemistry and Sciences. The refresher consisted of two workshops for the department heads and a climate survey of the faculty and staff in the participating departments. The refresher gave the department heads the opportunity to assess whether there had been changes in department climate since they first participated in the Climate Workshop Series, to discuss climate issues within their departments, to discuss what has worked well within their departments and remaining challenges. The department heads shared the results of the department climate survey with the staff and faculty in their departments and worked with them to update and implement their department's action plan. The Climate Workshop Series was developed by the ADVANCE Developing Diverse Departments Project and is now funded by the Office of Faculty Development. Betsy Brown, vice provost for Faculty Affairs; Margo Daub, professor and head of Plant and Microbial Biology; Rebecca Brent, president of Education Designs; and Marcia Gumpertz, assistant vice provost for Faculty Diversity facilitated the workshops. (4)

Assistant Professors' Community, Associate Professors' Community and Non-Tenure Track Faculty Community

The Associate Professors' Community and the Non-Tenure Track Faculty Communities are new offerings this year, while the Assistant Professors' Community is continuing. Marcia Gumpertz coordinated the Assistant and Associate Professors' Communities and Erin Robinson and Jonathan Holloway (Office of Faculty Development) provided support. Betsy Brown, Vice Provost for Faculty Affairs, coordinated the Non-Tenure Track Faculty Community. The faculty communities discussed the following topics in 2013-14. (2)

Non-Tenure Track Faculty Community

- :: 11/6/2013: Beyond the classroom: NTT engagement in professional activities
- :: 2/10/2014: Positioning yourself as a leader on the non-tenure track
- :: 2/27/2014: General information session for the 2014-15 non-tenure track promotion process
- :: 3/4/2014: Discussing promotion with your department head

Assistant Professors' Community

- :: 9/24/2013: What is your job as an assistant professor? What are all the elements you need to learn?
- :: 10/22/2013: External mentors: The benefits and practicalities
- :: 11/22/2013: Making effective use of your start-up package and internal grant funds
- :: 1/21/2014: Panel of recently promoted associate professors
- :: 2/25/2014: Dealing with perfectionism

Associate Professors' Community

- :: 9/18/2013: What next? Strategic planning for your next career step
- :: 10/14/2013: How to manage all the opportunities that come your way
- :: 10/30/2013: Job satisfaction among NC State associate professors: Findings from the national COACHE survey
- :: 11/14/2013: Fostering an international reputation
- :: 2/11/2014: Professional development opportunities for mid-career faculty
- :: 2/21/2014: Setting new priorities

Faculty Salary Equity Study

The 2012 NC State Salary Equity Study examined salary equity for tenured and tenure track women and minority faculty at NC State. The model compared the salaries of women and minority faculty to their white male counterparts, taking into account academic college, market rates for faculty in their discipline, rank and tenure status and years of experience. The process was overseen by a team of faculty and administrators composed of Joanne Woodard, vice provost for institutional equity and diversity; Trey Standish, assistant director for enrollment planning; Barbara Carroll, associate vice chancellor for human resources; Betsy Brown, vice provost for faculty Affairs; Hans Kellner, professor of English and chair of the faculty; Margery Overton, professor of



civil engineering and special assistant to the provost; Mary Lelik, senior vice provost for institutional research and planning and Marcia Gumpertz, assistant vice provost for faculty diversity and professor of statistics (chair). The results were presented to the Deans' Council in April 2014 and have been sent to the Multicultural Faculty Google Group, the NCSUWomen listserve and the deans and department heads. The report is available online at <http://oied.ncsu.edu/faculty/faculty-diversity-data-and-reports>.

Faculty Exit Interviews

Twenty-eight faculty completed the faculty exit survey or an exit interview in 2012-13 (response rate of 58%). The report on the exit surveys is online at <http://oied.ncsu.edu/faculty/wp-content/uploads/2013/03/Exit-Survey-Report-2012-13-May-9-2014.pdf>.

Status Sheets

Faculty Diversity has produced one-page status sheets of basic statistics regarding the demographics of the NC State faculty, staff and student populations. There is one status sheet for each of the following groups: African American, Native American, Hispanic/Latino, Asian, White and international members of the NC State community.

Initiatives

Black Faculty Representation Working Group

The Final Report, Recommendations and Implementation Plan were approved in January 2014. These are posted on the Black Faculty Representation Working Group website at <http://oied.ncsu.edu/faculty/faculty-groups/black-faculty-working-group>.

The following recommendations have been adopted:

- ∴ The implementation plan has been shared with the Multicultural Faculty Google Group, the *Diversity Digest*, the deans and academic department heads. Provost Arden has made presentations about the recommendations to the University Diversity Advisory Council and the Chancellor's African American Community Advisory Council.
- ∴ The College of Humanities and Social Sciences held a leadership retreat in August 2013 focusing on developing departmental plans for increasing faculty diversity, concentrating on retention and success of diverse faculty as well as recruiting and hiring. Each department developed a plan and submitted the plan for review in April 2014. The CHASS Diversity Advisory Council reviewed the plans and provided suggestions for strengthening the plans and moving forward.
- ∴ Provost Arden has committed to explicitly incorporating faculty diversity into the call for proposals and criteria for forming clusters for the second round of the Chancellor's Faculty Excellence Program.



The following recommendations have been acted upon but not yet fully implemented.

- ∴ A proposal for a North Carolina State University Short Term Visiting Scholar Program was submitted to Provost Arden in March 2014. The aims of the program are to bring to NC State individuals of scholarly distinction or promise who are in an early career stage, from doctoral students to assistant professors, who have demonstrated interest in promoting diversity in higher education. The program provides funds to appoint several short-term visiting scholars per year for periods of one week to one semester. (2)
- ∴ A proposal for a North Carolina State University Distinguished Visiting Faculty Program was submitted to Provost Arden in April 2014. This program would bring prominent and established researchers, educators and practitioners to NC State for a period of one semester to one year. The aim of the Distinguished Visiting Faculty program is to enhance NC State's scholarly, cultural and educational offerings, facilitate interaction with scholars from a wide range of perspectives and backgrounds and promote faculty diversity at NC State. The program is designed to cultivate new initiatives and linkages for growing NC State's faculty diversity. (2)
- ∴ A proposal for a Building Future Faculty Extension Target of Opportunity Hiring Program was submitted to Provost Arden in October 2013. This is a three-year pilot program that would provide a mechanism for departments to compete for hiring two alumni of the Building Future Faculty Program each year. This would provide a highly visible route for departments to follow up on the connections that they have made with talented graduate students and postdoctoral scholars and would signal to the Building Future Faculty program participants that NC State is serious about hiring alumni of this program. (2)

Usage of Tenure Clock Extension

Usage of tenure clock extensions to accommodate having a new child in the family increased substantially within two years after the new tenure clock regulation went into effect at NC State in 2008, from an average of 3 per year in 2007-2009 to more than 9 per year in 2011-2013, with roughly equal numbers

of men and women making use of the tenure clock extension due to a new child in the family. To get an idea of how many pre-tenure assistant professors at NC State experienced family circumstances that would trigger automatically approved tenure clock extensions during the 2012-13 academic year, Faculty Diversity administered a small electronic survey in August 2013 to NC State faculty who had been tenure track assistant professors on September 30, 2012. The survey asked, "Did any of the following apply to you during the 2012-13 academic year? 'A personal serious health condition, care for a child, spouse, domestic partner or parent with a serious health condition, birth or care for a newborn, care for an adopted or foster child or care for a family member injured while on active duty for the Armed Services'?" Those who answered yes were then asked whether they notified the university that they wanted to extend the tenure clock. If they were eligible but did not obtain an extension, they were asked why not. Thirty two pre-tenure faculty responded that they had experienced a health or family situation that would qualify for tenure clock extension. A quarter of those eligible (8 faculty) received a tenure clock extension. Ten of those who did not extend the clock felt that their progress was on track and did not want to delay their tenure decision. However, four assistant professors (all male) responded that they did not know that there was an option to obtain an extension or didn't know enough details about it and four (half male, half female) expressed fear or a negative view of extending the tenure clock or had been advised against it. One male respondent said he hadn't done it yet, but planned to request an extension that week. (4)

Time to Promotion of Associate Professors

The Faculty Well-Being Advisory Committee spent time this year discussing the experience of associate professors. The committee conducted an analysis of time to promotion to full professor for tenured and tenure track associate professors by academic college, gender and race/ethnicity. The analysis revealed large differences in time to promotion across academic colleges. The median time to promotion ranges from 5 years in Physical and Mathematical Sciences and Engineering to more than 12 years in Humanities and Social Sciences, Design, Management and Textiles. There are also large differences in the fraction of faculty who are not promoted to full professor by the 10th year. At NC State as a whole, the median time to promotion is 12 years for women compared to 8 years for men; however, this varies considerably by college. A large part of the effect is due to the higher concentration of men in the sciences and engineering. The Colleges of Engineering, Agriculture and Life Sciences and Physical and Mathematical Sciences have shorter times to promotion than the other colleges. However, the probability of taking 10 or more years to promotion is markedly higher for women than men in the Colleges of Education, Veterinary Medicine and Textiles. Overall, the median time to promotion was the same, 8 years, for African American, Hispanic and Native American faculty as for other faculty who started as associate professors from 1998 to 2012 and there was no significant difference in the curves of the probability of promotion. However, in several colleges, no underrepresented minority faculty hired from 1998 to 2012 were promoted to full professor. The numbers of African American, Hispanic and Native American tenured associate professors are very small in all academic colleges at NC State. This makes it difficult to estimate the median time to promotion to full professor in many of the colleges.

We Connect Now Presentations

We Connect Now, a student organization dedicated to helping students with disabilities succeed in their studies, produced a series of presentations and panel discussions for faculty. The aim of the presentations was to put faces and personalities to students with disabilities, to have the students describe their experiences and discuss ways that faculty can support the success of students with various kinds of disabilities. We Connect Now made presentations to (or offered by) the following groups. (4)

- :: College of Education Retreat, 9/27/2013 – brief presentation asking departments to invite students to make a presentation to their faculty
- :: Office of Faculty Development, 10/8/2013 – promoting the advancement of students with differing abilities, a workshop offered to the campus community by the Office of Faculty Development
- :: Leadership, Policy, Adult and Higher Education, 3/26/2014 – presentation to department faculty meeting
- :: Elementary Education, 4/25/2014 – presentation to department faculty meeting

Speakers and Workshops

The Faculty Diversity Group was happy to be able to produce or co-facilitate three workshops and speaker events in 2013-14.

- :: Workshop on Mentoring Faculty, 9/25/13 – The Office of the Provost and OIED offered a two-hour workshop on mentoring faculty. The aims of this workshop were to prepare senior faculty to be effective mentors to new faculty in their own departments. The workshop provided an overview of best practices and research on mentoring, as well as goals and expectations for mentoring, then moved on to practical matters, such as scheduling and timing of mentoring faculty, handling critical incidents, providing constructive feedback, handling dysfunctional behaviors, stressors for women and underrepresented faculty and special circumstances of interdisciplinary faculty. The workshop was facilitated by Laura Severin, special assistant to the provost and professor of English, Betsy Brown, vice provost for faculty affairs and Marcia Gumpertz, assistant vice provost for faculty diversity. (2)
- :: ASSIST Center Diversity Workshop on Mentoring for Diversity, 3/28/2014 – This half-day workshop engaged ASSIST Center students, faculty and postdocs in discussions to gain insight into a broad spectrum of student experiences at NC State, how unconscious bias affects students' experiences and approaches to minimizing bias. The keynote address "Mentoring Across Difference: Creating Long-Lasting Relationships" was presented by Karen Dace, vice chancellor for diversity, equity and inclusion at IUPUI. Discussion sessions for faculty and students were facilitated by Margaret Daub, William Neal Reynolds professor and head, Department of Plant and Microbial Biology and Marcia Gumpertz,



assistant vice provost for faculty diversity. The workshop was sponsored by the ASSIST Center. (1)

- :: Charting Your Path Workshop: Strategies for Success for Mid-Career Faculty with Particular Emphasis on Approaches for Women and Under-represented Minority Faculty, 5/12/14 – This one-day workshop was offered at the Friday Institute. The keynote address, "Understanding the Terrain of the Mid-Career Faculty Experience: Implications for Faculty and Administrators" was given by Deborah DeZure, assistant provost for faculty and organizational development at Michigan State University. Breakout sessions for mid-career faculty addressed setting goals for transitioning from associate to full professor and effective communication strategies to promote visibility, while breakout sessions for administrators focused on strategies to support faculty on their path to promotion and to promote their visibility. Approximately 75 faculty and administrators attended from a wide range of institutions, including NCCU, UNC Charlotte, NC State, Western Carolina, Wellesley College, Davidson College, Elon, Winthrop University, UNC-G, Winston Salem State, UNC Wilmington, Eastern Carolina, NC AandT and Virginia Tech. The workshop was co-sponsored by UNC-Charlotte, the NC State Office of Faculty Affairs, UNC General Administration, the NC State College of Education and OIED. (2)

Staff

Publications

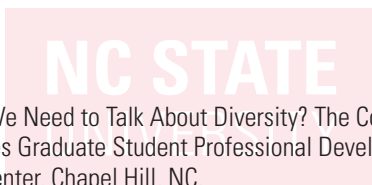
- :: Gumpertz, M.L. and J.M. Hughes-Oliver, 2014, "The Status of Women Faculty in Departments of Statistics and Biostatistics in the United States," to appear in *Advancing Women in Science*, Ed. by Person, W. Frehill, L.M. and C.L. McNeely, Springer.

Invited Panelist, Presentation, Webinar

- :: Panel on Careers in Biostatistics, Eastern North American Region of the Biometric Society (ENAR) Fostering Diversity in Biostatistics Workshop, March 16, 2014, Baltimore, MD.
- :: Recruiting and Retaining Women and Minorities in Statistics, Conference Celebrating Women in Statistics, May 17, 2014, Cary, NC.
- :: Creating an Associate Professors' Community, webinar sponsored by the Association of Women in Science (AWIS), June 4, 2014, www.awis.org/events/event_details.asp?id=437744

Presentations at NC State

- :: Gumpertz, M. and M. Daub, 2013, Why Do We Need to Talk About Diversity? The College of Agriculture and Life Sciences and the College of Sciences Graduate Student Professional Development Workshop, October 9-11, 2013, Aqueduct Conference Center, Chapel Hill, NC.
- :: Gumpertz, M., "Selected History of Diversity and Inclusion at NC State," February 25, 2014, guest lecture for EAC 794: Fostering Diversity in Higher Education.
- :: Gumpertz, M. and M. Daub, 2014, Mentoring for Diversity, ASSIST Center Workshop on Mentoring for Diversity, March 28, 2014, Monteith Research Center, Raleigh, NC.
- :: Informational presentations about the Building Future Faculty Program
 - :: 9/9/13 How to Make the Most of BFF, general informational meeting
 - :: 9/10/13: How to Make the Most of BFF, general informational meeting
 - :: 12/3/13: Building Future Faculty Selection Process; presentation to Biological Sciences department faculty meeting
 - :: 12/12/13: Building Future Faculty Selection Process; presentation to 4-H, Youth Development and Family and Consumer Sciences department faculty meeting
 - :: 3/3/14: Building Future Faculty Program; planning for the department visit
 - :: 3/6/14: Building Future Faculty Program; planning for the department visit



Committees, University and National Service

Wendy Giddens - Committee Support

- :: American Indian Advisory Committee
- :: University Diversity Advisory Committee
- :: Chancellor's African American Advisory Committee
- :: Hispanic/Latino Advisory Group

- :: Council on the Status of Women

Marcia Gumpertz - University Committees and Service

- :: Council on the Status of Women – co-liaison from OIED
- :: Faculty advisor to We Connect Now, student organization for allies and students with disabilities
- :: Association of Women Faculty – provide support
- :: University Diversity Advisory Committee – ex officio member
- :: Faculty Well-Being Advisory Committee – ex officio member
- :: College of Education Committee on Multiculturalism Initiatives and Diversity (COMID) – member
- :: CHASS Diversity Advisory Committee - member
- :: OLLI Diversity Committee - member



Marcia Gumpertz - National Service

- :: American Statistical Association, member of the Committee on Minorities in Statistics
- :: Coordinate JSM Diversity Mentoring Program at the Joint Statistical Meetings (JSM) in Montreal, August 2013 and in Boston, August 2014. This is a conference mentoring program where students and young professionals are matched with more senior mentors for the duration of the annual Joint Statistical Meetings.
- :: StatFest local co-organizer, NC State, September 2014. This is a one-day regional workshop sponsored by the American Statistical Association's Committee on Minorities in Statistics for undergraduates from minority serving institutions to learn about graduate study and careers in Statistics.

NC STATE
UNIVERSITY



Building Future Faculty 2014 Cohort

Staff Diversity

Office for Institutional Equity and Diversity 2014 Annual Report

Director: Deb Collins Luckadoo, Ph.D.

Programs

Staff Diversity Advisory Board (ongoing)

The Staff Diversity Advisory Board met monthly from August to May and continues to serve as an information source for the Staff Diversity function. This year's highlights were a discussion on affinity groups that led to the creation of a new website designed to help employees connect to the university (see Initiatives, below). The board also critiqued and provided helpful feedback on the new staff diversity video and the staff wellbeing survey. The staff diversity video was the product of a committee of advisory board members that met over the summer of 2013 to plan the video and then participate in the recording in early fall. Jacqueline Perry edited the video that she and Elizabeth Snively recorded. For the October 2013 meeting, the advisory board participated in GLBT 101 led by Justine Hollingshead. At their final meeting in May, the board will discuss the annual appraisal process and whether diverse staff find this process to be helpful in their professional and career development.

New Employee Orientation (ongoing)

New Employee Orientation (NEO) continues to be an opportunity to represent OIED and to promote the message of everyone's responsibility to contribute to an inclusive and welcoming campus community. The opening of the Onboarding Center a year ago brought new employee orientation to a much higher, more timely and responsive level of service for new employees. Holding the program at the Joyner Visitor Center is also an improvement. With the completion of the staff diversity video, the OIED Diversity and Inclusion groups will work to refresh the orientation presentation, incorporating the video into the program and streamlining the information currently included. They will also update the InfoGuide, as needed.

Human Rights Day Observance (annual)



The annual Human Rights Day observance took place on December 3, 2013. In the second year of the four-year series of spotlights on members of the university community that volunteer in service related to human rights, the program this year featured the Spotlight on Staff. Staff members self-identified or were identified by colleagues and were invited to a morning program entitled Coffee with the Chancellor. In addition to the chancellor, other guests included Professor Emeritus Slater Newman, chair of the North Carolina Human Rights Commission, as well as many colleagues and supervisors of the staff in the spotlight. The chancellor signed the document proclaiming December 10 as Human Rights Day and Dr. Newman spoke to the group about his feelings toward the Declaration of Human Rights and his pride in NC State honoring Human Rights Day. Planning is already underway for the 2014 Human Rights Day commemoration, at which OIED will shine the spotlight on faculty.

An additional observance of Human Rights Day took place on December 10, as NC State joined an effort to enact a statewide bell-ringing for Human Rights Day. Dr. Newman contacted OIED to see if NC State would participate and Dr. Tom Koch, interim head of the Music Department, agreed to play Beethoven's Ode to Joy on the Belltower Carillon at 12:10 on 12/10. Garry Morgan hosted the event. Next year, if the bell-ringing is still being promoted across the state, OIED might organize a larger-scale event, with refreshments.

Sisterhood Dinner (annual)

The 2014 Sisterhood Dinner theme was "Champions of Change," inspired by the keynote speaker's designation as such by the White House last summer. Anita Brown Graham is the director of the Emerging Issues Institute on Centennial Campus. Securing her as the speaker established the theme and set the stage for all of the related features of the program. To reinforce the theme, a blog entitled "Champions of Change" was added to the Council on the Status of Women's website. The university community was invited to post stories of women in their lives whom they viewed as champions of change. In addition to these stories, all the nominations for the Equity for Women awards were posted.

One of the unique aspects of the evening was the entertainment provided by the Panoramic Dance Company, a student performance group sponsored by Arts NC State. Director Tara Mullins had already been working on a piece of The Breadbasket Project, a dance choreographed around the AandP grocery store and Sealtest boycott in Ohio that was part of the Civil Rights Movement. The dance incorporated video images and live and recorded singing.

The event was held in the new Talley Student Union Ballroom. The facilities accommodated a pre-dinner reception and silent auction to benefit the Women's Center in the ante-areas of the room. The ballroom held tables for 400 people. For the 2015 dinner, the entire ballroom, which will seat up to 600 at tables, has been reserved.

The event also included the presentation of this year's Equity for Women Awards. The winners were Suzanne Martin, student (and OIED intern), Dr. Shaefny Grays, staff and Dr. Mary Weir, faculty. Dr. Deborah Hooker, head of Women's and Gender Studies, was honored with a Lifetime Achievement Award. Council on the Status of Women member James Jeuck has headed up the awards nomination and selection process the last two years, helping to guide the process to a much better-structured and informed outcome. The planning committee and other volunteers contributed to a smoothly-run evening, which ended with Dr. Patricia Caple's recitation of Sojourner Truth's *Ain't I a Woman?*



Initiatives

Staff Women's Network (WINGS)

In response to concerns expressed by women staff that events advertised on the listserve for the Faculty Women's Network were not welcoming of staff, the Staff Women's Network was formed in October. The group has almost seventy members, with news about the organization being spread mainly by word of mouth, in addition to the initial advertisement via the *Diversity Digest* and other email lists. The group is self-led, having chosen to use a team approach of three members leading the group for three months. Deb Luckadoo meets with each team of leaders to help them decide on meeting dates and meeting content then takes care of logistics such as reserving the room and sending out meeting announcements. The first leadership team facilitated the effort to identify a name for their organization. Members submitted ideas and the group attending the January meeting voted on the name W.I.N.G.S., which stands for Women Involved in Networking, Giving Back and Service. The second leadership team also started a Facebook page and administered a survey of members to determine future meeting topics and times.

As the name states, service is a component of almost all meetings of WINGS. In December, the women filled mugs donated by the Women's Center with hot chocolate mix and holiday candies and delivered them to the campus bus drivers. In January, they collected food for the Feed the Pack on-campus food pantry. In March, members met at Hunt Library for a tour, bringing with them gently used clothing for donation to a local shelter. April's meeting focused on military veterans. Members brought items to add to a care package to be sent to Afghanistan. The May meeting featured a presentation by Interact. Members brought food for their pantry. In addition to the service activities, the network also heard from Tina Bennefield from Human Resources on developing a personal vision and Dr. Betsy Taylor, counselor at the College of Veterinary Medicine, on mindfulness.

Staff Diversity New Employee Orientation Video

The staff diversity video initially arose from Human Resources' request that the new employee orientation module be adapted for online delivery. The transition to the Onboarding Center approach has somewhat muted the demand for that. Nevertheless, the Staff Diversity Advisory Board worked with Deb Luckadoo to shape the content of a video to present as part of NEO, as well as to be posted on the Staff Diversity website. Over the summer, seven members met three times with OIED Communications and Deb Luckadoo to refine the storyboard and plan out the vignettes to be included. Recording was completed in fall, in three different segments, each with a diverse pair of planning group members. Jacqueline edited the pieces into a 7-minute video introduced with a voiceover by Toni Thorpe of the African American Cultural Center. The full advisory board reviewed it and recommended that the chancellor be included to illustrate the administration's commitment to diversity. OIED was able to obtain 15 minutes of the chancellor's time and did a quick take. An additional piece for the end of the video is planned with OIED staff members speaking about the programs and services offered and encouraging people to get involved. This will be added to the version that will be posted to the website but is not needed for the NEO presentations. The plan is to have the video completed and posted on the website and incorporated into the NEO presentation by June 15.

Connect with NC State Website

Another initiative that arose from the Staff Diversity Advisory Board is the Connect with NC State website, also known as the "Employee Bucket List." The advisory board was discussing the formation of affinity groups. In discussing the idea of encouraging affinity groups and the benefit of affiliating with other employees around a common or similar interest, the group began to talk about those events and places that would make employees feel more a part of NC State. The board looked at the 54 Things to Do Before you Graduate on the Student Government website and used some of those items, growing the list to more than 100. John Starbuck, advisory board member and webmaster at Campus Enterprises, posted those items on an interactive website where each

item is linked to its original description page or to a description page created for this purpose. Because the diversity advisory board created the list, many, but not all, of the activities are cultural or diversity-related annual events and places on campus. Although the website has officially launched and business cards with the web address are being distributed to all new employees at their orientation, the advisory board will be working on a special program to take place in the fall to make current employees aware of the program and to increase interest connecting with NC State.

NC State Conference on Leadership and Diversity for Managers

Diversity training for supervisors on campus was a priority recommendation arising from the 2008 Staff Wellbeing Survey and promoted by the Task Force on Staff Diversity. Last year, Deb Luckadoo put together a seminar series for 13 supervisors in University Dining that met twice a month through the spring semester. This went well but lacked broad impact. From working collaboratively with Kevin Rice and Stephanie Kelber Davis of HR Training and Development, Ursula Hairston from OIED/EOE, Dan O'Brian of HR Employee Relations and Rachel Monteverdi from Cooperative Extension, the NC State Conference on Leadership and Diversity for Managers was created and offered on March 10, 2014 in the new Talley Student Union. With over 100 participants, including 15 presenters, from around the campus, the conference was well received. The call for presentations yielded a wide array of topics addressing a range of diversity and leadership subjects. Participants included both EPA and SPA staff. Dr. Mike Mullen, vice chancellor and dean of academic and student affairs, presented the opening session.



Conference evaluations revealed strong support for similar future events. Planning has begun for another conference in the fall. Staff Diversity will look at repeating some of the same sessions as well as soliciting topic-specific presenters for other sessions. Results from the current Staff Wellbeing Survey will be used to guide the content. Staff Diversity will also do some targeted marketing to try to bring in supervisors and managers from areas that were missing at the first conference.

Diversity Strategic Plan: Pathway to the Future

Deb Luckadoo's committee assignment for OIED this year was to chair the committee to develop a diversity strategic plan for the university. Committee members included Marcia Gumpertz, Tracey Ray, Amy Circosta, Jenn Scott, Jennifer Castillo and Crystal Harkless. The committee started with a review of diversity plans posted by NC State's peer institutions, as well as the previous diversity strategic plan developed by the Office for Diversity and Inclusion. At the conclusion of this review, the committee discussed options and goals for the new NC State diversity strategic plan. Rather than replicate the comprehensive compilation of literature and policy statements that had been done here and at other institutions, the committee wanted a more succinct, streamlined document that would be more likely to be read. Amy Circosta suggested looking at the university's strategic plan to find ways to incorporate diversity more directly into it, as the document itself does not do so. This helped refine and focus work around the five goals and accompanying strategies outlined in the document *Pathway to the Future*, the university's strategic plan for 2011-2020.

The title of the resulting draft document was *Pathway to the Future: Bringing Everyone Along*. As the title implies, specific, intentional efforts with regard to diversity could be added to the goals and strategies to ensure that all members of the university community are included in the broader university plan. Following from the "pathway" analogy in the university's document title, the committee identified ways to "accelerate the pace" for diversity, noting specific "practices for progress" that would bring everyone along in the successful attainment of each goal. The diversity strategic plan called for colleges and divisions and their component units to implement diversity plans for themselves using the diversity strategic plan as a guide. The intention is that the university's leadership, including executive officers and deans, will adopt the plan and develop expectations for their units' compliance with it.

When the OIED committee completed its draft at the end of the fall semester, the document was submitted for review by the University Diversity Advisory Committee. A subcommittee was formed of members Thomas Easley, Alice Warren, Ryan Hancock, Kathy Lambert, Sarah Stone, C. Ellen Washington and Guadeloupe Arce-Jiminez. This subcommittee worked efficiently to review each part of the plan and to recommend revisions as needed. They then brought the document to the UDAC as a whole to review and approve, which they did. At that point the plan was shared with selected other organizations, including the Staff Senate Diversity Committee, the Staff Diversity Advisory Board, the Faculty Women's Network and the Multicultural Faculty Group. A few minor changes arose from their feedback.

At this point in time, the strategic diversity plan is under review by the provost. It is hoped that he will approve its presentation to university leadership for adoption by the end of the fall 2014 semester. At that time, the university will have reached the halfway point of the Pathway to the Future strategic plan. NC State will have five years to accelerate the pace for diversity and bring everyone along to the successful realization of the goals set in 2011.

Staff

Dr. Deb Collins Luckadoo, Director of Staff Diversity

Council on the Status of Women: In addition to leading the planning team for the Sisterhood Dinner and supporting the Equity for Women Awards, Deb Luckadoo worked with Chair Debbie-Allgood Staton and Marcia Gumpertz on the expansion of the lactation room program, which now includes a variety of accessible, conveniently-located and comfortable spaces for students, faculty, staff and visitors and a Google calendar reservation system. For the second time, the provost has allocated funding for additional lactation rooms to be placed in areas of campus that are currently not served. Due to Deb Luckadoo's appointment reduction, Marcia Gumpertz has resumed her role as sole advisor to this program.

Other topics pursued by the council this year included GLBT issues, with specific accomplishments including revising the language around the parental leave policy to be more inclusive of GLBT faculty and staff (where inclusive practices were in place but not specified in the policies). Subcommittees continued to look at safety and security, work/life balance and women in faculty and administrative positions.

Hispanic/Latino Advisory Group: One of the issues facing Hispanic/Latino students is leaving home and the strong cultural expectation of remaining close to parents and family. Staff members could be put in place who could serve as on-site support for students, not only expanding the support network for the students, but might also helping to further reassure parents that NC State has sympathetic, supportive adults in the community who can also make cultural connections with their students. Deb Luckadoo met with Carolina Foster, a Hispanic member of the Staff Diversity Advisory Board, to discuss whether she thought Hispanic and Latino staff would be interested in serving on a support network for the Hispanic/Latino students. She was very open to exploring this further. Deb Luckadoo subsequently met with Nelson Santiago, the new assistant director for Hispanic student affairs. He is also interested in pursuing this so these three staff members will discuss and develop a plan for linking Hispanic/Latino staff with Hispanic/Latino students. If possible, interested staff will be identified and invited to participate in the Hispanic/Latino Symposium during Wolfpack Welcome Week.

Equal Opportunity Institute: This year, Deb Luckadoo completed the Equal Opportunity Institute, receiving a refresher on the laws and policies that pertain to diversity and interacting with a variety of NC State employees and students. There were one or two more programs she plans to take next year.

Bullying Workshop: Deb Luckadoo attended the bullying workshop presented by the Counseling Center. Following the workshop, a group of interested individuals agreed to meet with a counselor from the Counseling Center to talk more about programs or other activities related to bullying. Deb Luckadoo would like to develop a program to be included in OIED's menu of diversity training programs and to present at future conferences such as the conference on leadership and diversity for managers.

African American Faculty/Staff Organization: The African American Faculty Staff Organization has been in a re-building phase. Chair Joe Johnson has worked with the other executive officers to strengthen and clarify the organization's mission and visibility on campus via a new website and Facebook page. They have organized coffee breaks for faculty and staff that will take place this summer to invite more to active membership, to raise awareness of the organization and to solicit ideas and issues of concern on which the group can work. The chair has suspended programming in favor of devoting time and attention to the organizational structure. The coffee breaks should provide the leadership with some idea as to the need and interest for programs within their constituency. They have also discussed administering a survey.

University Diversity Advisory Committee: Last summer and into the fall, Deb Luckadoo worked with the UDAC Charge Subcommittee to review and revise the UDAC charge. The resulting recommendations that were adopted by UDAC shifted the leadership of the committee from the OIED staff to the membership of the committee not affiliated with OIED. The goal is to activate the members in terms of communicating the work of the committee and OIED to the areas they represent and to provide the opportunity for faculty and staff not in supervisory lines to the provost to advocate for diversity issues. Under the new charge, Dr. RaJade Berry-James was elected as the chair for 2014-2015. Justine Hollingshead will serve as chair-elect, taking over the chair in 2015-2016.

Staff Senate Diversity Committee

This year, working with the Staff Senate Diversity Committee, Deb Luckadoo assisted with the following:

- ⋮ A new Homecoming event: a lunch for staff who are NC State alumni sponsored by the Alumni Association,
- ⋮ The second annual Women's Basketball Employee Appreciation event, co-sponsored by OIED and the Athletic Association
- ⋮ Women's History Month Lunch and Learn: Public Speaking for Women with Toni Thorpe

National Coalition Building Institute Team: Deb Luckadoo continued to serve on the National Coalition Building Institute team, presenting workshops and attending as many of the monthly developmental meetings as possible despite a reduction in appointment.

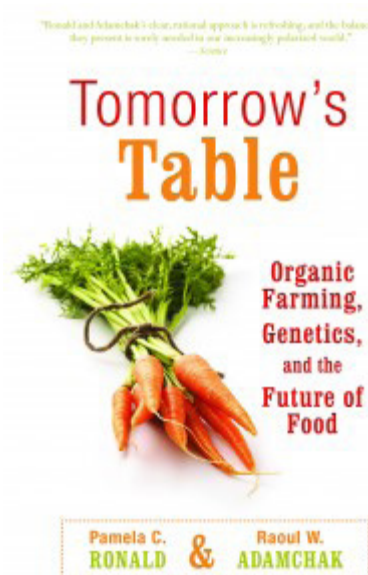
Common Reading Committee (external): Deb Luckadoo is currently serving as chair of the Common Reading Committee for the 2014 selection. The focus



this year has been on increased engagement of students and faculty with the book *Tomorrow's Table* and the topics of organic farming and genetically modified organisms, beyond the Wolfpack Welcome Week convocation and other events around the authors' visit to campus. Deb Luckadoo convened an engagement subcommittee weekly during spring semester to identify ways to stimulate the planning of more activities, to provide additional resources to the campus around which to build engagement activities and to develop a platform for sharing ideas and listing plans for activities that might inspire others. The subcommittee also met with the associate deans to share ideas and obtain their support.

As a result of the subcommittee's work, the Common Reading Program website has been expanded to include faculty resources, such as a study guide and discussion questions for all colleges, individual pages for all colleges to post their activities in a blog format and contact names for each college, including the associate deans. In its exploration of resources on campus related to the book's content, the committee discovered that the Park Scholars Class of 2017 had the book's topics as their programmatic theme for the year. Some of those students are now serving as hosts for one of the program sessions during Wolfpack Welcome Week featuring the book's authors. The committee was also contacted by the director for the soon-to-be center for genetically modified organisms and society, an interdisciplinary cluster of faculty from a variety of departments in CHASS, CALS and COS. This group was also interested in bringing the book's authors to campus, so when they heard about the common reading program, they were eager to partner. With the sponsorship of a sizable NSF grant, they will be hosting a variety of events over the course of the year, providing an opportunity for students to extend their engagement well beyond the parameters of Wolfpack Welcome Week and the fall semester.

Skillport Pilot: Deb Luckadoo is participating in the Human Resources Training and Organizational Development pilot of Skillport, an online professional development program that offers a variety of modules on an array of topics. Fitting the online training in has been a challenge with the loss of .25 FTE. Deb Luckadoo is scheduled to complete the program in June but will scale back the number of modules to those that deliver diversity training. The aim is to assist HR T&OD in assessing whether these modules are of sufficient quality to be included among the professional development offerings they provide.



Alignment with Strategic Plan Goals

The Staff Diversity function underwent significant expansion in programs and services this year. The March 10, 2014 Conference on Leadership and Diversity for Managers not only addressed a recommendation made by the Task Force on Staff Diversity that supervisors be trained in those areas, it addressed the university's strategic plan Goal 4: Enhance organizational excellence by creating a culture of constant improvement.

The new website *Connect with NC State* developed by the Staff Diversity Advisory Board has the potential to enhance the climate and feeling of inclusion for employees while also raising awareness of diversity at NC State. This investment in faculty and staff addresses Goal 3: Enhance scholarship and research by investing in faculty and infrastructure.

Deb Luckadoo's work as chair of the Common Reading Committee, in addition to facilitating the selection of the 2014 reading, has focused on expansion of engagement activities for students and faculty around the book *Tomorrow's Table*. The committee will offer for the first time engagement opportunities that span the entire year, not just Wolfpack Welcome Week. This pertains to Goal 1: Enhance the success of our students through educational innovation.

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

Programs

University Mini-Grants

A "Call for Proposals" for the annual University Diversity Mini-Grant Program sponsored by the OIED was issued in July 2013. Proposals from faculty and staff for the implementation of diversity and inclusion initiatives and research projects that further the academic mission of the university were sought. All faculty and staff were eligible to apply (full-time, part-time and temporary university employees) for a maximum of \$3,000 to be awarded per mini-grant. Proposals for projects or research in one or more of the following target areas were encouraged: (1) enhance the quality of teaching and learning about diversity, (2) enrich the diversity experiences of all students, (3) create a welcoming and inclusive work and learning environment where differences are respected and valued, that offers opportunity for and supports the success of all students, staff and faculty, (4) improve recruitment, retention and graduation of students from historically underrepresented groups and (5) increase recruitment, retention and success of faculty from historically underrepresented groups. Proposals were reviewed by a selection committee of faculty, staff and members of the staff of OIED. Members included: Tracey Ray (convener, non-voting member), Garry Morgan (OIED), Darryl Lester (African American Cultural Center), Ashley Simons-Rudolph (Women's Center), Deb Luckadoo (OIED), Guadalupe Arce-Jimenez (student) Ursula Hairston (OIED) and Monica Leach (Social Work, College of Humanities and Social Sciences). There were 49 Diversity Mini-Grant proposals (seeking a total of \$121,279) submitted this year, a 36% increase from 2012 (36 proposals) and over 100% increase from 2011 (23 proposals). Thirteen projects were funded, which represented an array of opportunities including research, undergraduate and graduate student recruitment and retention, middle and high school outreach to feed the pipeline of underrepresented students in higher education, faculty recruitment, retention and engagement, student engagement and cultural competency development. A total of \$31,908 in funding was distributed, which exceeded the original limit of \$25,000. Of the 49 proposals, there were 10 proposals (totaling \$26,955) that the review committee ranked highly but were not able to fund. Funded projects were:

- :: ***Feeding the Pack: Addressing Food Insecurity at NC State***
Principal investigators: Melonie St John, Melissa Green and Peter Adams
- :: ***Improve Recruitment, Retention and Graduation of Students from Historically Underrepresented Groups***
Principal investigators: Jennifer Scott and Kasey Ashton
- :: ***Universal and Accessible Challenge Course Programming***
Principal investigator: Jason Rich
- :: ***Educating the Educated: A University-Wide Language Diversity Initiative***
Principal investigators: Stephany Brett Dunstan, Walt Wolfram, Audrey Jaeger and Danica Cullinan
- :: ***Video Biographies of Diverse STEM Faculty to Promote Awareness and to Aid Recruitment Efforts***
Principal investigator: Wendy Krause
- :: ***Scholars Preparing for Admissions and Career Exploration (SPACE) Program***
Principal investigator: Courtney Simpson
- :: ***Workshop to Workgroup***
Principal investigators: Richard Tyler and Peter Adams
- :: ***Building Community: An American Indian Summit***
Principal investigator: Brett Locklear
- :: ***iREAD: Women of Color in the Academy***
Principal investigator: Erin Banks



⌘ ***Developing the Pre-College Research Training Academy (ReTA): A Pipeline Mentoring Initiative***

Principal investigators: DeLeon Gray and Lauren Bryant

⌘ ***Ph.D. Preparation Program***

Principal investigators: Roshaunda Breeden, Melusian Wright and Robert Sandruck

⌘ ***Lead Initiative: Linking... Empowering... Avoiding Dropout***

Principal investigator: Anona Smith Williams

Fall and Spring Diversity Dialogues

The Fall Diversity Dialogue was incorporated into the university's annual Diversity Education Week. It was held on Tuesday, October 15, 2013 in the Campus Cinema of Witherspoon Student Center. The event featured antiracist author and educator Tim Wise. Over 300 students, faculty and staff attended the event. Wise also provided a lecture and QandA session with undergraduate students enrolled in ECD 225: Foundations of Cultural Competence and graduate students enrolled in SW 505: Social Justice.

The Spring Diversity Dialogue took place on Wednesday, March 5, 2013 in the Talley Student Union Ballroom. This interactive program and dialogue explored religions, exposure to different faiths and non-faiths and why this is an important competency to gain while in college. The event was free and open to the public. About 35 students, faculty and staff attended the program.

Diversity Education Week featuring Tim Wise: OIED partnered with the Union Activities Board Diversity Activities Board to host the 4th Annual Diversity Education Week. Tracey Ray (OIED) and Krystopher McRae (UAB) provided coordination of the calendar of events for the week, which included 17 events. They were as follows:

- ⌘ All Week: Stand-up and be Counted Campus Veterans Recognition and Roll Call
- ⌘ Sunday, October 13, 2013: Film and Discussion: Love Free or Die documentary, sponsored by the GLBT Center
- ⌘ Monday, October 14, 2013: "I Heart Diversity" T-shirt Giveaway, sponsored by the GLBT Center; "God Believes in Love, Straight Talk about Gay Marriage" with Bishop Gene Robinson talk and book-signing, sponsored by the GLBT Center; Paint the Free Expression Tunnel, sponsored by the GLBT Center
- ⌘ Tuesday, October 15, 2013: 2nd Annual Panel Forum "Research and Underrepresented Populations," highlighting faculty research with under-represented populations to students, staff and faculty. The panel informed students about a variety of research being conducted in CHASS and encouraging students to get involved in similar types of research, sponsored by the College of Humanities and Social Sciences; Annual Fall Diversity Dialogue Featuring Tim Wise, antiracist author and educator, sponsored by OIED and the UAB- Diversity Activities Board
- ⌘ Wednesday, October 16, 2013: Breakfast and Discussion about Intersectionality of Gender and Race, sponsored by the Women's Center and Multicultural Student Affairs; WolfPACKS: Caring for the Dependent Adult, sponsored by the Women's Center
- ⌘ Thursday, October 17, 2013: These Hands Don't Hurt, sponsored by the Women's Center; Ally Rally, sponsored by the GLBT Center; Lunch and Learn: "Trayvon Martin and Social Justice: Next Steps," sponsored by the African American Cultural Center; "From Bakke to Fisher and Beyond: The Supreme Court's Perspective on Diversity in Student Body Admissions," sponsored by NC State's Office of the General Counsel; Muslims in America, presented by NC State's Muslim Student Association
- ⌘ Friday, October 18, 2013: "I Heart Diversity" T-shirt Day, sponsored by the GLBT Center, OIED and the UAB Diversity Activities Board; Fundamentals of Equal Opportunity workshop, sponsored by OIED; Applied Skills in Equal Opportunity workshop, sponsored by OIED

Chancellor's Creating Awards Program

The 8th Annual Chancellor's Creating Community Awards Program (University Diversity Awards), was held on April 22, 2014 and co-hosted with Provost Warwick Arden. A call for nominations was sent to the campus to recognize outstanding faculty, staff, colleges, students and student organizations that have made exceptional efforts and contributions in the areas of equity, diversity and inclusion. Awards were given in the following 5 categories:

- ⌘ Outstanding Faculty Award (\$500 cash award to recipient and \$500 in discretionary funds to recipient's department)
- ⌘ Outstanding Staff Award (\$500 cash award to recipient and \$500 in discretionary funds to recipient's department)
- ⌘ Outstanding Student Award (\$500 cash award to recipient)



- ⌘ Outstanding College/Division Award (\$1,000 discretionary funds award)
- ⌘ Outstanding Student Organization Award (\$500 cash award to recipient)

One award was given in each area. OIED staff and other university employees whose key job responsibilities connect with equity, diversity and inclusion were not eligible for these awards. Detailed criteria were shared for each of the award categories. In addition, monetary awards were given for each of the award categories and are noted above. A committee comprised of 5 members of the OIED staff and members of the University Diversity Advisory Council reviewed the nominations and determined the award winners. The 2014 award winners were: Dr. Valerie Faulkner (Outstanding Faculty), Liz Moran (Outstanding Staff), Veronica Mbaneme (Outstanding Student), College of Education (Outstanding College/Division) and the Kappa Omicron Chapter of Alpha Kappa Alpha Sorority, Inc. (Outstanding Student Organization). Marshall Anthony and Suzie Mwarabu were recognized with Honorable Mention in the category of Outstanding Student. Joel Voss was recognized with honorable mention in the category of Outstanding Faculty and Richard Tyler for Outstanding Staff. Advisory groups, councils and committees of OIED, diversity training facilitators and participants including the Equal Opportunity Institute (EOI), Project Safe Training, National Coalition Building Institute (NCBI) and other key partners received special recognition at the program.

Student Recruitment Activities

Tracey Ray and Garry Morgan facilitated a limited number of group visits that could not be accommodated by the Visitor's Center (ie., elementary and middle schools).

Initiatives

ECD 225: Foundations of Cultural Competence – Developing Cross-Cultural Competence for Professional Success

This course is an initiative of the "At Home in the World" grant project, awarded by the American Council on Education and led by Vice Provost for Institutional Equity and Diversity Joanne Woodard and Associate Vice Provost and Director of Study Abroad Ingrid Schmidt. This is now a permanent course and was taught during the Fall 2013 (33 students) and Spring 2014 (30 students) semesters with full sections. It was approved as a permanent course (ECD 225) in April 2013 and approved for Humanities and U.S. Diversity credit in May 2013. Credit to fulfill the Global Knowledge G.E.P. was approved during the fall 2013 semester. ECD 225 was the second university course to be approved to fulfill both the U.S. Diversity and Global Knowledge Co-Requisites. This 3-credit hour course, team taught by Tracey Ray, Ursula Hairston and Beverly Williams, engages students in the process to work effectively with diverse populations to develop cross-cultural competencies and identify culturally appropriate strategies in the workplace and life.



Inside Out 11M Photography Project

On Thursday, September 5, 2013, a global art project seeking to transform messages of personal identity into works of art came to NC State's Brickyard. The Inside Out 11M photography project from Washington, D.C. is a nationwide participatory art initiative aimed at creating a portrait of America that includes immigrants and the descendants of immigrants. About 11 million undocumented immigrants live in the U.S. These portraits remind one that behind the numbers are real human stories. Inside Out 11M aims to start a conversation about immigration and immigration reform. Its photobooth trucks travel in cities across the country and people in any city can add their faces to this portrait of America to create their own installations. The NC State installation was on display on the bricks of the Brickyard for 5 days.

USA Television Network's I Won't Stand For.../National Characters Unite Tour

The USA Network's national Characters Unite Tour stopped at NC State on February 6, 2014. Students, faculty and staff were invited to step onto the USA Characters Unite RV in the Brickyard and stamp a shirt that had the statement: "I won't stand for..." The stamps added words such as "hate," "violence," "bullying," "injustice," "discrimination," and "racism." This traveling participatory activist art exhibit was meant to raise awareness at a grass roots level and get people involved in improving the world around them, one stop at a time.

General Outreach

OIED served as the host site for the North Carolina State Advisory Council on Indian Education Meeting on November 14, 2013 at the JC Raulston Arboretum. OIED served as a table sponsor for the annual Clarence E. Lightner Y Achievers Community Banquet held in downtown Raleigh in November 2013. OIED also participated in many campus based programs, including Packapalooza, New Student Orientation, Transfer Student Orientation and New Student Athlete Orientation. OIED, in partnership with the NC Society of Hispanic Professionals, served as the host for the 15th Annual Hispanic Education Summit

held on Friday, March 28, 2014. More than 700 middle and high school Hispanic students from nearly 32 counties across North Carolina attended.

Diversity

African American Coordinating Committee

The African American Coordinating Committee met on a monthly basis from August 2013 to May 2014. Members included representatives from all academic colleges, the Office of Scholarships and Financial Aid, Athletics, the Academic Support Program for Student Athletes, University Housing, TRIO Programs, the Student Support Program, the Office of Admissions, the Graduate School, Multicultural Student Affairs and the African American Cultural Center. Topics discussed this year included but were not limited to student enrollment, the Pack's Pact- Minority Male Initiative and the USC 110 course. Five subcommittees were formed this year as follows:

- :: Undergraduate Student Access, Admission and Yield (Chairs: LaTosha Bradley and Ronnie Chalmers)
- :: Undergraduate Student Retention and Success (Chair: Tracey Ray)
- :: Graduate Student Access and Success (Chair: Erin Banks)
- :: International Engagement (Chair: Sheila Smith-McKoy)
- :: African American Symposium (Chair: Jasmine Omorogbe)

Military Veteran Affairs Working Group

A university military veteran affairs working group met on a monthly basis from September 2013 to May 2014. The group reassessed the university's progress in all areas as outlined on the UNC General Administration's (UNC-GA) Best Practices Guide. An updated report was compiled and sent the UNC-GA. In addition, the group prioritized and worked through key areas of improvement, which included the following: 1) identifying and tracking military-affiliated students for evaluating and reporting purposes; 2) exploring the need for a veteran/military specific space on campus such as a veterans lounge or resource center; 3) developing a Green Zone Faculty/Staff training; 4) creating a promotional video in which to highlight the military presence at NC State. The committee was comprised of 20 individuals. Membership included faculty/staff from the Office of Admissions, the Graduate School, College of Humanities and Social Sciences - Leadership in the Public Sector Program, Veteran Affairs- Registration and Records, Office of Scholarships and Financial Aid, Division of Academic and Student Affairs Academic Programs and Services, Student Development, Division of Academic and Student Affairs - Health and Wellness, the University Cashier's Office, University Housing, New Student Orientation and OIED. Membership also included student representation from the Student Veterans Association. In addition to providing leadership of this committee, OIED provided a comprehensive website of the university's campus veteran's day events. Those events included:

- :: Stand-up and be Counted! Campus Veterans Recognition and Roll Call and Block S Veteran Lapel Pin Distribution
- :: Veterans Display in D.H. Hill Library throughout the month of November
- :: Veterans Digital Display in Hunt Library throughout the month of November
- :: Field of Flags (the Court of North Carolina), November 4-11, 2013
- :: Military Veterans in the Classroom, Thursday, November 7, 2013
- :: Annual North Carolina Veterans Day Parade, Saturday, November 9, 2013, Downtown Raleigh
- :: Inaugural Run, Walk and Roll with Veterans 5K, Sunday, November 10, 2013, Centennial Campus
- :: Annual Veterans Day Run and Ceremony, Monday, November 11, 2013, Belltower, featuring guest speaker for the ceremony Jack MacNaughton, WWII Veteran.
- :: Veterans Day Appreciation Event, sponsored by the Department of Multicultural Student Affairs as part of Native American Heritage Month, Monday, November 11, 2013, NC State Brickyard

Interfaith Prayer and Meditation Space Proposal

A formal request was submitted to the university space committee in August 2013. In addition, Tracey Ray and Garry Morgan, along with staff from the University Architect's Office participated in design reviews for students enrolled in an advanced design studio in the School of Architecture under the instruction of Thomas Barrie. The students developed 6-8 plans for inter/multifaith prayer spaces on main and Centennial campus. Tracey Ray presented on the need for an interfaith space to students in the University Scholars Program at the February 6th Peace Lunch Forum hosted by Chaplain's Cooperative Ministries.

Staff

The staff for Student Diversity included Tracey Ray, assistant vice provost for student diversity, Garry Morgan, diversity program assistant and Wendy Giddens, university program associate.

Professional Development (Tracey Ray)

- :: American Council on Education Webinar: Moving the Attainment Needle with Credit for Prior Learning, September 2013
- :: Clery Act Online Training
- :: National Coalition Building Institute monthly team meetings and retreats
- :: NC Diversity and Inclusion Partners Conference, UNC-Chapel Hill, November 2012
- :: Rutgers University Mission Possible Conference, November 2013
- :: Association of American Colleges and Universities (AACandU) Institute on High-Impact Practices and Student Success
- :: STEM Equity Pipeline Webinar - How to Support Undocumented Students: Information, Resources and Best Practices, November 2013
- :: Focus on Veterans: Successfully Transitioning from Military to Campus Education Summit, East Carolina University, November 2013

Professional Development (Garry Morgan)

- :: Completed Leadershape Institute Co-Lead Facilitator training, April 2014. Served as a facilitator for NC State's Leadershape, May 2014
- :: Served as the NC College Personnel Treasurer and Co-Chair and attended the annual conference at Wake Forest University, October 2012
- :: Served as an American College Personnel Association (ACPA) Foundation Trustee Associate

Teaching and Presentations (Tracey Ray)

- :: AFS/ARS 346: Black Popular Culture (Distance Education), Fall 2013, Spring 2014
- :: ECD 225: Foundations of Cultural Competence, Fall 2013, Spring 2014
- :: AFS 497: Special Topics in Africana Studies - Gullah/Geechee Nation Service Learning, Spring 2014.
- :: ECD543: The American College Student, served as a guest lecturer on Diversity in Higher Education.
- :: "Crossing Borders: Broadening Your Perspective through International Study" National Black Student Leadership Conference, January 2014



Committees (Tracey Ray)

- :: Brooks Scholarship Review Committee (College Foundation of North Carolina)
- :: Study Abroad Scholarship Review Committee
- :: Chancellor's Leadership Awards Scholarship
- :: Member, UNC General Administration's Military Affairs Council
- :: Black Alumni Society Undergraduate Scholarship (liaison)
- :: Augustus M. Witherspoon Graduate Scholarship (liaison)
- :: African American Cultural Center Director Search, chair
- :: African American Coordinating Committee, co-chair
- :: Hispanic/Latino Advisory Group (HLAG), member
- :: American Indian Advisory Council, member
- :: University Diversity Advisory Committee, ex officio member
- :: National Coalition Building Institute Team, member
- :: At Home in the World Steering Committee, member
- :: Respect the Pack Planning Committee (sponsored by Student Government), member
- :: Early College High School Coordinating Committee, member
- :: Student Center Board of Directors, ex officio member
- :: Chancellor's Liaison Meetings
- :: University Survey Advisory Committee, member



Alignment with Strategic Plan Goals

Goal 1: Enhance the success of our students through educational innovation: ECD 225: Foundations of Cultural Competence course initiative; Diversity Education Week programs and initiatives; Interfaith Prayer and Meditation Space proposal.

Goal 2: Enhance scholarship and research by investing in faculty and infrastructure: University Diversity Mini-Grant Awards.

Goal 3: Enhance interdisciplinary scholarship to address the grand challenges of society: ECD 225: Foundations of Cultural Competence course (for students across all majors); Diversity Education Week programs and initiatives

Goal 4: Enhance organizational excellence by creating a culture of constant improvement: Chancellor's Creating Community Awards; University Diversity Mini-Grant Awards.

Goal 5: Enhance local and global engagement through focused strategic partnerships: AFS 497: Gullah/Geechee Nation Service Learning; Military Affairs Working Group.

African American Cultural Center

Office for Institutional Equity and Diversity 2014 Annual Report

Director: Sheila Smith McKoy, Ph.D.

Programs

(Numbers in parentheses indicate support of corresponding NC State Strategic Plan Goal.)

The African American Cultural Center presented 32 events, co-sponsored additional events with campus and community partners and supported the engagement of African American Cultural Center staff members as liaisons to other events. In total, over 2,595 participants attended African American Cultural Center events during the 2013-2014 academic year.

Gallery Exhibits

Measure of Earth (September 19 - December 18, 2013): The NC State African American Cultural Center partnered with the Gregg Museum of Art and Design to present "Measure of Earth: Textiles and Territory in West Africa," an exhibit created from the rich holdings of the Gregg Museum of Art and Design. The exhibit explored the connections between textiles, various West African cultures and the communal linkages they inspire. This was the inaugural exhibit linking the resources of two of the major art galleries at NC State. The gallery opening drew an audience of approximately 85 participants comprised of members of the both the campus and local community. (USP, Goals 1 and 5)

Theater of Belief: Afro-Atlantic Costuming and Masking, the Photographs of Phyllis Galembo (November 7, 2013 - May 11, 2014): The "Theater of Belief" exhibit, the result of an innovative partnership between the African American Cultural Center, the Gregg Museum of Art and Design and the Weems Gallery at Meredith College, focused on the work of photographer Phyllis Galembo. Galembo's work was shown jointly in linked exhibits at the African American Cultural Center gallery and Meredith College's Weems Gallery. Galembo's artistic vision comments on the presence, power and prevalence of costuming and masking in the spiritual traditions of Nigeria, Benin and Burkina Faso. Approximately 225 visitors viewed this exhibit. (USP, Goals 1 and 5)

Programming

Remembering the March on Washington Film Festival: A Retrospective (August 28, 2013): Commemorating the 50th Anniversary of the March on Washington, the film festival provided a unique opportunity for participants to contextualize the march and the racial, social and historical issues that made the march necessary and impactful. The films were presented from 11:00 a.m. - 5:00 p.m. without commentary in a format that also allowed the audience to comment on the messages of the films. Screenings included *El Hajj Malik El Shabazz, A Day to Remember: August 28, 1963, To Form a More Perfect Union, The Powerbroker: Whitney Young's Fight for Civil Rights, A Phillip Randolph: For Jobs and Freedom, The Color Line on Campus* and *Martin Luther King: I Have a Dream*. Co-sponsored by the Africana Studies Program and AYA, the film festival attracted approximately 50 participants including faculty, staff and students (undergraduate, graduate and STEM Early College High School students and staff). (USP, Goal 1)

Centennial Gems Program (September 5, 2013 - April 22, 2014): The Centennial Gems Program links the African American Cultural Center with Centennial Middle School, located on NC State's Centennial Campus. Spanning the entire academic year, the program connects university students with middle school students. The program consists of a series of workshops and includes modules about African heritage and history, self-esteem, anti-bullying, dance (African dance and step team), oratorical skills and writing skills. The AACC staff, led by Toni Harris Thorpe, met with the students twice each month. The AACC partnered with the African Student Union, AYA: The African American Cultural Center Ambassadors and the Kappa Omicron Chapter of Alpha Kappa Alpha Sorority, Inc. The program impacted 30 middle school girls from diverse ethnic backgrounds. (USP, Goals 1, 4 and 5)



Reception for Faculty of African Descent (September 9, 2013): NC State is facing a challenge in recruiting and retaining faculty of African descent. The most recent data indicate that there are 10 fewer faculty of African descent than in the 1980's. The African American Cultural Center hosted a reception for faculty of African descent, bringing together faculty from across campus to make critical connections, to discuss opportunities to increase the numbers on campus and to facilitate interdisciplinary partnerships. Approximately 40 faculty participated in the reception. One grant proposal was submitted to the Diversity Mini-Grant competition as a result of this event. (USP, Goals 2 and 4)

Harambee (September 9, 2013): Harambee, an annual event at the African American Cultural Center, focused on welcoming new members of the shared community. The 2013 Harambee was both African-centric and centered, beginning with the pouring of libations by Dr. Craig Kwesi Brookins. AYA: The African American Cultural Center Ambassadors were also an integral part of the program. John Miller, member and incoming president of AYA, presented an originally choreographed dance. Uninhibited Praise gospel choir also performed at the program. The AACC welcomed a record number of faculty members at Harambee because the reception for African descent faculty was planned as a lead-in to the event. Approximately 150 students, faculty and staff participated in the program. (USP, Goals 1 and 4)

Living Legends – Social Justice: The Movement Then and Now with Rev. Dr. C. T. Vivian (October 28, 2013): The 2013-2014 Living Legends program centered on the life and legacies of Rev. Dr. C.T. Vivian, a noted civil rights activist and "lieutenant" of Dr. Martin Luther King, Jr. In addition, Dr. Vivian presented a decades-long series of race awareness workshops at NC State. The program offered participants the opportunity to share in the historical work that Dr. Vivian started in 1947 and continues to do. Prior to the event, a cadre of students, faculty members and community leaders had the opportunity to participate in a community dinner welcoming Dr. Vivian back to NC State. The event drew over 225 participants, including campus and community alumni of Vivian's Race Awareness seminars. Many visitors were unable to attend the program because the capacity of the room had been exceeded. (USP, Goals 1, 4 and 5)



African Diaspora Film Festival (October 1 - November 5, 2013): From October 1, 2014 through November 5, 2013, the African American Cultural Center partnered with the Africana Studies Program to present the African Diaspora Film Festival. The most attended films were those that featured local films and filmmakers, including *Opening Doors: The Lives and Legacies of Dr. Lawrence M. Clark and Dr. Augustus M. Witherspoon*, *Voting Rights and the 2012 Presidential Election*, a film that Sheila Smith McKoy wrote, directed and produced and *This Ain't No Song and Dance*, which was produced by a filmmaker from Wake Forest, NC. The production of the film, *Opening Doors: The Lives and Legacies of Dr. Lawrence M. Clark and Dr. Augustus M. Witherspoon* was underwritten by the 125th Anniversary Committee and the African American Cultural Center. The opening night also enabled the program to feature the work of the AFS 440, Fall 2012 capstone students who produced the short film that was a part of the opening night double feature. Approximately 85 people attended the screening, which was followed by a panel of interviewees including Mrs. Irene Clark, Dr. Everett Ward, Dr. Thomas Conway (Fayetteville State University), Dr. Orlando Hankins (Saint Augustine's University) and others. The October 8 screening of *Dr. Bello* (Dir. Tony Abulu) attracted a small audience of approximately 25 participants. The October 22 screening of *Soul Boy* (Dir. Hawa Essuman and Tom Tykwer) was able to attract 36 participants, including members of the local Kenyan Diaspora. The October 29 screening of *Soundtrack for a Revolution* (Dir. Bill Guttentag and Dan Sturman) attracted an audience of approximately 50 participants. Dr. Marc K. Dudley served as the moderator for this film screening. The screening of *This Ain't No Song and Dance* on November 5th attracted an audience of 46 participants. The filmmaker, Charles S. Martin, was also featured at the screening. In total, the African Diaspora Film Festival attracted approximately 242 participants. (USP, Goals 1,4 and 5)

Lunch and Learn – Trayvon Martin and Social Justice: Next Steps: Co-sponsored by the UAB Black Students Board and the Africana Studies Program, this lunch and learn program was envisioned as a series of lunchtime programs focused on discussion and advocacy. "Trayvon Martin and Social Justice: Next Steps" featured a panel of experts, including a graduating Africana Studies Program senior, Itaskia Lynette Neal, who worked with the other AFS 440 student to produce a social activist toolkit focused on the aftermath of the death of Trayvon Martin; Atrayus Goode, founder and executive director of Movement of Youth, Inc.; Erin Byrd, civic engagement director of Blueprint, NC; Brayndon Stafford, a member of AYA: The African American Cultural Center Ambassadors and Sheila Smith McKoy; Darryl Lester served as the moderator. This event attracted an audience of approximately 125 participants. (USP, Goals 1,4 and 5)

Shoeboxes of Love (November 1 - December 10, 2013): An annual event sponsored by the African American Cultural Center, Shoeboxes of Love gives participants the opportunity to support individuals and families impacted by incarceration, those in the process of re-entering their communities and children living in poverty. This year's iteration of Shoeboxes of Love resulted in donation of 250 boxes to those in need. (USP, Goals 4 and 5)

Measure of Earth Fashion Show (November 7, 2013): Partnering with the African Student Union and the Gregg Museum of Art and History, the fashion show provided an opportunity for participants to connect with the gallery exhibit and to interface with a local Ghanaian fashion stylist, Adelaide Wortortsi. The program also included dance and drumming performances by a Ghanaian drum and dance ensemble. This event attracted a record number of participants, with many being prevented from entering due to having exceeded the audience capacity for the room. Approximately 225 participants attended the program. (USP, Goals 1, 2 and 5)

Red, White and Black Walk (November 12, 2013): The African American Cultural Center partnered with D. H. Hill Library and the Department of History to present this event, a campus tour that celebrates the history and legacy of African American faculty, students and staff at NC State. Led by Walter Jackson (NC State Department of History) and Toni Harris Thorpe, the walk is in its third year. The Red, White and Black Walk attracted approximately 50 students, 2 faculty and 3 staff. (USP, Goals 1, 2 and 5)

27 Views of Raleigh (November 13, 2013): Co-sponsored with Eno Publishers, the Carolina African American Writers Collective, the NC State Bookstore and the Department of English, this event featured readings by NC State faculty and members of the community whose work is published in *27 Views of Raleigh* anthology. Featuring Wilton Barnhardt, John Kessel, Bridgette A. Lacy, Dorianne Laux, Lenard D. Moore, Juliana Nfah-Abbenyi, Elaine Orr, Sheila Smith McKoy and Eleanora Tate, this literary salon provided the audience with the opportunity to discuss the writing process with writers from diverse backgrounds. A book-signing was included in the program. Approximately 30 participants, including members of the community, faculty, staff and students attended the program. (USP, Goals 1, 2 and 5)

World AIDS Day (December 2, 2013): This event was a part of the global acknowledgement of World AIDS Day. Featured panelists included Bruce Currin (UNC, Chapel Hill), Dr. James Kiwanuka-Tondo, Dr. Andrea Emmanuel (Research Triangle Institute) and Tracy Anderson, a graduate student in the Department of Communication. Although the information presented about the HIV AIDS pandemic was relevant, this event has historically suffered from being scheduled in close proximity to the winter break; 20 participants attended the program. (USP, Goals 1, 3 and 5)

AACC Tour: Uganda: The Pearl of Africa (December 26, 2013 - January 6, 2014): The AACC Tour Program enabled the AACC to create global connections and to enhance educational innovation in this second iteration of the short, study abroad experience. Four students, four faculty and one member of the community had the opportunity to participate in the program that links NC State with Makerere University and the Mama Watali non-governmental agency in Kampala, Uganda. In addition to visiting cultural sites and participating in safaris, the participants worked with TASO, the AIDS Service Organization, a non-governmental organization focused on HIV/AIDS treatment, focused on access to water resources in both rural and urban areas in Uganda, connected with women's collectives and conducted focus group interviews in the Luwero region of Uganda. For additional information, see the NC State Maama Watali Concept paper. (USP, Goals 1,2,3, 4 and 5)

Martin Luther King Campus Commemoration (January 13, 2014): This year's campus commemoration was again held at the McKimmon Center to accommodate the large audience. The speaker, Dick Gregory, focused on the contributions of Martin Luther King, Jr., the impact of the Civil Rights Movement, his own participation in the movement and presented his unique brand of humor characterized by his social commentary about race and politics. The event sparked some controversy about Gregory and, conversely, attracted a wellspring of support for him. The audience was comprised of numerous NC State departments including University Scholars and Park Scholars and included participants from UNC Chapel Hill, Duke University, Saint Augustine's University, Shaw University, North Carolina Central University and the Alpha Phi Alpha Fraternity, Inc. The AACC received several emails of appreciation for his candid expression and satire. The Martin Luther King, Jr. Campus Commemoration was attended by over 600 participants from the campus and from the wider Triangle community. (USP, Goals 1, 2, 3 and 5)

African American Read-In and Lawrence M. Clark Lecture, Featuring Harriet Washington (February 6, 2014): This program was co-sponsored with the Pre-health Club and AYA Ambassadors. Harriet Washington was previously scheduled to present in September. However, with the unexpected sudden death of her husband, the AACC rescheduled her presentation to encompass both the African American Read-In and the Clark Lecture. The African American Read-In was a lunch and learn conversation about Washington's recent book, *Deadly Monopolies* and her previous text, *Medical Apartheid*. Approximately 45 participants attended the African American Read-In. The evening event was the Clark Lecture, during which the AACC again had to turn away participants because of the size of the crowd. The evening event was standing room only with over 225 attendees. Washington's residency included dinner with Justin Hills, president of Minority Students Pre-health Club, Park Scholar and a senior in Human Biology. (USP, Goals 1, 2, 3 and 5)

The Lawrence M. Clark University Community Dinner (March 21, 2014): The African American Cultural Center again presented this signature event, partnering with Shaw University and Saint Augustine's University. Funded by table sponsorships, corporate donations and the support of OIED, the Lawrence M. Clark University Community Dinner recognized student, faculty and humanitarian achievements. Three students, one from each university, were recognized for their academic achievements and contributions to their communities. Each student received a \$250 scholarship. Three faculty members were recognized for their engaged scholarship. This year, the major award for the AACC was re-named in honor of Dr. Lawrence M. Clark. The two recipients of the Lawrence M. Clark Award were Dr. Dudley Flood and Ambassador Joseph Johnson. (USP, Goals 1, 4 and 5)

Ebony Harlem Awards (April 25, 2014): This signature program has celebrated the achievements of students of African descent at NC State for approximately twenty years. Faculty and staff members participated in the event by presenting the awards. In addition to recognizing student excellence in numerous realms of achievement, this year's Ebony Harlem Awards included a youth recognition, with the inaugural award going to Aliyah Ray Robinson. (USP, Goals 1 and 5)

African Liberation Day (May 24, 2014): The African American Cultural Center will host this event in partnership with the African Diaspora Coalition of North Carolina, an organization dedicated to Pan-African unity in the United States and on the African continent. (USP, Goals 2, 3 and 5)

Initiatives

The African American Culture Center programming will continue to meet the intellectual needs of the changing NC State campus and community while



serving the mission of the center. These initiatives focused on the following and programming goals:

Development Goals

The African American Cultural Center continues to work with the University Advancement office to meet its development goals. This will continue to be a key issue for the AACC until it can create a viable and supportive donor base.

Programming Goals

The programming goals of the African American Cultural Center are focused on meeting its mission of providing academic and cultural enrichment, expertise and co-curricular programs that focus on African descent culture. The AACC can continue its focus in the following areas:

Student Engagement Activities: With the establishment of AYA: The African American Student Ambassadors and leadership development initiatives focused on student employees and residential organizations, the AACC has continued to provide students with targeted and sustained initiatives designed to develop their full potential. In addition to individual mentoring, they engage in programs and initiatives. Further, the AACC has invested in their development by enabling them to have meaningful connections with guest speakers, provided etiquette training and enabled 15 students to participate in the African American Student Leadership Conference, January 9-11, 2014 in Raleigh, NC.

Faculty Engagement Initiatives: As a member of the Black Faculty Working group and the founder and co-convenor of the Black Faculty Initiative, Sheila Smith McCoy led the efforts of the AACC to support the hiring and retention of faculty of African descent on campus. The AACC's main thrust this semester was to engage faculty through the reception for faculty of African descent. However, the AACC also engaged faculty members in its planning process and in numerous events throughout the year.

Media and Social Media Profile: The staff of the African American Cultural Center has invested in increasing its media and social media profile to support its work. During the 2013-2014 academic year, the AACC substantively revamped its website. In addition, its media presence has been well supported by its commitment to having video and digital documentation of most of its events. The center's reach was also extended through its work with media outlets, including the Cooperating Raleigh Colleges television network, Shaw University National Public Radio, UNC National Public Radio, UNC Public Television, WNCN Television and NC State's Wolf TV.

Staff

Sheila Smith McCoy has resigned as the director of the African American Cultural Center effective June 30, 2014. This will result in a transition in leadership at the AACC; however, it is anticipated that a committed and academically engaged scholar will be hired to lead the center.

Dr. Sheila Smith McKoy

- :: ACE: At Home in the World
- :: African American Coordinating Committee
- :: Africana Studies Assessment Committee
- :: Department of English, Budget Committee
- :: Deployment Home, board member
- :: Interdisciplinary Studies Council, AFS
- :: Maama Watali Board of Directors
- :: NC Chapter, United Nations Women, board member
- :: NC Community AIDS Fund, co-director
- :: North Carolina Writers Network, board member
- :: OLLI/Encore Program professor
- :: University Diversity Advisory Committee

Darryl Lester, Interim Assistant Director

- :: Hindsight Consulting
- :: Deployment Home
- :: University Common Reading Committee, 2012- 2013
- :: University Diversity Advisory Committee

Toni Harris Thorpe, Programming Director

- :: AYA: The African American Cultural Center Ambassadors, advisor
- :: Building Future Faculty, presenter
- :: Peace Church, advisor



- :: Greek Life – Community Workshops
- :: Kappa Omicron Chapter of Alpha Kappa Alpha Sorority, Inc. (campus advisor)
- :: National Coalition Building Institute
- :: NPHC - Connecting Community Workshop
- :: Reach Out and Touch (advisor)
- :: Student Media Advisory Board, member
- :: Symposium Counselor Training communication workshops
- :: University Common Reading Committee, 2012- 2013

Crystal Harkless, Administrative Manager

- :: Citizen's Police Academy
- :: Residential Organization, advisor
- :: Staff Senate Elect

Angela M. Jenkins

- :: STEM Early College High School
- :: University Transition Program
- :: D.H. Hill Library Liaison



Alignment with Strategic Plan Goals

Goal 1: Enhance the success of our students through educational innovation: The AACC provided classroom space, partnered with faculty on special initiatives, worked closely with the student organizations that are AACC residential organizations, provided extra-curricular and co-curricular opportunities for students, student employees and students majoring in Africana Studies. The AACC also supported student leadership and innovation initiatives. The AACC also linked its programming to ongoing courses and participated in the curation of and creation of new knowledge through the offerings in its gallery exhibits. AACC worked closely with the administrative leadership of the NC State STEM Early College High School by providing meeting, research and collaborative space for them in the AACC Library. The AACC Library also hosted the University Transition Program daily tutorial sessions throughout the Spring 2014 semester.

Goal 2: Enhance scholarship and research by investing in faculty and infrastructure: The AACC partnered with faculty from across campus creating opportunities for faculty to move beyond the classroom to collaborate interdisciplinary. In addition, the AACC hosted a reception for faculty of African descent in order to support retention efforts and to increase opportunities for interdisciplinary engagement with AACC initiatives.

Goal 3: Enhance interdisciplinary scholarship to address the grand challenges of society: The AACC partnered with faculty and with students from every college at the university during the 2013- 2014 academic year. AACC also partnered with faculty in the Africana Studies Program, in the wider Interdisciplinary Studies division of the College of Humanities and Social Sciences, the Department of Communication, the Department of English and the Department of History to meet the dual academic and cultural missions of the AACC. Other university partners included the Gregg Museum of Art and Design, CSLEPS, the Office of International Affairs, Park Scholars Program, University Scholars Program, the Office of Greek Life, the Office of Student Media, the University Honors Program, NCSU Libraries, the OLLI/Encore Program and with colleagues in OIED. AACC also worked with other educational institutions, including Duke University, Meredith College, Makerere University (Kampala, Uganda), Mutesa I University (Musaka, Uganda), Shaw University, Saint Augustine's University, the University of North Carolina, Chapel Hill and Wake County Public Schools.

Goal 4: Enhance organizational excellence by creating a culture of constant improvement: The AACC works to create a culture of excellence through programming by rewarding innovation and by focusing on a five-year planning process for both the AACC and for individual team members. Beginning with an annual planning retreat in April, the AACC staff embraces a shared understanding of how to meet its mission. The AACC also creates strategic partnerships, both on campus and in the community, with partners who share its vision. Each member of the AACC staff meets with the director bi-weekly. The center also meets as a staff bi-weekly. As importantly, the staff works consistently to represent the mission of the cultural center when engaged on campus and in the wider community.

Goal 5: Enhance local and global engagement through focused strategic partnerships: The AACC continues to develop and improve international linkages. The AACC continues to support and sustain global partnerships through multiple initiatives, including the AACC Tour in Uganda and programming with the Zana Project, the African Diaspora Coalition of North Carolina, Acts Revival Church (an African Traditional worship service), the North Carolina Chapter of United Nations Women, the North Carolina Community AIDS Fund, UAB Black Students Board, the Zana Project and other relevant initiatives.

Measured through the lenses of the University Strategic Plan, the goals of OIED and its own mission, 2013-2014 was an extraordinary year for the African American Cultural Center. Despite the upcoming change in leadership, the AACC is positioned to continue to provide excellent programming, create innovative initiatives, catalyze interdisciplinary learning and enable discussions of local, regional and international significance for the NC State campus and for the community.

Director: Justine Hollingshead, M.Ed.

Programs

(For the GLBT Center's 2013-2014 end-of-year video, see <http://youtu.be/LODpiUODZck>.)

Summer

- :: The GLBT Center and GLBT-CommUnity Alliance (GLBT-CA) again were represented at a table during the Orientation Information Fairs over the summer by GLBT Center staff members Julius Perkins (program assistant), Adam Ward (graduate assistant) and Lucas Kessler (student assistant). This was a time for significant visibility for students who may not have been out to their parents and for families who might have been worried about their student(s). During each session, staff members talked to students and parents, both members of the GLBT community and allies, helping to answer questions and provide information about resources provided by the GLBT Center.
- :: The new GLBT-CA Executive Board for 2013-2014 was elected, with Kyle Vey elected President, Dani Lechner as Vice President and Darren Lipman as Secretary. The Treasurer position was left vacant and a student was elected later in the semester.
- :: The 4th annual Shades of Pride resource and community organization fair, as a part of Triangle Black Pride, was held on July 27, 2013, with Adam Ward representing the Center. Shades of Pride is a local non-profit organization that aims to acknowledge and celebrate the diversity of North Carolina's LGBTQ communities.
- :: Crape Myrtle Festival, a local non-profit that raises money to build support services for individuals living with HIV/AIDS, held its annual Gala on July 27 at the Duke Energy Center in downtown Raleigh. Students and staff from the GLBT Center volunteered at the event.
- :: The GLBT Center, with support from an OIED mini-grant received by Student Health, helped to send Adam Ward as an advisor and Dani Lechner as a student to the National Student Leadership Diversity Conference in New York City from August 1-4, 2013. This is part of an ongoing commitment by the Center to provide leadership development training to student leaders in GLBT-CA.

August and September

- :: The GLBT Center hosted its annual open house as a part of Wolfpack Welcome Week. Over 75 people attended the event, including students, faculty and staff. A number of allies attended and spent time talking with incoming first year students.
- :: GLBT-CA participated in the 3rd annual Campus Crawl on August 20, 2013. Executive Board members staffed a display table, providing information about the group and the GLBT Center to students.
- :: Adam Ward represented the GLBT Center at the Graduate Student Orientation Information Fair on August 20, 2013, helping to answer questions from new graduate students and provide information about the GLBT Center and the GLBT Graduate Student and Young Professionals Network at NC State.
- :: The GLBT Center and GLBT-CA participated in the campus-wide Respect the Pack event during Wolfpack Welcome Week on August 20, 2013. This was a great way to showcase all of the student organizations and departments/entities that have a diversity focus and why this is important for NC State.
- :: GLBT Life Coaching Services officially begin at the GLBT Center on August 28, 2013. As a special project in cooperation with the Counselor Education graduate program, the NC State GLBT Center was home to Life Coaching Services for the 2013-2014 academic year. These services are coordinated by Counselor Education intern Samuel Byrd and are designed to address specific needs of gay, lesbian, bisexual and transgender (GLBT) college students in the areas of leadership development, academic advising, career development and identity development and



exploration. GLBT Life Coaching involves direct consulting, advising and mentorship in the context of the experience of GLBT individuals. It is a relationship-centered therapy that focuses on addressing specific issues, general conditions and life transitions and personal and professional development and helps develop a goal-oriented course of action to help students to make the most of their life at NC State.

- :: GLBT-CA marched in the North Carolina Pride parade. Sam Byrd and Adam Ward (aka Karma E'Lectra and Lily Diva-Ine) drove students to Duke University. The GLBT Center maintained a vendor booth to educate the public about the center's work at NC State.
- :: Adam Ward facilitated a GLBT 101 training for club sports team leaders in partnership with University Recreation staff on August 19, 2013 with approximately 100 student leaders in attendance. Sexual and gender minorities still face discrimination and other challenges in sports, but University Recreation has committed to supporting all NC State students who wish to participate on club teams. This year, an out trans woman who is involved with GLBT-CA joined the Women's Rugby Club Team and she was greeted with nothing but support from the team, who worked to make sure the national chapter would allow her to play.
- :: The GLBT Center partnered with CSLEPS to staff an information table at the annual Service NC State Blood Drive on August 23, 2013. Adam Ward, along with GLBT-CA student leaders, CSLEPS staff and the American Red Cross, provided information about the FDA's discriminatory lifetime ban on MSM (men-who-have-sex-with-men) donors. Postcards were distributed for donors to sign, encouraging the FDA to review its policy and over 150 signed postcards were collected and mailed to the FDA.
- :: GLBT-CA helped to co-sponsor IRC's annual Silent Disco event on August 23, 2013. Members provided volunteer support and staffed an information table for GLBT-CA.
- :: Andrew Dies, an NC State alum and the associate dean of students and director of student conduct and outreach at UNC Charlotte, attended the annual Southeast Region LGBT College Prep Fair hosted by Campus Pride at the Pride Charlotte festival, representing NC State. This is the third year the GLBT Center has partnered with the Office of Undergraduate Admissions to attend the college fair and is a step towards intentional outreach and recruitment of GLBT-identified high school students.
- :: The first GLBT-CA meeting of the fall semester was held on August 27, 2013, with 70 students in attendance. Adam Ward and the GLBT-CA Executive Board provided information about themselves and about events and involvement opportunities available throughout the academic year and the Executive Board facilitated ice breaker activities for group members to get to know each other. Samuel Byrd also spoke about the GLBT Life Counseling services he provided in 2013-14.
- :: GLBT-CA students attended an event at The Pointe with Mrs. Woodson and the Chancellor on August 28, 2013 in recognition of the Gateway to Change commissioned piece. Mrs. Woodson signed four prints to be used as gifts. There will be a total of 250 prints. Students were able to socialize with Mrs. Woodson and the Chancellor.
- :: The second GLBT-CA meeting of the semester was held on September 3, 2013. Jem Williams, a first year student, was unanimously elected Treasurer for the group. The meeting also featured PSA videos made by returning resident advisors during their GLBT training (filmed by Lucas Kessler and Adam Ward), showing support for the community. Members voted on a winning video and RAs from that campus were invited to a pizza party with GLBT-CA. Videos can be viewed here: www.youtube.com/user/glbtcntr/videos.
- :: GLBT-CA participated in the annual Brickyard Involvement Fair organized by Student Involvement on September 4, 2013. Members staffed a display table, providing information about the group and the GLBT Center to students.
- :: Adam Ward facilitated a GLBT 101 for the Health Promotions peer educators class on September 17, 2013, partnering with Travis Knight, the graduate assistant for Health Promotions.
- :: Justine Hollingshead and Adam Ward facilitated several residence hall programs throughout the month, including an "Inclusive language in the residence halls" discussion and a GLBT 101 program series.
- :: For the fourth year, GLBT-CA partnered with Presbyterian Campus Ministries, Hillel Jewish student organization, Episcopal Campus Ministry and the Raleigh Wesley Foundation for Shack-a-Thon, an event involving construction of shacks to raise money for Habitat for Humanity. This was known as the "Unity Shack," and was the again the fourth-highest fundraising shack this year.
- :: Luke Keeler from Wake County Health and Human Services initiated a monthly program on National Gay Men's HIV/AIDS Awareness Day (September 27, 2013), holding office hours at the GLBT Center on the last Friday of every month offering HIV and STI prevention counseling and providing STI testing at no cost to students. This is part of an ongoing partnership with the GLBT Center and Wake County HHS, in particular the HIV/STD Community Program, to combat the high rates of STI infections in certain populations of the GLBT community, especially HIV



rates in gay and bisexual men. The GLBT Center also continues to be a condom distribution site for Wake County.

October

- :: Adam Ward facilitated a special GLBT 101 session for CSLEPS Leadership Development Series on October 7, 2013 with 30 students in attendance.
 - :: Justine Hollingshead, Julius Perkins, Adam Ward and 6 students involved with GLBT-CA attended the third annual LGBT Center of Raleigh Awards Dinner on October 11, 2013, a \$100 per plate event, at no cost to the students. This was a fundraiser event for the LGBT Center of Raleigh. Justine Hollingshead served as one of the official event photographers.
 - :: On October 13, 2013 the Love Free or Die documentary was shown to kick off Diversity Education Week. The documentary is about a man whose two defining passions are in direct conflict: his love for God and for his partner, Mark. Gene Robinson is the first openly gay person to become a bishop in the historic traditions of Christendom. The film follows Robinson from small-town churches in the New Hampshire North Country to Washington's Lincoln Memorial to London's Lambeth Palace, as he calls for all to stand for equality – inspiring bishops, priests and ordinary folk to come out from the shadows and change history. On Sunday, October 13th, the GLBT Center hosted the documentary film showing. After the film, the center welcomed and allowed space for Bishop Robinson to speak openly on his numerous experiences. The floor was open for a QandA session where students were able to speak from the heart on various issues surrounding faith, sexuality, politics and more.
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- :: The "I Heart Diversity" t-shirt giveaway occurred on October 14, 2013. This is an annual event hosted by the GLBT Center. Each year, students gather on the Brickyard, Centennial Campus and the Vet School to receive a free t-shirt stating I Heart Diversity. With lines in the hundreds, each student signs the diversity pledge and receives a t-shirt. The Women's Rugby Team assisted. Partners such as OIED and Student Government were instrumental in making the 1,000+ t-shirt give-a-way a success. A new brand-compliant design of the t-shirt was done by University Communications. Hoodie sweatshirts were made for the San Francisco alternative service break team with the new design.
 - :: On October 14, 2013 a discussion with Bishop Gene Robinson entitled "God Believes in Love: Straight Talk about Gay Marriage" occurred for students in the Scholars program and in the evening for campus and the general public. This event was well attended. Bishop Robinson shared his thoughts about love and same-sex marriage.
 - :: The annual tunnel painting event also occurred on October 14, 2013. Bishop Robinson participated. Over 25 individuals assisted with painting affirming messages for National Coming Out Day and Diversity Education Week in the tunnel.
 - :: GLBT-CA students attended the annual Diversity Dialogue on October 15, 2013 in place of the regularly scheduled GLBT-CA meeting, which featured anti-racist speaker and writer Tim Wise.
 - :: On October 17, 2013, the GLBT Center hosted its annual Ally Rally Day. After the hate message were spray painted on the outside of the GLBT-Center's office two years ago, the campus established a no-tolerance attitude towards this type of behavior. This year's speakers emphasized further support and advocacy for the GLBT community, personal testimonies and words of kindness and respect. Each guest received an Ally Rally Day wristband designed by GLBT Center student worker Lucas Kessler.
 - :: October 18, 2013 marked the official I Heart Diversity T-shirt Day. Various campus faculty, staff and students wore their t-shirts throughout campus.
 - :: On October 26, 2013 the NC State Housing Officers RA Drive-In Conference occurred. Samuel Byrd and Adam Ward led a training presentation for resident assistants and residence hall directors across the state of North Carolina. The program focused on developing awareness around current issues facing GLBT college students, especially within the residence hall environment and interventions to improve overall campus climates.
 - :: Ian Pike, a student leader in GLBT-CA, along with other students, identified a need for a transgender-specific support group as an extension of GLBT-CA and created the T-Files trans support group. This group meets monthly and is currently a closed group – only transgender identified students, including students that are not out or are questioning, are allowed to participate in the group for safety reasons. Adam Ward and later Natalie Nguyen, provided follow-up and support to the group from the GLBT Center.

- Justine Hollingshead, Adam Ward, Samuel Byrd, Kyle Vey, Dani Lechner, Ian Pike, other GLBT-CA members, and members of the Women's Rugby Club Team volunteered for the eighth annual Crape Myrtle Tennis Classic, held by the gay and lesbian Triangle Tennis Club. Proceeds from the sale of gatorade and raffle tickets were contributed directly back to the GLBT Center, with a donation in the amount of \$2,000. Adam Ward as Lily Diva-ine performed at the closing awards banquet dinner and Justine Hollingshead served as photographer.
- Trent Hurst, a tennis player from New York City who participates in the Crape Myrtle Tennis Classic, spent the day at NC State as a scholar in residence in October, prior to the tournament. Trent has been a donor for the GLBT Center for the past few years and agreed to spend time again with the Poole College of Management and the SKEMA program through GTI. This was his second visit. Dialogue centered around individual career advancement, NC State GLBT Center events/efforts and marketing/branding.
- Adam Ward represented the GLBT Center at the NC State Open House, providing information and literature to prospective students and families.
- Adam Ward participated in a Dessert Discussion put on by First Year College Resident Advisors, presenting a GLBT 101 session to over 80 FYC students, followed by a panel discussion with Darren Lipman and another GLBT-CA member, where students could submit questions anonymously and have them answered.

November

- The GLBT Center hosted its annual Cabaret show at NC State on November 15, 2013 to a full house in Witherspoon Student Cinema, with Queen of the Pack Karma E'lectra emceeing. Cabaret is a mixed variety show that featured performances from Grains of Time, Ladies in Red A-cappella, Fusion dance group, spoken word, comedy and cultural performances from GLBT-CA students. Cabaret is an OIED Signature Event and highlights student talent and collaborations with campus groups. It was a sold-out event with over 400 people in attendance.
- Justine Hollingshead and Adam Ward attended Crape Myrtle Festival's annual Harvest Tea on November 3, 2013, where the GLBT Center was awarded \$6,500 from a grant submission to the organization.
- Justine Hollingshead and Adam Ward attended Equality NC's annual fundraising gala on November 9, 2013 in Greensboro, NC.
- The GLBT Center recognized Transgender Day of Remembrance on November 22, 2013. Justine Hollingshead, Lucas Kessler and Adam Ward designed and placed life-size human cutouts with information about transgender identity, transphobic violence and TDOR in the Brickyard. They and other individuals from NC State and GLBT-CA attended the Transgender Day of Remembrance Vigil held in downtown Raleigh in remembrance of lives that have been lost due to violence towards the transgender community. This event was sponsored by Equality NC and the LGBT Center of Raleigh.
- GLBT-CA partnered with the NC State Women's Rugby Club Team to hold a fall drag show fundraiser at a local club in downtown Raleigh, FLEX nightclub, filling the club and raising over \$1,000.
- Adam Ward attended the monthly University Graduate Student Association meeting on November 25, 2013 to speak about harassment and discrimination complaints, providing pamphlets provided by Equal Opportunity and Equity (EOE) and information about resources offered by the GLBT Center to graduate students.



December

- Adam Ward as Lily Diva-ine and Samuel Byrd as Karma E'lectra gave a volunteer performance at the Alliance of AIDS Services - Carolina holiday drag bingo show on December 14, 2013. Drag bingo is a semi-monthly event that occurs an average of 7 times per year and is a fundraiser for the Alliance. At the December show, they raised over \$14,000. The June and July 2014 bingo events will be held at NC State in the new Talley Student Union Ballroom as a partnership between AAS-C and the GLBT Center.
- In December, Justine Hollingshead went to New York City to spend time with donors to the GLBT Center along with visiting the Tyler Clementi Center at Rutgers University in New Jersey.

January

- GLBT-CA Executive Board Leadership Retreat occurred the weekend prior to classes starting in January. Samuel Byrd and Adam Ward coordinated an all-day retreat for the GLBT-CA Executive Board. The retreat focused on developing leadership and peer counseling skills, personal and organizational goal planning and expectations for the upcoming semester. Students completed the StrengthFinder assessment and explored (Kouzes and Posner) Exemplary Practices of Leadership and (Schlossberg) Transition Theory and Theory of Mattering in terms of the GLBT community. Each Executive Board officer also set weekly office hours for the spring semester to be held in the GLBT Center so that

students could speak to them if needed. This was a critical component to helping achieve more leadership training for the students.

- :: Adam Ward represented the GLBT Center at the International Student Information Fair on January 2, 2014 and at New Student Orientation on January 3, 2014.
- :: The first GLBT-CA meeting of the spring semester was held on January 7, 2014, featuring the presentation of a commemorative check in the amount of \$2,000 from the Triangle Tennis Club followed by a small group break-out session with discussion about future meeting topics, events and improvements for GLBT-CA. Thirty-six students were in attendance.
- :: President Barack Obama visited campus on January 15, 2014. Justine Hollingshead played a key role with planning and logistics. She was able to get tickets for GLBT-CA student leaders and GLBT Center staff to attend the event.
- :: Adam Ward represented the GLBT Center at the NC State Social Work Volunteer/Career fair on January 22, 2014, reaching out to undergraduate and graduate students in social work programs. The GLBT Center continues to be a hosting site for interns and volunteers.
- :: Justine Hollingshead, Adam Ward, Samuel Byrd, Donté McGuire (a graduate student in Higher Education Administration and the RD for Bowen Hall) and Jem Williams (GLBT Center student worker and GLBT-CA Treasurer) attended Creating Change: The National Conference on LGBT Equality, held in Houston, Texas. Events included meetings of the LGBT Consortium of Higher Education Resource Professionals, day-long institutes on specialized topics, over 390 workshop offerings and a keynote speech by Laverne Cox, an actress and out trans woman and transgender rights activist who plays a lead role in the hit television series *Orange Is the New Black*. Laverne Cox has been secured as a speaker at NC State for the fall 2014 semester. This year's 26th annual conference featured the largest and most diverse group of attendees, with over 4,000 in attendance.
- :: GLBT Life Coaching Services continued at the GLBT Center with increased hours (three days per week). Samuel also launched an online intake form accessible via the GLBT center's website to make the process easier for students.

February

- :: The GLBT Center brought back Rocco Katastrophe and Harvey Katz (aka Athens Boy Choir) to put on an event called "F to eMbody": a celebration of trans art, identity and impact through spoken word, music and participatory workshops to educate attendees about gender identity and the transgender community. Thirty individuals attended a special transgender 101/102 presentation and 62 individuals attended the performance. Samuel Byrd brought the entire Wolf Village Apartments staff to partake in the Trans 102 workshop as their monthly inservice activity.
- :: Justine Hollingshead, Natalie Nguyen, Julius Perkins, Adam Ward, Samuel Byrd and GLBT-CA leaders all participated in the Higher Education Visitation Weekend, interviewing candidates for the GLBT Center's Graduate Assistant position. While this position was not filled by a new graduate student, it was a great way to connect with the Higher Education Administration program. Adam Ward will continue in the position for the upcoming 2014-2015 academic year.
- :: At the February 11, 2014 GLBT-CA meeting, Ashley Gray of University Recreation spoke about the Diversity and Inclusion Adventure Experience with Outdoor Adventures. GLBT-CA members were offered spots on the spring break trip following submission of an application. GLBT-CA also showed the film *Gen Silent* by director Stu Maddux, which addresses issues facing elderly GLBT people. This was at no cost to the group due to a free viewing code provided by the Gay and Lesbian Taskforce to all attendees at the Creating Change conference.
- :: Samuel Byrd volunteered and performed as Karma E'lectra, Queen of the Pack, for the February 15, 2014 Alliance of AIDS Services Happily Ever After Drag Bingo at the NC Fairgrounds. Staff from the GLBT Center also attended the event.
- :: Adam Ward facilitated a special GLBT 101 session for CSLEPS Leadership Development Series on February 17, 2014 with 26 students in attendance.
- :: GLBT-CA held its first ever polyamory panel at the February 18, 2014 meeting, organized by a graduate student in crop science. Speakers included students, alumni and advocates in the local community.
- :: In lieu of the regularly scheduled GLBT-CA meeting on February 25, 2014, students attended the "Love Your Genes" event and speech by Johanna Kandell, founder of the Alliance for Eating Disorders Awareness and a nationally recognized speaker on eating and body image disorders. This event was hosted by Health Promotions and co-sponsored in part by the GLBT Center, University Recreation and the Women's Center. GLBT-identified students struggling with body image or eating disorders, or students providing support to individuals suffering from those disorders, spent time with Johanna in a small group setting on February 24, 2014.



- :: Justine Hollingshead, Natalie Nguyen, Julius Perkins, Adam Ward and Samuel Byrd attended the 2014 Sisterhood Dinner and Women's Equity Awards with the GLBT Center sponsoring a table. Julius Perkins served as a volunteer for the event.
- :: Samuel Byrd, Darren Lipman and Natalie Nguyen organized a GLBT themed Shabbat with NC State Hillel to share experiences of being a member of the GLBT community and affiliated with the Jewish community.

March

- :: Adam Ward advised the Alternative Service Break (ASB) San Francisco service-learning trip over spring break with team co-leaders Kyle Vey and Dani Lechner along with 11 students. The trip focused on homelessness in the LGBT community and is a continued partnership between the GLBT Center and CSLEPS.
- :: Justine Hollingshead, Natalie Nguyen, Julius Perkins and Adam Ward attended the 2014 Lawrence M. Clark University Community Dinner, hosted by the African American Cultural Center in the McKimmon Center.
- :: Assistant Director Natalie Nguyen presented to site coordinators for Wake County Communities in Schools regarding mentorship and basic safe space principles for LGBTQ youth. Natalie presented to a dozen participants and was later asked to present at the national conference that is hosted in Atlanta for summer 2014.
- :: The third annual Diversity Debate for campus-wide student body officer positions (SBP, SBVP, SSP, UAB and senior class president candidates) was held prior to elections. Kyle Vey moderated the debates. (See www.ustream.tv/channel/diversity-debate-2014 for video clips from the debates.) Over 50 people attended that night plus 149 views of the video clips since the debate.

April

- :: At the April 1, 2014 GLBT-CA meeting, Dr. Richard Tyler from the NC State Counseling Center presented QPR "Question, Persuade, Refer" suicide prevention training to the group. Twenty-eight students were in attendance.
- :: The April 8, 2014 GLBT-CA meeting featured a parents' panel in partnership with PFLAG Triangle (Parents, Families and Friends of Lesbians and Gays). Four PFLAG parents and four parents of students in GLBT-CA served on the panel. They spoke about their experiences as parents of GLBT-identified children. Panel discussions continue to be one of the most popular meeting themes for the group.
- :: Ally Day occurred on April 9, 2014. The NC State College Democrats collaborated with the GLBT Center to initiate a statewide ally day. Student Democrat leader Ben Stockdale contacted other student Democrat groups at East Carolina, Appalachian State, Western Carolina, Wake Forest and UNC Asheville to coordinate their ally day to coincide with NC State's ally day. Over 200 people participated, posing for photographs in Wolf Plaza. Ben Stockdale uploaded all of the pictures to Facebook for the participants to use.
- :: The GLBT Center participated in the Experience NC State admitted student days through March and April put on by the Office of Undergraduate Admissions. Staff from the center offered a "Life at NC State" breakout session, providing information about life as a GLBT-identified student at NC State and information about resources offered by the GLBT Center.
- :: Adam Ward and Samuel Byrd attended a program hosted by Duke Divinity School at Duke University that featured a speech by Rwandan genocide survivor and LGBT advocate Daniel Trust as well as dialogue with students at the Divinity School.
- :: GLBT-CA showed a documentary on asexuality followed by a conversation about underrepresented sexual and gender minorities within the GLBT community at their April 15, 2014 meeting. There was a high turnout with 68 students attending.
- :: United States Senator Bernie Sanders visited NC State on April 26, 2014 for a speech and town hall hosted by NC State College Democrats. Darren Lipman, GLBT-CA secretary and upcoming president for 2014-2015, spoke on LGBT rights and issues from a student's perspective.
- :: Samuel Byrd (Karma E'lectra) commissioned a portrait for the new GLBT Center to initiate and document drag history at NC State and its importance to the GLBT community and to advocacy and education work conducted by the GLBT Center.
- :: The Triangle-Area Asian Student Conference (TAASCON), held at Duke University, invited Assistant Director Natalie Nguyen to discuss the intersectionality of being Asian/Pacific Islander (API) in addition to an LGBT identity.
- :: Samuel Byrd conducted a training session with the college counseling and student development cohort and advisor on working with transgender and gender non-conforming clients in higher education settings while sharing case studies pulled from his GLBT Life Coaching Services



throughout the academic year.

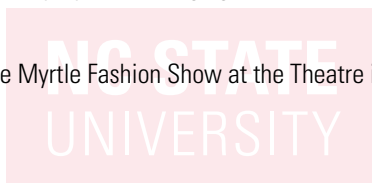
- :: Samuel Byrd coordinated the development, logistics and assessment plans for the first GLBT Symposium as a part of New Student Orientation for the fall of 2014. Samuel will work with a team at the GLBT center to execute this program in August.

May

- :: GLBT-CA held its annual end-of-year picnic on May 2, 2014, this year at E.S. King Village in the Commons and recreational area, provided at no cost to the group by University Housing. There were games, picnic food and a chance for students to say good-bye to each other before leaving for summer break.
- :: OUT! Raleigh occurred on May 5, 2014. Adam Ward, Julius Perkins and Natalie Nguyen attended Out! Raleigh, providing an information table and visibility to the greater Raleigh community. This is Raleigh's version of a Pride Festival. The festival featured over 100 vendors and had record attendance of over 25,000 people participating. The hashtag #outraleigh2014 was trending on Twitter nationally.
- :: On May 8, 2014 The GLBT Center hosted its annual Lavender Graduation recognizing GLBT students who contributed to NC State's progress toward inclusion and equality as well as GLBT students who succeeded in their academic progress. The following awards were announced:
 - :: Rachel L. Turner Rainbow Ally Award – Lucas Kessler (also nominated: Ben Stockdale)
 - :: Thomas H. Stafford Lavender Leadership Award – Dani Lechner (also nominated: Alex Grindstaff)
 - :: Evelyn Q. Reiman Outstanding Ally Award – Nancy Whelchel (also nominated: Marian Fragola and Barry Olson)
 - :: It Gets Better Award – Counseling Center and Health Services

The portrait of Karma E'Lectra, Queen Emerita and first Queen of the Pack, 2011-2014, was revealed at Lavender Graduation. This portrait will hang in the new GLBT Center along with a plaque that describes the values of the Queen of the Pack crown and its significance in remembering the drag community in the context of GLBT history. Lily Diva-ine was crowned the new Queen of the Pack and will continue to promote education and advocacy work through drag at NC State.

- :: Adam Ward volunteered at the AIDS WALK and RUN, a fundraiser for the Alliance of AIDS Services - Carolina on the Dorothea Dix campus on May 17, 2014. This event has been created with the purpose of bringing awareness and helping to end HIV/AIDS. Over 200 runners and walkers participated in the event.
- :: Samuel Byrd and Adam Ward attended the Crape Myrtle Fashion Show at the Theatre in the Park on May 17, 2014 to show support for the participants and for the cause.



Staff

Samuel Byrd joined the GLBT Center as a counselor education intern, developing and implementing new GLBT Life Coaching services at the GLBT Center that focus on leadership, career, academic and identity development. Samuel also helped co-advise GLBT-CA, especially in the area of leadership development, assisted in the facilitation of Project SAFE trainings and GLBT Center programming and coordinated the development of the GLBT Symposium. Samuel has been active in presenting GLBTQ issues in higher education since the fall of 2011 in the Counselor Education program, in his work in University Housing, as an Instructor for ECD 220 and in his work with the GLBT center. He has been intentionally focusing his efforts the past three years on increasing the campus climate for this community through the development, implementation and assessment of programs/services in higher education. Additionally, Samuel also creates the illusion of Karma E'Lectra, Queen of the Pack and has volunteered for the center at numerous campus and community events. He has attended Creating Change for the past two years with particular interest in the Consortium for Higher Education LGBT Resource Professionals, as well as both ACPA and NASPA, where he has intensely focused his professional development on working with members of the GLBT community. He sat for the National Board for Certified Counselors exam, in which he successfully passed with high scores and is now a National Certified Counselor (NCC). Samuel graduated in May with a master's of education in college counseling and student development.

Natalie Nguyen joined the staff of the GLBT Center in February 2014 as the new assistant director. Natalie has started involvement in the SAMHSA committee regarding suicide prevention and on-campus trainings. Natalie also has also started integration with GLBT-CA to transition advisorship from the graduate assistantship position to the assistant director to maintain cohesion and sustainability. Prior to NC State, Natalie Nguyen worked at the Northeast Florida AIDS Network (NFAN), the University of North Florida's LGBT Resource Center and the Jacksonville Area Sexual Minority Youth Network (JASMYN, Inc.). Over nine years in Jacksonville, FL, Natalie also served in various organizations as a founding board member, an active community member in regard to the city's Human Rights Ordinance (HRO) and as a certified HIV tester and counselor.



Adam Ward continued in his role on the Board of Directors for the Raleigh Business and Professional Network, a local non-profit GLBT professional organization and finished his second year of a two-year term. Adam also served on the CAPUS grant (Care and Prevention of AIDS in the U.S.) Community Steering Committee for the Wake County Department of Health and Human Services for the year. Wake County is utilizing funding received from the CAPUS grant to develop a young men's health clinic with the goals of reducing rates of HIV/AIDS and other STI infections in Wake County, providing more testing options and connecting individuals to care. Additionally, Adam served in a new role as the GLBT liaison to Student Health and served on the search committee for a new 9-month staff physician. Personal accolades for Adam include participating in Lavender Graduation as Lily Diva-ine, defending his thesis and graduating with a master's of science in comparative biomedical science in summer 2014. Adam was also accepted into a graduate certificate program in LGBT Health Policy and Practice through The George Washington University and will complete the program in the spring of 2015.

Justine Hollingshead will start as the assistant to the vice chancellor and dean for the Division of Academic and Student Affairs (DASA) in May 2014. She will serve as Dr. Mike Mullen's chief of staff. Justine has served as director of the GLBT Center since 2008, when the center first opened. She has worked in a student affairs capacity for much of the past 26 years and brings a broad perspective on students and their success on campus to the position. Justine Hollingshead has served as the Secretary for the LGBT Center of Raleigh Board and is an active member of the Raleigh Business and Professional Network. She was recently elected as the Chair of the Board for the LGBT Center of Raleigh starting in May 2014.

Julius Perkins has continued as a valuable resource for the GLBT Center. He is frequently called upon to assist with other units' programs and events. Julius took responsibility for the logistics of Cabaret and Lavender Graduation, two signature events for the center.

Initiatives

- ∴ The GLBT Climate Survey results have been gathered into a document, including recommendations. The final report is now being shared across campus with various departments and units.
- ∴ In an effort to have a mobile presence, the GLBT Center will be publishing a guide with the NC State branded Guidebook that launches this summer.
- ∴ Fundraising and friendraising has continued as a focus area for this year and will continue in the future. NC State's GLBT Center was one of eight grant recipients from the Crape Myrtle Festival. The grant amount increased from \$4,700 to \$6,800. CMF is a local nonprofit whose mission is to raise funds throughout the year to help support the GLBT community and organizations. Receiving this grant afforded the center the opportunity to provide additional programs and services. Some of the center's students and staff have assisted with serving in volunteer roles for Crape Myrtle events throughout the year. This has been a great way to reconnect NC State GLBT identified alums with current students. Justine Hollingshead has worked with staff in University Advancement to develop a plan to cultivate donors.
- ∴ Justine Hollingshead and Adam Ward again facilitated a specially designed Project SAFE ally training for all of the RAs on campus. Each campus area scheduled a 3-hour session prior to the residence halls opening. These sessions used interactive technology and scenario-based learning. Over 270 RAs were trained over the course seven days. In addition to assisting with RA training, all campus areas involved the GLBT Center in Behind Closed Doors (BCD) training. This allowed for scenario-based training and a time for discussion. Through the partnership with University Housing, the center continues to educate residence hall staff regarding the needs of the GLBT community. Research on- and off-campus indicates that residence halls tend to be a location where GLBT students do not feel safe or comfortable.
- ∴ Justine Hollingshead continues to work with GSK (Glaxo Smith Kline) Employee Resource Group to provide leadership for their SafeZone ally program. This comprehensive four-hour ally training was developed by the NC State GLBT Center in conjunction with staff members at GSK, modeling the current Project SAFE ally training. In exchange, GSK has made donations to the GLBT Center.



Alignment with Strategic Plan Goals

Goal 1: Enhance the success of our students through educational innovation: This August, prior to the start of classes, the center will conduct the first GLBT Symposium. The symposium will be similar to that of the African American, Native/Indigenous and Hispanic/Latino symposiums. It will be a 2-3 day leadership and personal development experience designed to help students gain the skills necessary to be successful as students and leaders. It will involve networking opportunities with resources on- and off- campus as well.

Goal 4: Enhance organizational excellence by creating a culture of constant improvement: The center will provide recommendations from the GLBT Climate Survey that was conducted in 2012. A full report was released that outlined recommendations for the future to provide a strategic blueprint. Recommendations are outlined below.

Goal 5: Enhance local and global engagement through focused strategic partnerships: The center has been aware for some time that the climate for the transgender community on campus has been challenging at best. Over the course of this year, various departments and units have come together to address immediate needs such as changing to a preferred name, the ability to receive a new ID and access to health resources, to name a few. As a result of numerous conversations, it has been determined a best practice approach is the development of a Transgender Support Team on campus. This will be launched in the fall of 2014.

Multicultural Student Affairs

Office for Institutional Equity and Diversity 2014 Annual Report

Director: Rod Bradley, M.Ed.

Programs

Academic Enhancement

African American Symposium: The African American Symposium maintained its 2-session model and was held in August (14-15 and 16-17) just prior to the start of the academic year for the entire freshman class cohort. 150 of 208 (72%) registered and 74 of 208 (35%) African American students in the freshman class attended. The yield of students who actually attended was considerably lower than in previous years. The marketing strategy and program design/content have been revised in an effort to increase the yield for the upcoming year. The annual analysis of academic performance and satisfaction is in progress; however, preliminary data shows students who attended this year's symposium have an average fall GPA of 3.1, as compared to a GPA of 2.9 for students who did not attend.

Native/Indigenous Symposium: The Native American/Indigenous Symposium was held August 19-20, 2013. 15 of 20 (75%) registered and 12 of 20 (60%) Native students in the freshman class attended. A total of fifteen (15) new students participated, fourteen (14) of them being first-year students and one non-traditional returning student. Additionally, twelve (12) Symposium participants identified or affiliated with an Indigenous tribe or nation. Out of the fifteen (15) participants, nine (9) men participated, marking one of the highest attendance rates of men in the history of the NA/I Symposium.

Hispanic/Latino Symposium: The 4th annual Hispanic Symposium took place in August, prior to the start of the academic year. 52 of 153 (34%) students in the freshmen class registered for Hispanic Symposium; however, only 28 students attended. Approximately 20 parents/family members also attended but left immediately following lunch. The cultural presentation "Orgullo Latino/Latino Pride" was presented by a campus partner, Diana Urieta (NC State Extension). Symposium counselors were available to serve as translators of Spanish/English to those in need. More data is being collected regarding all Symposia moving forward and is being utilized to increase the attendance rates of these important programs.

Peer Mentor Program (PMP): The Peer Mentor Program's 81 mentors voluntarily served targeted populations (African American, Hispanic/Latino American, Native American and multiracial) and others who requested mentor assignments. The ethnic demographics of the mentors (self-reported) were: 52 African American/Black, 2 American Indian/Alaskan Native, 3 Asian American, 1 Caucasian/White, 13 Hispanic/Latino American, 8 multiracial and 2 other. The mean grade point average for the Fall 2013 semester was 3.093, with 30 mentors receiving a GPA of 3.5 or higher, qualifying them to be on the fall Dean's List. The mean grade point average for the spring 2014 semester was 3.018, with 18 mentors receiving a GPA of 3.5 or higher, qualifying them to be on the spring Dean's List. All new mentors were required to enroll in the ECD 224: Introduction to Student Development and Peer Mentoring course. It was offered in four sections, which included an online/independent study section. The classes served a total of 55 new mentors. Programs sponsored by the Peer Mentor Program included: Fall Training Mentor Meeting (August 2013), Mix and Match-Annual Convocation (September 2013), Annual Cookout (September 2013), Spring Peer Mentor Retreat (March 2014) and Spring Fling (April). The fall training served as an opportunity to reconvene the mentor team after the summer break and to discuss items such as Multicultural Student Affairs, Student Mentor Association Executive Board, PMP expectations, contact forms, email updates, upcoming activities and quick tips for mentors. There were approximately 50 mentors in attendance at the fall training. The Peer Mentor Retreat (spring) served as an opportunity to train new mentors as well as welcome back returning mentors for the 2014-2015 academic year. There were approximately 91 mentors in attendance as well as 24 mentors attending a make-up session. The year ended with the annual Spring Fling, which served as an opportunity to celebrate the participants in the Peer Mentor Program through multiple forms of recognition and award presentations. The event also welcomed new mentors for the upcoming year and recognized the newly elected Student Mentor Association Executive Board. This year's Ujima Award, which recognizes an individual outside of PMP who is voluntarily dedicated to mentoring students, was presented to Dr. Erin Banks (director of the Initiative for Maximizing Student Diversity). PMP mentor recruitment activities utilized the Recruitment Captain model. Four current mentors were charged with the task of recruiting mentors for the upcoming year. With help from the recruitment captains, recruitment activities included:



email blasts, listserv messages, information shared to Freshman Honors Convocation participants, communication with student organizations, tabling at the Brickyard, flyers, Wolfline bus signs, Twitter messages and an article in the *Technician* on February 19th entitled, "Peer Mentor Program Looks for New Mentors to Guide Incoming Freshmen." For the 2014-2015 academic year, a total of 148 students will serve in the Peer Mentor role (107 new and 41 returning mentors).



Multicultural Student Recognition Ceremony: This program is designed to recognize the continued success of students who achieve a 3.3 or higher GPA (sophomore-senior). This program was strategically held during Parents and Families Weekend (Friday, Sept. 27, 2013) as a way to help engage multicultural parents with Parents and Families Services. Approximately 275 students and family members were in attendance.

Freshman Honors Convocation (19th Annual): A record 290/500 students (58%) of the targeted freshman class were honored during the annual Freshman Honors Convocation. Ten out of eleven colleges received achievement awards for having 50% or more of the targeted freshman class within their college to achieve a 3.0 or greater first semester grade point average. Those colleges were as follows: The College of Education (93%), College of Design (87%), College of Engineering (70%), College of Humanities and Social Sciences (67%), College of Sciences (65%), College of Management (64%), College of Textiles (63%), College

of Agriculture and Life Sciences (50%), the College of Natural Resources (50%) and Transition Program (50%). The event featured Dr. Michael Cuyjet, higher education administration professor, University of Louisville. Approximately 375 people attended the convocation event. An added feature of this year's Freshman Honors Convocation included a Lunch and Learn with Dr. Cuyjet through the financial support of \$5,000 from the Parents' Fund, which is administered by the Division of Academic and Student Affairs. There were between 40-50 people in attendance at the Lunch and Learn.

Hispanic/Latino Advisory Group (HLAG): The North Carolina State University Hispanic/Latino Advisory Group (HLAG) is both a working group and an advisory group comprised of students, faculty, staff, administrators and community leaders that ensures that the needs of current and future Hispanic/Latino students are met. This group is convened by OIED to promote collective work across the university while also fostering relationships with community organizations and school districts to make NC State the "university of choice" for Hispanic/Latino students and families. The group met throughout the school year on a monthly basis to discuss and create action items on key topics.

W.E.B. DuBois Honors Society: NC State's Chapter of the W.E.B. Du Bois Honor Society (nationally headquartered at Florida State University, incorporated in 2008) remained an active organization throughout this academic year. Established to honor the memory of Dr. William Edward Burghardt DuBois, the society promotes the pursuit of academic excellence in all fields of higher education, service to others and recognizes the outstanding achievements of the society's members. To be eligible for membership, students must be at the sophomore level or higher with a 3.3 cumulative grade point average or in the top 20% of their class. The organization's president and advisor were to attend the DuBois Honor Society's bi-annual national conference in February; however, the conference was cancelled. The organization is currently creating a strategic plan to increase its visibility and recruit new membership for the upcoming academic year. An induction ceremony will be held in September 2014.

Recruitment Activities

American Indian Recruitment Days was an opportunity to assist in the outreach and recruitment efforts conducted through the Office of Undergraduate Admissions by providing an in-depth on-campus visitation led by Multicultural Student Affairs. Thirty American Indian high school students from across the state of North Carolina had an opportunity to experience a day in the life of an NC State student. Seventeen seniors were included in the invitation, six of whom have been accepted and are planning to attend NC State in Fall 2014. The learning outcomes for these students were: 1) to broaden their perspective of the University's resources and opportunities; 2) to begin to build a social network on-campus through interactions and discussions with current Native students; and 3) to further their academic interest through interactions with NC State faculty and staff. The dates of the program were Thursday, November 14 and Friday, November 15, which successfully coincided with a major program during the university's Native American Heritage Month celebration.

Juntos Latino Family Visit Day was an opportunity for high school students connected with the Juntos program through the NC State Cooperative Extension Office to come to campus on Saturday, October 26 and meet current NC State students who identify with Latino/a culture. The visit was delivered in both Spanish and English. Fifty high school students and family members attended and thirty NC State students participated. The event was held during the North Carolina State Fair, which was promoted as an activity to do while in Raleigh, NC.

Staff from Multicultural Student Affairs provided support to the Office of Admissions with their "Pack Previews" recruitment receptions across North Carolina during fall (Raleigh, Pembroke, Greenville and Fayetteville) and spring (Raleigh, Charlotte, Greensboro).

On October 19, 2013 the Office of Undergraduate Admissions/Visitors Center hosted its annual Open House program. Prospective students and parents visited campus to learn about the college selection process and NC State. MSA staff connected with approximately 80 visitors.

MSA staff and students assisted at the annual Multicultural Visitation Day, "Embrace NC State" on Saturday April 12, 2014.

Rod Bradley provided welcome remarks at six spring semester Admitted Student Visits facilitated by the Office of Admissions. Each admitted day yielded about 500 people (total: 3,000).

Cultural Awareness and Reaffirmation

Hispanic Heritage Month: Programming for Hispanic/Latino Heritage Month included the following highlighted activities: 1) Latinos Beyond Reel: Challenging a Media Stereotype – a look at the wide-ranging effects of media stereotypes; 2) Salsabor! – a cultural exhibition of food, dance and drama, co-sponsored by Mi Familia; 3) The State of Hispanic Student Perspectives – a presentation and discussion with D.H. Hill Library staff about the experiences of Hispanic/Latino undergraduate students, co-sponsored by Multicultural Student Affairs; 4) Llamada del Pueblo-Juntos Family Day – a high school student/family visit day for current NC State students/families.

Native American Heritage Month: This year's Native American Heritage Month programming consisted of 13 events; 11 sponsored by an NC State department, office, or student organization and 2 by outside organizations. The major programs were: Indigenous Speaker Series: Mr. Aaron Yazzie on Thursday, November 6, 2013, Native American Culture Night, Thursday, November 14, 2013, Don't Tread on Me Forum, Tuesday, November 19, 2013 and Fry Bread Demonstration, Thursday, November 21, 2013.

Kwanzaa: The Annual Kwanzaa Celebration was held on December 4, 2013 and featured African American author, entrepreneur and consultant Omar Tyree. The program was held in Witherspoon Student Center and was followed by the traditional Karamu feast (reception). Seven students served as presenters of the seven principles of the Nguzo Saba, cultural attire models and/or assistants. Approximately 200 students, faculty, staff and the general public attended the event.



Black History Month: The Department of Multicultural Student Affairs released a campus-wide call for event submissions in early December 2013 and compiled a calendar of campus Black History Month programs again this year. All colleges, departments, campus units and student organizations were encouraged to submit programs to be listed on a uniquely designed commemorative calendar. The annual Black History Month Calendar was available in full-color flyer format and also published on the MSA website and listserv and distributed through the OIED's *Diversity Digest*, advertising the 20 events offered throughout the month. Multicultural Student Affairs partnered with University Recreation and Katandi West African Rhythmic Movement to host the three-part Black History Month West African Dance Series, an opportunity for the NC State community to engage in learning through movement. The dance series offered an interactive way for individuals to learn more about the history and traditions associated with this aspect of West African culture and also to experience another way that fitness can be incorporated into daily life as a part of community health. Between 30-65 students and staff attended each session and the class received overwhelmingly positive feedback.

Native American Pow-Wow: The 24th Annual NC State Pow-Wow was held on Saturday, April 5, 2014 on Miller Field. With over 600 participants in attendance, this year's pow-wow included several cultural dance contests and exhibitions and a demonstration of the traditional stickball game by the Hummingbird Team of the Eastern Band of Cherokee Nation.

Student Leadership Development and Student Organization Advising

Website/Listserv: Multicultural Student Affairs conducted a website redesign and relaunched in May 2014 with a new format that aligned with the university's branding policies and allowed for a user-friendly experience. Staff members utilized Google Analytics to monitor and track site usage and user demographics. That information was used to update the site and ensure that the end-user experience is as efficient and informative as possible. During the 2013-2014 year, the listserv was managed through Google Groups and sent out weekly messages on Thursdays. The listserv disseminated announcements on internships, scholarships and campus and community programs and events.

Student Leadership Development: The annual Multicultural Student Affairs Student Leaders Retreat was held in September 2013 at the E.S. King Village Commons. Student leaders from the African American Student Advisory Council (34 organizations), the Native American Students Association, American Indians in Science and Engineering, Society of Hispanic Professional Engineers, Mi Familia, Lambda Theta Alpha Sorority Inc., Lambda Theta Phi Fraternity Inc. and Lambda Pi Chi Sorority Inc. were invited. Approximately 25 student leaders attended.

Civil Rights Alternative Service Break: This Alternative Service Break trip was offered in partnership with the Center for Student Leadership, Ethics and Public Service and the Women's Center. Rod Bradley served as the faculty/staff co-advisor for the trip, which included visits to the Civil Rights Museum in Greensboro, NC, the historic MLK site in Atlanta, GA, community service and several other culturally significant locations. The trip served as a high impact

"low cost" option for students to engage in service within a major city in the U.S. with the goal of preparing them to serve in additional capacities nationally and internationally.

Gullah/Geechee Nation Service Learning Alternative Service Break: This partnership between the Africana Studies Program, Multicultural Student Affairs and the Center for Student Leadership, Ethics and Public Service continued during the 2013-2014 academic year. Students earned 3 academic credits for an Alternative Service Break (ASB) trip to Charleston and St. Helena Island, SC during the university's spring break (March 2013) embedded in AFS 497: Special Topics in Africana Studies-Gullah/Geechee Service Learning taught by Dr. Tracey Ray. Jasmine Omorogbe served as a co-advisor for the service break portion of the trip. This service-learning course provided interdisciplinary and experientially based opportunities for students to engage in both (online) classroom and community based exploration that examined issues of relevance of history, literature, language and cultural preservation of African American people/communities in the African diaspora through the lens of the Gullah/ Geechee nation. Students examined historical accounts as well as aspects of language, literature, culture and social justice. Students paid an additional fee of \$275 each for the ASB experience, which included documenting book collections for the Gullah archives. Eighteen students were enrolled in the course, 13 of whom traveled. One additional student previously enrolled in the course also traveled with the class as part of a creative writing independent study related to Gullah culture. The Department of Interdisciplinary Studies provided support to help offset some of the costs associated with the students' group travel.

African American Student Advisory Council (AASAC): AASAC was composed of 28 active student organizations this year and welcomed three new organizations (Black Business Students Association, AYA Ambassadors and Campus Curls and Kinks). Leadership from AASAC served on the [Student Government Association] President's Roundtable, Chancellor's Liaison Committee, Tuition and Fees Committee and the Chancellor's African American Community Advisory Council. In response to the low acceptance rate of African American students at NC State, AASAC created the Acceptance Rate Action Team, which voiced its concerns at a Chancellor's Liaison Committee in October 2013. In February 2014, Chancellor Woodson and Provost Arden attended an AASAC meeting for a follow-up discussion. This committee volunteered for admissions events held throughout the year. NC State's Kappa Omicron chapter of Alpha Kappa Alpha Sorority, Inc. won AASAC Organization of the Year at the Ebony Harlem Awards of Excellence, receiving a collaborative grant of \$300. The Nubian Message won runner-up, receiving a collaborative grant of \$150. AASAC had several new initiatives this year and was successful in the following efforts: changing the meeting time and day, a t-shirt fundraiser, rebranding with a new logo and hashtag (#AASAC25), creating a universal calendar, hosting a "theme of the year" challenge, hosting two photo challenges, creating focus groups for the second meeting of every month, establishing partnerships with Duke University's Black Student Alliance and UNC's Black Student Movement, creating the Acceptance Rate Action Team and forging a partnership with Admissions and creating a social media presence using Instagram and Twitter (each with ~300 followers).

Native American Student Association (NASA) and American Indian Science and Engineering Society (AISES): The Native American Student Association and American Indian Science and Engineering Society held several events this academic year. Both organizations assisted in the annual Welcome Back Cookout in the Fall semester (August 20, 2013), events for Native American Heritage Month and the annual Native American Student Leaders Banquet (April 4, 2014). Additionally, the AISES chapter held several cultural and professional workshops throughout the year, including hosting a regional conference for the national association that brought in over 300 attendees to NC State's campus. NASA organized several social and cultural events including the annual NC State Pow-Wow.

Mi Familia, Society of Hispanic Professional Engineers (SHPE), Unidos: Mi Familia provided support and assistance for Hispanic Heritage Month programs, the Hispanic/Latino Education Summit, North Carolina Society of Hispanic Professionals and Juntos. Mi Familia coordinated the 11th Annual Somos La Nueva Era (The New Era) program March 21 at the Talley Student Union Mountains Ballroom, which yielded approximately 300 attendees. The Unidos consortium in partnership with the University of North Carolina-Chapel Hill and Duke University met throughout the year in an effort to continue fundraising activities. Through this partnership, students were able to fund scholarships for freshmen entering any institution of higher education. The 10th Annual Unidos Gala awards banquet was held at the FedEx Global Education Center at UNC Chapel Hill on April 12, 2013 in a collaboration between NC State, Duke and UNC Latino student organizations. Two scholarships were awarded to rising freshmen in the state of North Carolina.

Student Mentor Association: The Student Mentor Association (SMA) serves as a student-led programming unit for the Peer Mentor Program and its participants. The SMA board planned a variety of activities for PMP participants, including: Pie-the-Pack Fundraiser, Scary Movie Night, Card Game Night and Valentine's Day Fundraiser (cancelled due to inclement weather). The board met bi-weekly during each semester and participated in a fall executive board retreat, fall leadership retreat and an officer transition meeting in the spring. During the spring semester, the SMA board updated their records with OrgSync and Student Involvement and revised the organization constitution. Members of the SMA executive board were leaders in several other campus organizations during the 2013-2014 academic year.

Initiatives

True Colors Training



Rod Bradley and Mary Medina conducted 6 True Colors workshops for faculty, staff and students on campus, as follows: Symposium Counselors (25), NPHC student leaders (39), AASAC members (31), University Recreation Center staff (19), Counseling Center staff (32) and Goodnight Scholar student participants (19).

Tunnel of Oppression

The revitalized Tunnel of Oppression program was held March 25-27, 2014. The Tunnel of Oppression is an educational program consisting of dramatized oppressive interactions. This year's program included sections on food security, sexual assault, religious oppression, race/ethnic identity, body image and GLBT issues. The program was held in the recently renovated Talley Student Union, which brought over 300 participants to the program. The planning committee was comprised of university partners that included the Counseling Center, Center for Student Leadership, Ethics and Public Service, Poole College of Management, Trio Student Support Services, University Recreation, Women's Center, GLBT Center and OIED.

June Symposium

MSA noticed a shift toward early summer attendance at NC State through programs such as Summer Start, Athletics and the Summer Transition Program. In order to connect with targeted populations, MSA partnered with START, Engineering and Athletics to provide a 1-day Symposium program for first-time full-time freshman students beginning in the summer. The symposium will be held on Saturday, June 28.



OIED Units Student Workforce Training

MSA, in conjunction with the Women's Center, conducted a student assistant (work study) unit-wide training. This consisted of a fall student employee 2-hour workshop featuring a welcome presentation by Vice Provost Joanne Woodard. Also, students participated in a job rotation, allowing training and exposure to the various units in OIED. The participating units are the African American Cultural Center, Women's Center, GLBT Center and Multicultural Student Affairs. The idea is to model training and collaborative opportunities for students, providing a practical approach to workforce development. Six students participated in the program.

Diversity

Hispanic/Latino Collaborative

The Collaborative was developed as a formal opportunity for Latino student leaders to meet regularly and share ways to help keep the Latino community united at NC State. Students were invited from each of the ten Latino based organizations to attend monthly meetings. Through the collaborative, Mi Placita, an initiative to create an inclusive hangout opportunity for all students on Wednesdays during lunch time outside of the Tally Student Union.

Staff

Multicultural Student Affairs professional staff is comprised of following staff members:

- :: Rod Bradley, M.Ed. – director
- :: Jasmine Omorogbe, M.Ed. – assistant director for African American student affairs
- :: Ian T. Stroud, M.Ed. – assistant director for Native American student affairs
- :: Nelson Santiago, M.Ed. – assistant director for Hispanic student affairs
- :: Jussani Brown – office manager
- :: Mary Medina – Peer Mentor Program graduate assistant
- :: Tyler Allen, James Fleitas, Meron Habtemarian and Shaunace Harris – work-study students

Professional Development Activities

All Staff Members completed the Clery Act Training.

Rod Bradley attended the NC Mentoring Consortium hosted by Wake Forest University (September 2013) and the North Carolina Diversity Inclusion partners (NC DIP) Fall Conference (November 2013).

Jussani Brown attended and graduated from the Equal Opportunity Institute.

Jasmine Omorgobe co-presented "Reinventing Your Search Process: Considerations in Conducting a National Job Search" with Dawn Morgan (Coordinator, CSLEPS) at the joint NCCPA/SCCPA (North Carolina College Personal Association) Fall Conference at Wake Forest University (October 2013); co-presented "Using Social Media for Positive Influence" with Catie Trimble (Graduate Assistant, CSLEPS) at the Leadership in Action All Class Retreat-Conference (February 2013); attended the Fall 2013 NCBI Train-the-Trainer session and served as a National Coalition Building Institute (NCBI) facilitator; attended the annual American College Personnel Association (ACPA) conference in Indianapolis, IN (March 2014); served as an Alternative Spring Break (ASB) advisor for the Gullah/Geechee Nation Service Learning ASB trip (March 2014). Trainings attended: EHS919: Suicide Prevention/QPR Gatekeeper, EHS917: Workplace

Violence Prevention, OE0073: A Multicultural Perspective on Suicide Prevention, OE0012: Strengthening Leadership for Diverse Communities, Cyber Security Awareness Month Social Networking Safety Check, "I Am Committed to your Success" training hosted by Academic Advising Services, "Designing and Conducting Focus Groups," NC State Hazard Communication training program, Moodle 2: Getting Started.

Ian T. Stroud participated in the following activities: co-chaired the American Indian Advisory Council (2013-2014); American Indian Faculty Forum (November 2013); National Association of Student Personal Administrators (NASPA) National Conference in Baltimore, MD (March 2014); and Connecting the Dots: An American Indian Summit on Higher Education (March 2014).

Mary Medina attended Excelencia in Education meetings in Washington, DC (October 2013), the NCCPA/SCCPA Fall Conference in Winston-Salem, NC (October 2013) and the NASPA Annual Conference in Baltimore, MD (March 2014). She served as Alternative Spring Break-DIVE program staff assistant (March 2014), National Coalition Building Institute (NCBI) facilitator and True Colors Facilitator.

Teaching/Academic/Professional Presentations

ECD 224: Introduction to Student Development and Peer Mentoring, taught in Fall 2013 by Rod Bradley, Mary Medina, Jasmine Omorogbe and Ian Stroud. Mary Medina presented a session at the NCCPA/SCCPA Fall Conference entitled, "Doctoral Internship Exploration: Experiences of Two NODA Interns." Mary also presented two sessions at the NASPA Annual Conference entitled, "Multicultural Student Affairs: A Campus-to-Campus Interpretation"; and "Women Doctorates: Perspectives from Step One to Done." Mary served as a contributing writer for the book, *The Strategic Guide to Shaping Your Student Affairs Career*.

University and Additional Committees

Rod Bradley: University Diversity Advisory Council, Hispanic Latino Advisory Group, American Indian Advisory Council, African American Coordinating Committee and OIED Planning Committee.

Jussani Brown: Personnel Connections.

Jasmine Omorogbe: African American Coordinating Committee (chair of African American Symposium subcommittee), assistant equal opportunity officer search committee, Tunnel of Oppression committee, OIED technology and innovation committee, Chancellor's Creating Community Awards committee and Ebony Harlem Awards of Excellence planning committee. Jasmine was also nominated to serve on the Staff Senate; however the nomination was unconfirmed due to having worked at the university for less than one year at the time.

Ian T. Stroud: American Indian Advisory Council and Wolfpack Welcome Week steering and planning committees.

Alignment with Strategic Plan

Goal 1: Enhance the success of our students through educational innovation: Guaranteed 4.0 Academic Boot Camp; W.E. B. DuBois Honor Society; Peer Mentor Program.

Goal 3: Enhance interdisciplinary scholarship to address the grand challenges of society: AFS 497 Gullah/Geechee Alternative Service Break; Civil Rights Alternative Service Break.

Goal 5: Enhance local and global engagement through focused strategic partnerships: AFS 497 Gullah/Geechee Alternative Service Break; Civil Rights Alternative Service Break; relationships with native tribal communities in North Carolina; forged relationship with local and national Hispanic-serving agencies, Juntos/NC State Cooperative Extension.

Office for Institutional Equity and Diversity 2014 Annual Report

Gender Issues is published quarterly by Springer Publications in both online and print versions. The Women's Center houses and supports the journal through its staffing and Women's Center Director, Dr. Ashley Simons-Rudolph serves as editor-in-chief.

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

Read to L.E.A.D. (Learn. Engage. Ask. Do.) provides high-impact learning and leadership opportunities for NC State community members to become equity-minded practitioners and foster social change via a relationship-based mentoring model with local youth (Kindergarten - 8th grade). Read to L.E.A.D. educates and engages the campus and surrounding community about diversity and equity through an interdisciplinary and experiential learning framework. The Women's Center sponsors 3 students through the AmeriCorps/NC Literacy Corps to organize and lead the weekly one-on-one mentoring program.

Goals

1. Foster the personal and academic development of local youth that face systemic obstacles to realizing their full potential;
2. Build community, through the sharing of common interests and challenges, where individuals feel valued and self-efficacy is developed;
3. Foster the personal, academic and professional capacity of NC State student mentors and develop "equity-minded practitioners," who are willing to engage in the necessary and sometimes difficult conversations that can lead to transformational change;
4. Create diversity-oriented research and evaluation opportunities for NC State students and faculty;
5. Foster the advancement of the mission and goals of partners as well the university's commitment to its land grant charge and strategic plan goals.

Special Events: In addition to weekly mentoring, Read to L.E.A.D. volunteers host special "edu-socials" (educational socials) for their mentees. One such program was the annual campus visit day, held on Veterans Day 2013 (a holiday for Wake County Schools). Sixty-five elementary school students and their NC State student mentors participated in mini-workshops in the College of Education's media center and classrooms. Together, the mentors/mentees did activities pairing drawing and iPads, Wii and math and autumn leaves and rock art. NC State living and learning community SAY Village gave the Read to L.E.A.D. mentees a tour of what it is like to attend college and live in a residence hall. The students then ate lunch at either Fountain or Clark Hall. After lunch, students participated in two service projects: creating thank you cards for veterans and making homemade dog treats for service animals to benefit the nonprofit Wags 4 Tags (www.wags4tags.org). Throughout the day, mentors provided fun and fellowship for the kids. Early and positive exposure to college may plant a seed in these students that will grow and flourish, bringing some of them back as NC State students just eight to ten years from now.

Our AmeriCorps leadership team also planned, hosted and/or supported other spring edu-socials for Read to L.E.A.D. mentors and their mentees, including:

- :: February 23: "Blacks in Wax," a day to remember and honor those who fought for equality and justice. This "living museum" hosted by NC State's African American Cultural Center and was enjoyed by 10 Read to L.E.A.D. mentors and 15 mentees.
- :: March 19: Mentor training in conjunction with CSLEPS, "Compelling Conversations: A Reflection on Black History Month." Eleven mentors attended.
- :: March 29: Read to L.E.A.D. became a Service Raleigh site. Mentors helped with the first community-wide book drive, organized by the Wake Up and Read Community Collaborative, sorting over 27,000 books for low-income children in Wake County.
- :: April 5: Child Abuse Prevention Training (mentors), NC State Literary Festival and Multicultural Student Affairs Native American Pow-Wow (mentors and mentees); 22 mentees, 7 mentors in attendance.

Partner Sites: Read to L.E.A.D. had 4 active partner mentor/mentee sites during 2013-2014:

- :: College of Education/Washington Elementary Boys and Girls Club: 32 mentees, 51 mentors
- :: Youth 4 Hope Elementary site: 25 Mentees, 15 Mentors
- :: Neighbor to Neighbor @ Glenbrook Crossing Elementary site: 18 Mentees, 25 Mentees (a few carryover mentors from fall to spring)
- :: Alexander Family YMCA Afterschool Middle School site: 18 Mentees, 15 Mentors

Campus and community partners for the 2013-2014 academic year included NC State's College of Education, Students Advocating for Youth (SAY) Living and Learning Village, CSLEPS, TriO - Educational Talent Search, Wags4Tags, African American Cultural Center, NCSU Libraries, Wake Up and Read Community Book Drive Collaborative, Raleigh Little Theatre, Walnut Street McDonald's, Hillsborough Street Corporation and Washington Elementary School.

Kudos: This year, Read to L.E.A.D. was recognized by NC State as one of nine university programs on NC State's application for the President's Higher Education Community Service Honor Roll. In addition, AmeriCorps Team Leader Danielle Beysolow was selected as CHASS Student of the Month, citing Women's Center Associate Director Jennifer Castillo's mentorship and professional development opportunities as key for her growth.



New Initiatives: Read to L.E. A.D. inspired a new academic special topics seminar, ED 296: "Becoming an Effective K-12 Tutor/Mentor." This 1-credit hour class was offered both as an academic course for NC State students as well as professional development for current K-12 teachers (1.5 PGU). The course met over 3 sessions (September 14, October 26 and November 16). Sessions included:

- :: Session 1: Making a Commitment (tutor v. mentor), Building and Maintaining a Relationship, Establishing Routines, Questioning Practices, Monitoring Progress and Coping with Frustration, Supporting Student Motivation.
- :: Session 2: Small-group sessions on content-specific tutoring strategies (reading, math, social studies, science). Large group sessions on supporting homework engagement and responding to 'crisis.'
- :: Session 3: Poster presentation on implementation strategies. Keynote speeches: "Becoming a Self-Directed Tutor/Mentor" and "Saying Goodbye."

Additional New Partners:

- :: TriO-funded under Title IV of the Higher Education Act of 1965
 - :: Facilitated workshops on gender and media literacy during their summer camps;
 - :: Helped facilitate assemblies on bullying (identified need by the middle schools) for 906 students at Selma, Wendell, Smithfield middle schools;
 - :: Read to L.E.A.D. student leaders helped facilitate a workshop at TriO service days focused on international education and girls
 - :: 69 books were collected from TriO Service Day students for the Wake Up and Read Book Drive.
- :: Walnut Street McDonald's Storytime raised awareness of issues of diversity and equity through preschool/family story time in the community.
- :: Washington Elementary School Friday Buddy Reading – additional support for 4 mentees to prepare for Read to Achieve goals.

Read to L.E.A.D. continues to "inspire growth" and its impact on campus and in the surrounding community has been noted. Learn more about the program at: <http://oied.ncsu.edu/womens-center/programs-and-events/read-to-lead>.

RSVP Training (ongoing)

The Relationship and Sexual Violence Phone (RSVP) line is a 24/7/365 hotline available to NC State students and their loved ones impacted by dating violence, sexual assault, rape, stalking or other form of gender based violence. The hotline is staffed by trained advocates who are members of the NC State community. Advocates provide callers with emotional support and information about their rights and resources. The Women's Center trained 18 volunteer advocates in two trainings (fall and spring) this year.

\$tart \$mart Salary Negotiation (new, ongoing)

A team of 3 NC State faculty/ staff including Women's Center Director Dr. Ashley Simons-Rudolph were trained on June 22 by the American Association of University Women (AAUW) as facilitators of \$tart \$mart Salary Negotiation. This 3-hour workshop covers the personal consequences of the gender wage gap, resources for benchmarking reasonable salaries and benefits, negotiation strategies and role plays and tips on developing a personal budget. The full workshop has been offered twice on campus (once per semester) and the Women's Center has led two additional shortened versions on November 12 for Social Work Administration and Supervision (SW 561) and on April 8 for a lunch and learn on Equal Pay Day as part of the Don't Cancel that Class series.

Virtual Social Science Lab (ViLa) (new, ongoing)

Funded through a 2013-2014 Committee on International Programs Internationalization Seed Grant at NC State, the Women's Center hosts a virtual research consortium on gender between NC State and Universidad de Costa Rica-CIEM (research center for women's studies). Goals of the ViLa include: 1) to create greater cross-cultural understanding around gender issues and 2) to increase opportunity for international engagement and research about gender for students, faculty and research staff. Women's Center Director Dr. Ashley Simons-Rudolph traveled to Costa Rica in March to set up the ViLa and conduct the first online test. The first full ViLa occurred on April 10 and was titled "The Human Rights Perspective and How it Can be Used to Spur Gender Work." Participants included University of Costa Rica-CIEM, Children's Laboratory, PIAM (Third Age Persons), WEM (Costa Rican community based non-profit for masculinity studies), NC State faculty/staff and 40 NC State undergraduate students studying community psychology.

Volunteering Events at the Women's Center (new, ongoing)

While the Women's Center has always welcomed volunteers to assist with education, advocacy and leadership development, the Center added monthly volunteer events this year. Monthly events, usually focused around a specific gender equity topic (e.g., breast cancer or sexual assault on college campuses), provided education on that topic, a social connection for volunteers and a tangible benefit to a future Women's Center program or event.


Virtual Lab (ViLa)

Connecting the **North Carolina State University Women's Center** with **La Universidad de Costa Rica and its Research Center in Women's Studies (CIEM)**. ViLa will involve students, faculty, and research staff at both institutions in interdisciplinary endeavors.



Goals of ViLa:

- a) Create greater cross-cultural understanding around gender issues.
- b) Increase opportunities for international engagement and research for students, faculty, and staff.


Next ViLa:

When & Where: 10 April 2014, 11:45 am - 1:00 pm (DST), Poe Hall, Room 532

Topic: *The Human Rights Perspective and How it Can be Used to Spur Gender Work*

Participants: University of Costa Rica CIEM, Children's Laboratory, PIAM (Third Age Persons), and WEM (community based non-profit for masculinity studies); NC State faculty/staff and 40 NC State undergraduate students studying community psychology

ViLa is funded through the 2013-2014 Committee on International Programs Internationalization Seed Grant at NC State University. PI - Dr. Ashley Simons-Rudolph, director, NC State Women's Center and instructor, Women's & Gender Studies, asimons@ncsu.edu.



Women of Welch Living and Learning Village (ongoing)

In partnership with University Housing and Women's and Gender Studies, the Women's Center facilitates a "living and learning" community residence hall for undergraduate female students. This year, W.O.W. was nominated for the 2014 Chancellor's Creating Community Awards. W.O.W. also won the NC State University Housing "Village of the Year" award. This prestigious designation reflects the work that the Women's Center and its campus partners have done to enhance women's leadership outside the classroom through support, empowerment, leadership development and education. There were 15 "W.O.W. Women" in the 2013-2014 academic year, including 12 first year students (freshman and transfers), 2 mentors (W.O.W. residents last year) and 1 additional returning student.

W.O.W. increased its activities this year. Women's Center Director Dr. Ashley Simons-Rudolph led the W.O.W. women in the high ropes course and other team building activities in Schenck Forest in August. Dr. Simons-Rudolph also served as faculty adviser on the Fall Break gender-equity trip to Washington DC, featuring:

- :: Occoquan workhouse, a women's suffrage historical site;
- :: The Laramie Project, a play about the life of Matthew Shepard and the community response to his murder;
- :: Meetings with Running Start (grassroots funding for women in politics), American Association of University Women and National Counterterrorism Center.

W.O.W. residents also traveled to New York City during Spring Break (see article at <http://housing.ncsu.edu/wow-village-visits-nyc>)
Highlights included:

- :: Dinner with Rachel Klooz, a Google senior account manager; Katie Primm, a news specials producer and deputy director of the Elections unit; and Jodie Jordan, a CNN brand manager. Dinner conversation included living in the city, street harassment, how to be an empowered woman when you're the only woman in your department, salary negotiations, the job search and internship tips and opportunities;
- :: Meeting with Debjani Roy, deputy director of Hollaback!, a movement to end street harassment;
- :: Meeting with Raquel Lagunas, senior advisor, Gender Team, UN Development Programs, to learn about the UNDP Gender Equality Seal Initiative;
- :: Visit to Museum of Modern Art (MoMA);
- :: Backstage access during a live taping of the Melissa Harris-Perry show.

W.O.W. residents engaged in academic theory-to-practice learning by taking Introduction to Women's and Gender Studies (WGS 200) together, through four crucial conversations (Intersectionality, Fat Positivity, Human Sex Trafficking, Classism) and through participation in four faculty dinners featuring Dr. Felysha Jenkins (Interdisciplinary Studies), Dr. Monica Leach (Social Work), Dr. Tracy Appling (Public and International Affairs), Meredith Davis (Design) and Dr. Chelsea Juarez (Sociology and Anthropology).

Through the Women's Center, W.O.W. Village formed a partnership with the Wake Young Women's Leadership Academy. During visits, the W.O.W. women had lunch with a group of 9th/10th grade students and facilitated conversations about college life and women's empowerment. The women then participated in the Girls Leadership Class at WYWLA. In April, the women presented during the Girls Leadership Class about the myth of the "perfect girl."

W.O.W. residents were very involved with the Women's Center and volunteered at the annual Chocolate Festival and Take Back the Night events. W.O.W. residents are energized about the W.O.W. experience and taped a video that is promoted to all incoming NC State Students considering living on campus (see <http://youtu.be/wHlvcMDFSvw>).

Energy for W.O.W. continues to grow. Although W.O.W. was originally conceptualized as a first-year village, the Women's Center and W.O.W. team are currently developing a "2nd year experience" to engage returning W.O.W. students beginning in the 2014-2015 academic year.

Special Months/Weeks

Diversity Education Week (October 13-18): The Women's Center supported the OIED Diversity Education Week with 3 events. Students who attended the Fall Alternative Service Break trip to Atlanta presented their thoughts at a breakfast discussion about Intersectionality of Gender and Race (October 16). Later that day, the WolfPACKS: Caring for the Dependent Adult support group featured discussion about diversity in care work. On October 17, the Women's Center presented "These Hands Don't Hurt." This annual program provides students, faculty and staff an opportunity to stamp their hands on a canvas as a pledge to end interpersonal violence.

Domestic Violence Awareness Month (October 2013): The Women's Center engaged in both passive and interactive programming during national domestic violence awareness month to promote conversations around and awareness of the impact that domestic violence has in the NC State community.



These Hands Don't Hurt (October 17): During Domestic Violence Awareness Month, the Women's Center hosted "These Hands Don't Hurt" on the Brickyard. Approximately 200 members of the NC State community stamped their hands against violence; the hand-stamped banner was then hung from D. H. Hill Library for the remainder of the semester.



Silent Witness (throughout October and beyond): Nationally, the Silent Witness Project is a traveling memorial to victims and survivors of domestic violence. At NC State, there are ten red, life-size silhouettes in the Silent Witness Exhibit carrying a plaque with the story of a local and/or traditional college-aged person who was murdered as a result of domestic violence. The Silent Witness Project was improved this year in two ways: witnesses were made larger and more sturdy using wood and paint (rather than cardboard as in previous years); also, the social marketing campaign was augmented by two guest spots on campus radio WKNC (see articles at <http://blog.wknc.org/post/67768382578/eot133-womens-center-11-19-13> and <http://blog.wknc.org/post/67014086725/eot132-silent-witness-project-11-12-13>). All ten witnesses were on exhibit in the Talley Student Union for Domestic Violence Awareness Month.

Beginning in November, the witnesses were hosted by different departments and buildings across campus for the remainder of the academic year.

Ribbons for Reminders (October and beyond): The Women's Center partnered with NC State Campus Police as well as NC State Transportation to coordinate the placement of domestic violence awareness ribbon vehicle magnets on both campus patrol cars and Wolfline buses. These ribbon vehicle magnets remind the community of the issues as well as reinforce campus intolerance of domestic and intimate partner violence.

Eating Disorders Awareness Week (February 24-28) (new): Aligned with the National Eating Disorders Association's annual campaign, NC State called the campus to action by focusing awareness of the impact that eating disorders have on people around the world. With the Health Promotions department of Student Health, the Women's Center led several "build-a-wall" campaigns, creating collages of unrealistic, often shame-inducing images of women, then covering those images with bricks that feature a body-positive message. The Women's Center provided materials and instruction and created a large sample board in the Women's Center and Health Promotion offices. The Women's Center also collaborated with Health Promotions for an educational lecture by Johanna Kandell, founder of The Alliance for Eating Disorders Awareness. After the lecture, students of all shapes, sizes and genders donated their gently worn jeans for a "jean swap," encouraging students to feel great in their bodies (see article at <http://blogs.dasa.ncsu.edu/student-health/blog/2014/02/24/nedawareness-week-is-here>).

Sexual Assault Awareness Month (April 2014): The Women's Center expanded Sexual Assault Awareness Month Activities to include 5 events this year. Fourteen university departments, student groups and individuals co-sponsored the month's events:

Clothesline Project (March 31 and April 3): The Women's Center invited survivors, supporters and allies to design a t-shirt in support of survivors of gender violence. These t-shirts show the real impact of interpersonal violence on the NC State community and are part of the annual display at Take Back the Night.

Take Back the Night (April 10): The 27th annual Take Back the Night event featured a blend of old and new traditions. Take Back the Night raises awareness of rape, physical and sexual assault in and around the NC State community and allows survivors of interpersonal violence and their supporters a chance to unite and connect with the community. The 2014 Take Back the Night event was held on the Stafford Lawn of the new Talley Student Union, the second such event to be held there. Ashley Simons-Rudolph (director, Women's Center), Otis McGresham (assistant director of interpersonal violence services, Women's Center), Joanne Woodard (vice provost for institutional equity and diversity), Sgt. Timothy Hammonds (Campus Police), Liza Sagor (counselor, Counseling Center), Dr. Deborah Hooker (director, Women's and Gender Studies) and Justine Hollinghead (director, GLBT Center) opened the event by reemphasizing the campus commitment against interpersonal violence and support for survivors. A march led by students from ECD 222 (Sexual Violence Prevention for Peer Educators) and WGS 493 (Introduction to Men and Masculinities) as well as Women's Center volunteers, circled main campus and rejoined at the Stafford Lawn. The student group The Movement: Ending Interpersonal Violence presented on "How Students Can Support Survivors." The evening closed with a "Survivor Speak-out" facilitated by Dr. Elizabeth Nelson of the Communications Department. Representatives from Campus Police and Counseling Center were available to support students who needed assistance. Over 150 people attended the march and 100 students attended the survivor speak out.

Sex Signals Improv Comedy Show (April 15): Fifty-four students participated in an improvisational comedy focusing on consent, rape culture and rape myth acceptance. The comedy troupe is regularly invited to college campuses (most recently at NC State in 2006) and teaches bystander intervention skills in relevant and lighthearted ways.

Military Sexual Trauma Lunch and Learn (April 22): NC State Risk Assessment Case Manager Tina Nelson-Moss led a training on Military Sexual Trauma (MST). There were 12 individuals in attendance (6 faculty/staff and 6 students). Training defined MST, discussed military culture and military specific issues, recommended treatment approaches, challenges and resources available to provide assistance to veterans that report being survivors of MST. NC State Counseling Center staff were eligible to receive continuing education credit for the seminar.

Denim Day (April 23): NC State Denim Day aligned with International Denim Day, which protests a 1998 Italian Supreme Court overturn of a rape conviction because "it is a fact of common experience that it is nearly impossible to slip off tight jeans even partly without the active collaboration of

the person who is wearing them." The NC State Women's Center distributed buttons and handouts about the event to the campus community on the Brickyard and in other high traffic areas on campus.

Single Event Programs

Beyond the Veil: Undercover as a Muslim Woman (April 15): With the Muslim Students Association, the Women's Center annually co-sponsors a panel of hijab and non-hijab women to discuss gender, faith, hair, hair coverings and meaning in the NC State community. Beyond the Veil was held in Mann Hall and was a University Scholars and WISE event.

Campus Climate Survey (Fall 2013): The Women's Center conducted a research study on the NC State campus climate for interpersonal violence prevention and knowledge of/need for other Women's Center services. NC State undergraduate students were asked to take a 15 minute online survey. The survey was completely voluntary and confidential, providing honest views and opinions that will inform future programming and service efforts. The response rate was 404 undergraduate NC State students. Report results are available from the NC State Women's Center.

Chocolate Festival (September 27): The Women's Center hosted the 10th annual Chocolate Festival on September 27, 2013 at the Carmichael Gymnasium Basketball Courts. The Chocolate Festival is an annual event that combines breast cancer awareness and wellness with chocolate sampling and a silent auction. In partnership with the NC State Office of Parents and Families Services, the Women's Center timed the festival to coincide with a weekend of events dedicated to welcoming parents and families to the Wolfpack community. Forty chocolatier and health and wellness vendors and 100 volunteers raised \$4,800 for Women's Center programs and the Kay Yow Breast Cancer Fund. This year's event added a music DJ, a balloon arch and "chains of love," where participants could send affirmations and hopeful messages to breast cancer survivors and their loved ones. The Chocolate Festival website (<http://oied.NCState.edu/chocolate>) provides more information about the event for vendors and attendees.

Foster Family In-Service Training (October 12) (new): In partnership with the community-based organization Lutheran Family Services, Women's Center staff provided training for community members who serve as foster parents. This training provided basic information on the prevalence and impact of sexual violence as well as resources and methods of responding to the needs of a child survivor of sexual violence.

Fulbright Student Association Advancing Gender Rights Workshop (March 21)

(new): Supported by the NC State At Home in the World grant, the Fulbright Student Association invited the GLBT Center and the Women's Center to present on the topic of Advancing Gender Rights. The Women's Center portion of the presentation focused on the distinction between sex and gender, the impact of the four waves of feminism on American Culture and an introduction to the services provided by the NC State Women's Center.

Girl Rising (April 16) (new): The Women's Center co-sponsored a viewing of the documentary Girl Rising with the Union Activities Board. Psychology Professor Dr. Rupert Nacoste introduced the film, which explores educational opportunities for girls in developing countries. A student-led discussion followed the film.

Lunch and Learn: The Psychology of Modern Day Slavery (April 11) (new): With the African American Cultural Center and NC State Department of Psychology graduate student Jameta Barlow, the Women's Center co-sponsored a lunch and learn on the issue of sex trafficking in North Carolina. A brief documentary produced by the American Psychological Association was followed by a panel including Ashley Bass-Mitchell and Kiricka Yarbough Smith from North Carolina Coalition Against Sexual Assault. Nineteen students and 7 faculty/staff attended the lunch and learn.

Open House (August 20) (new): The Women's Center partnered with the NC State GLBT Center to welcome new students in an open house. With the goal to promote both centers and highlight the strong existing partnership, approximately 100 students attended.

Project Prom (March 1-28): The NC State Women's Center's Second Annual Prom Project Clothes Drive, organized in collaboration with Pearl's Closet, collected prom dresses, tuxes, shoes and accessories to assist under-resourced youth in need of prom apparel. Twenty-six low-income girls from Wake, Durham, Guildford and Johnston County high schools participated in workshops about goal setting, healthy relationships and media literacy. Wake County students came from the following high schools: Garner, Sanderson, Holly Springs, Apex, Knightdale, Panther Creek, East Wake High and Southeast Raleigh High School. Campus partners included the African American Textile Society (AATS), Campus Curls and Kinks and The Movement Peer Educators.

Responding to Sexual Assault on Campus (September 17): The NC State Women's Center invited Claudia Bayliff, attorney with the National Judicial Education Program and Lindy Aldrich, associate director of the Victim's Rights Law Center, to share their expertise in a full day training. Forty-seven faculty and staff from across campus and several attendees from surrounding universities attended the training, including representatives from student conduct, law enforcement and survivor services. Presentations included "The 'Justice Gap' for Sexual Assault Victims: What Are We Going to Do About It?", "Answering the Hard Questions About Sexual Violence" and "Conduct Board GPS: What Campuses Need to Know to Navigate Sexual Assault Hearings."



From Root to Tip – A Discussion on African American Hair (February 26): In conjunction with Women Empowering Society Together (WEST), Campus Curls and Kinks, the African Student Union and Zeta Phi Beta, the Women's Center supported a night of conversation and fellowship on the social construction and meaning of natural hairstyles in the African American community.



Shabbat Dinner (February 21) (new): Dr. Ashley Simons-Rudolph, director of the Women's Center, co-hosted a Women's Center Shabbat dinner with the NC State chapter of Hillel. The topics presented included women's leadership, body image, impact of media on gender equity and information about Women's Center programs, services and leadership development opportunities. An informal question and answer session followed the presentation.

Sisterhood Dinner (February 24): The Sisterhood Dinner is an annual event sponsored by the NC State Council on the Status of Women. Women's Center Director Dr. Ashley Simons-Rudolph serves on the council. This year, the Women's Center greatly increased its presence at the dinner, including hosting a booth about the Women's Center during the networking hour, playing a promotional video about the Center during the Sisterhood Dinner program (see <http://animoto.com/play/vEtp6D73ES00Wgy84DIvoQ>) and hosting a silent auction in support of its programs. The Women's Center raised \$1,182 for programs, services and leadership development opportunities.

WomenNC Dinner (February 20): With Community Partner WomenNC, the Women's Center co-hosted the 2014 WomenNC Fellowship Dinner Forum at the Hunt Library. The annual fundraising dinner provides the fellows the opportunity to present their gender equity research projects. This year, the Fellowship Dinner welcomed Feminist Majority President and Publisher of Ms. Magazine Eleanor Smeal. Five students were awarded WomenNC fellowships this year from area universities, including NC State student Alex Polk. Alex presented her project "Women's Empowerment through Education – Advancing in STEM (Science, Technology, Engineering and Math)" to the 58th United Nations Commission on the Status of Women (CSW) Conference, in March in New York City.

Services

Interpersonal Violence Services

Sexual Assault is too high on college campuses. This year, the White House released several important documents outlining national expectations for better understanding, prevention and elimination of rape and sexual assault on college campuses (see www.whitehouse.gov/blog/2014/01/22/renewed-call-action-end-rape-and-sexual-assault). In addition, President Obama cited a 2007 study which references that 20%, or 1 in 5 students will be sexually assaulted (see www.youtube.com/watch?v=gUbVvS1t-k4). As of Fall 2013, NC State enrollment was 24,536 undergraduate students. Given these statistics, it is estimated that 4,907 undergraduates will be sexually assaulted by the time that they graduate. The center's efforts include:

- :: crisis advocacy, financial assistance, academic/housing advocacy, referrals and accompaniment to court, accompaniment to student conduct hearings and referrals and accompaniment to law enforcement agencies (Between September 2013 and May 2014, the Women's Center served 16 survivors of interpersonal violence. This number is unchanged from the 2012-2013 academic year.);
- :: 24 hour/7 days per week/365 days per year services for survivors of interpersonal violence through a confidential phone line, 919-618-RAPE (The Women's Center provides training, logistical support and an opportunity to debrief for the volunteer advocates.);
- :: convening a primary prevention task force called the Alliance for Sexual Assault Prevention (ASAP) (With nearly 50 members from campus and community agencies, ASAP has a strong history of working toward the mission of impacting the climate and culture on NC State's campus by encouraging positive relationships while eliminating interpersonal violence through activism, advocacy, awareness and education.);
- :: fundraising and maintenance for a Survivor Fund (Modeled on the Victims of Compensation Act, the Survivor Fund defrays costs associated with interpersonal violence such as taxi cab fare to the hospital and fees associated with needed changes in housing.).

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

Don't Cancel that Class

Don't Cancel that Class assists course instructors and student groups who request additional diversity-related education. Marketing efforts for Don't Cancel that Class increased this year to include nuanced brochures for both student groups and faculty, mass emailing through the College of Humanities, Arts and Social Sciences, Interdisciplinary Studies, the Office of Faculty Development, University Housing and other listservs, as well as personal contacts with key supportive faculty and staff. This year, the Center conducted 34 workshops to student groups and academic classes.

Lactation Room

The Women's Center hosts a room in Harrelson Hall for lactating mothers and others with carework responsibilities. The room includes a padded rocking chair, refrigerator for milk, baby-changing facilities and developmentally appropriate toys for children up to age 6. The Women's Center maintains this room and advertises the availability of the space. New this year is increased marketing through university websites as well as a shared Google reservation

calendar accessible to the entire campus community.

Staff Yoga



The Women's Center continues to provide two low-cost weekly *hatha* yoga classes for NC State faculty and staff. The Stress Management/Mindful Yoga classes include many of the techniques of yoga tradition that have become scientific/medical stress reduction formats. These include breath work, positive affirmations, visualization/imagery relaxation and the gentle poses that contract and release all the muscle groups, leading to a relaxation response during the end class rest time, *savasana*. The goal is to retrain the nervous system through repetition to respond to stress in more healthful, balanced ways. The practices rehabilitate participants to breathe more deeply, soften the muscles of the body and calm the mind during stress. Classes are appropriate for any level of yoga experience and modifications are offered to accommodate every ability. Feedback for this service was overwhelming positive among 80 participants this year. Thanks to a new partnership with the Staff Senate, interest in yoga more than doubled in the spring semester. This year, yoga was offered in the summer and will be offered both semesters and summer of next year.

WolfPACKS (Programming for Adult Caregiving Knowledge and Support)

When the campus climate survey and anecdotal evidence revealed a high need and lack of existing programs to support staff caring for dependent adults in 2012, the Women's Center created the WolfPACKS program. Approximately 80 NC State staff were involved in the group in the 2012-2013 academic year through either online or bi-weekly meetings. The Women's Center held monthly meetings in Fall 2013 but attendance dropped sharply to 3-5 participants per meeting.

When queried, the group reflected the desire for more online meetings, resources and support, so the Women's Center set up a Google group for the spring semester. The Women's Center will continue to collect feedback on the need/desire to continue this group and make necessary changes for the 2014-2015 academic year.

Women in Transition (WIT) in Higher Education Support Group

Now in its second year, Jennifer Bell and the Women's Center host and support a group for professionals currently on leave from careers in higher education. With the goals to promote diversity in the pipeline for higher education and support professionals who take leave due to carework and other responsibilities, the group meets regularly in the Women's Center. This year's speakers included Dr. Tracey Ray, Ann Gleason, dean of students at Meredith College and Dr. Lisa Zapata. Additionally, WIT supported the Chocolate Festival, Take Back the Night and the Women's Center's Lunch and Learn: The Psychology of Modern Day Slavery.

Student Groups

Women's Center-affiliated student groups meet regularly in the NC State Women's Center and/or with Women's Center staff. Student groups are broadly trained on advocacy and activism and encouraged to follow issues that align with their own beliefs and passions. Student group training is necessarily non-partisan. The Women's Center assists groups that are aligned with its mission of promoting gender equity through education, advocacy and leadership development.

Chancellor's First Year Student Leadership Program (CFYSL)

The Chancellor's First Year Student Leadership Program is a gender-based leadership program that identifies and nurtures promising first year students with the goal of improving participants' self-efficacy, self-knowledge and leadership abilities through information sharing and relationship building. The CFYSL Program is a year-long commitment; this annual report covers Cohort III (started in Spring 2014). Twenty-five students were accepted into the program, including twenty-one female students, three male students and one transgender student. Students reported the following racial demographics: 76% Caucasian, 12% African American, 4% Middle Eastern, 4% Chinese and 4% German. Student majors included 60% from the STEM disciplines, 20% in humanities and social sciences, 8% in business, 8% from College of Design and 8% from First Year College. Students have consistently reported increased critical thinking about gender equity and confidence in their leadership skills to help others meet their goals.

Program Topics and Events:

- :: Styles of Leadership: Different Approaches to Successful Leadership
- :: Professional Development: Resumes, Cover Letters, Networking, Interviewing, etc.
- :: The Making of a Good Leader: Effective Leadership Characteristics and Behaviors
- :: Graduate Education and Career Preparation: Discussing Post-Graduation Options
- :: Community Leaders Panel: Understanding the Importance of Community Service
- :: SAS Campus Tour: Inside Look at a Global Software Company
- :: True Colors: Discovering Personality Styles
- :: Golf Clinic: How Business is Conducted Through Sport

Guest Speakers:

Throughout the semester, guest speakers were invited to interact with the program participants. The speakers included Barbara Mulkey, NC State Board of Trustees member, who spoke about starting her own engineering firm; James Vann, an attorney who spoke about the importance of setting goals and community service, J. Alan Kendrick, assistant dean at Duke University, who discussed internships, graduate school and long-term career planning, Boz Zellinger, assistant district attorney, who spoke about civic engagement and leadership tools, Liza Roberts, editor and manager of *Walter Magazine*, who spoke about civic engagement and leading as a woman and Harvey Schmitt, CEO and president of the Greater Raleigh Chamber of Commerce, who spoke about the importance of college students being civic-minded and future career opportunities in Raleigh. Page Marsh, an NC State golf coach, also led a golf clinic for the students and the Woodsons.



In addition, program participants were invited to dinner at the Chancellor's Residence to interact one-on-one with the Chancellor and Mrs. Woodson three times each semester. Student success in the CFYSL Program is growing. CFYSL Program leaders such as Karli Moore and Andriy Shymonyak have quickly become leaders on NC State campus and in the community. (See articles at <http://bulletin.ncsu.edu/2014/05/standout-scholars/> and <http://park.ncsu.edu/andriy-shymonyak-15-spending-summer-researching-the-polarization-of-ukraine>).

The Movement to End Interpersonal Violence (The Movement)

The Movement is a trained group of NC State student activists and peer education leaders who have successfully completed the related course, ECD 222 or WGS 293. The Movement Peers are trained to advocate for gender equity in all forms, including eliminating interpersonal violence. The Movement Peers are tasked to educate other students about gender equality and do so through assisting the Women's Center with campus-wide campaigns and through Don't Cancel that Class. The Movement currently has 5 active peer educators with expected growth to 12 peers in the Fall of 2014.

ECD 222: Sexual Violence Prevention for Peer Educators (12 students)

ECD 222 is an interactive 3-credit course that trains students to become leaders in educating their peers about the issues of sexual and relationship violence and stalking. Upon completing the course, students can apply to be a peer educator with The Movement and get paid to facilitate workshops and organize programs across campus.

WGS 293: Spring 2014 Introduction to Men and Masculinity (37 students)

WGS 293 is taught through the Women's Center as an introduction to the study of men and masculinity. Women's and Gender Studies is an interdisciplinary field spanning the humanities, social sciences and natural sciences. The course draws on both historical perspectives and contemporary understanding of men and masculinity, with attention to key domains of men's lives. Upon completing the course, students can apply to be peer educators with The Movement and get paid to facilitate workshops and organize programs across campus. This year, the Women's Center successfully shepherded the paperwork necessary for the course to get a permanent course number and to fulfill the NC State General Education Requirements/U.S. Diversity List starting in Fall 2014.

Read to L.E.A.D.

The cohort of current and former Read to L.E.A.D. volunteers continues to grow and is now at 170 members. Read to L.E.A.D. mentors have created a Facebook group (www.facebook.com/groups/259610814150481) and regularly communicate using social media. The Women's Center invites all mentors to participate in special events such as Campus Visit Day and community events.

Students Advocating for Gender Equity (SAGE) (new)

SAGE is an NC State-registered student group with open membership started by three student volunteers connected to the Women's Center. Twenty-eight students attended the initial meeting in January 2014. The group meets biweekly with discussions facilitated by guest presenters including gender neutral language, the hijab, pay equity and reproductive rights. SAGE has created a visible presence on campus through tabling in the Brickyard and the coordination of peaceful counter protest. Rape Prevention Education Coordinator Otis McGresham serves as advisor for the organization.

Staff

Jennifer Castillo, MS, associate director of the Women's Center, links diversity, equity and leadership development initiatives in the context of community-based learning. Jennifer serves on several community collaboratives, including Wake Up and Read, Triangle Student Leadership Initiative, YMCA outreach education committee, the National Student Leadership/CCDA Carolina conference planning team, Triangle Alliance/Marketplace Matters and Youth

Thrive. Jennifer received the 2013 University Award for Excellence for EPA professionals and collaborated with the D.H. Hill Team to co-write the \$2,500 grant received from Phi Kappa Phi for Read to L.E.A.D. Jennifer is committed to bringing theory to practice and attended several professional development opportunities to better support these programs, including: NC Campus Compact, Pathways to Achieving Civic Engagement Conference, Institute Immersion, Leadercast (Simply Lead), National Academy of Public Administration Annual Social Equity Leadership Conference, Raleigh Chamber of Commerce's Education Forum, NC State Psychology of the Public Interest 553 (Ecological Community Psych), NC Literacy Corps Read. Write. Act., Virtual Conference – Beyond the Classroom: Applying Literacy to Promote Equity, Student Coalition for Action in Literacy Education and Anti-Defamation League's Webinar: Using an Anti-Bias Lens to Examine Early Childhood Children's Books in Your Program.

Otis McGresham, M.Ed. was the Rape Prevention Education Coordinator until April 2014 when he was promoted to assistant director of interpersonal violence. Otis joined the Women's Center Team in July of 2013 and has been instrumental in expanding the reach and impact of Women's Center programs. Otis re-vamped an existing Silent Witness project that brought the Women's Center and a domestic violence awareness program to 6 colleges, 4 offices and 4 housing communities across campus. He facilitated the expansion of the volunteer base to a total of 117 volunteers who conducted in excess of 250 volunteer hours in support of the Women's Center and its programs and events. In addition to providing programming to residence halls, student groups and community agencies, he has also worked with faculty from multiple disciplines to serve as a guest lecturer on topics of masculinity and gender equity. Otis has helped foster an understanding of gender equity and social justice in students through teaching WGS 293: Introduction to Men and Masculinity, serving as the advisor for an alternative service break trip co-sponsored by the Women's Center and serving as the advisor for student group Student Advocating for Gender Equity (SAGE).



Jenn Scott, MS, assistant director of interpersonal violence, led the campus efforts on interpersonal violence prevention and services until her departure in April 2014. Jenn convened the Title IX campus community team and served on the OIED Tunnel of Oppression planning committee.

Ashley Simons-Rudolph, Ph.D., is the director of the Women's Center. As director, Dr. Simons-Rudolph advances gender equity in the campus community through policy development and implementation of science, educational programming, advocacy and leadership development. She is building a virtual, gender equity-related consortium focused on the intersections of southern culture and gender and is developing an innovative video game which would engage wider audiences in discussions about diversity. Dr. Simons-Rudolph is in her 8th year as faculty in the NC State Women's and Gender Studies program and serves as editor-in-chief of the peer-reviewed journal *Gender Issues*, a leading journal in the field of interdisciplinary and international study of gender. This year, Dr. Simons-Rudolph was an invited speaker at Duke University about engaging diversity topics in online forums and was an invited speaker on sexual harassment for ScienceOnline. She was selected as NC State's representative at the 2014 UNC-system Entrepreneurship Boot Camp. Dr. Simons-Rudolph regularly writes and collaborates on grants related to gender equity in the developing world, serves the Council for the Status of Women and on the NC State test preparation committee. (See a video biography of Dr. Simons-Rudolph at: <http://youtu.be/l1xJoNa4ACc>.)

C. Ellen Washington, Ph.D., is the assistant director of leadership development and scholar-in-residence at the Women's Center. As assistant director, she provides leadership for sustainability and growth of the Chancellor's First Year Student Leadership Program. Dr. Washington offers significant experience in academic leadership, women in leadership, higher educational learning models, strategic planning and organizational development. She is currently enrolled in the OURS NSF Fellowship at the Chicago School of Professional Psychology and will receive a Post Doc Certificate in Academic Leadership. Her current research interests include diversity in higher education and the value of a college education. She is also an avid proponent for diversity in the workplace and leadership and social competencies. Dr. Washington has published articles in the Oxford University Public Policy Journal and the International Journal of Business and Social Science. She presented this work at Oxford University Roundtable in 2010 and the London's Women's Leadership Symposium in 2012 in the UK. This year she was invited to present at the UNCW Navigating Challenging Waters: Achieving Success in the Academy.

Kimberly Zugay has served as university programs associate since March 2013. Kimberly assists the center with all of its programming, services and leadership development opportunities. In her role as university program associate, Kimberly successfully planned the 10th anniversary Chocolate Festival with approximately 1,000 attendees. She has worked diligently this year with the multiple budgets in the Women's Center and has developed new tracking systems to improve efficiency.

Alignment with Strategic Plan Goals

Goal 1: Enhance the success of our students through educational innovation: The Women's Center strives for continuous innovation. NC State students, faculty and staff deserve no less than well-designed, research/best-practices-based and technologically appropriate education, advocacy and leadership development opportunities. The innovation embedded in each activity is summarized in this report. One highlight is the Read to L.E.A.D. program, which pairs NC State mentors with low-resourced children in the community. This program is theoretically driven, research-based, interdisciplinary and connects with multiple public schools, non-profits and for-profit companies. Read to L.E.A.D. multiplies value in the NC State community. For example, Read to L.E.A.D. provided an evaluation opportunity for psychology students in the 2012-2013 academic year, an internship opportunity for social work students in the 2013-2014 year and a continuing education course for North Carolina teachers in both 2013 and 2014. Partnership with AmeriCorps provides upperclass students and recent graduates gender-equity relevant paid opportunities (educational allowance and small stipend for living expenses) at low cost to the

university. Read to L.E.A.D. gives the Women's Center the opportunity to connect with larger service and educational innovation goals and is a natural "classroom to boardroom" training for students. Engaging the strength of the university focused towards social justice in the Raleigh area community places NC State at the nexus of educational innovation.

Goal 3: Enhance interdisciplinary scholarship to address the grand challenges of society: The Women's Center engaged in two additional scholarly endeavors this year aimed at promoting gender equity on campus and beyond; an academic journal and an online consortium.

As the demand and appreciation for nuanced understandings of gender grows, *Gender Issues* academic journal promotes interdisciplinary and international research focusing on gender and gender equity. As stated, the journal publishes basic and applied research examining gender relationships as well as the impact of economic, legal, political and social forces on those relationships. *Gender Issues* positions NC State's Women's Center as a leader in creating and enhancing gender equity scholarship.

The Virtual Lab (ViLa) project between the NC State Women's Center and Universidad de Costa Rica and its Research Center in Women's Studies (CIEM) involves students, faculty and research staff at both institutions. Interdisciplinary by design, the ViLa serves to create greater cross-cultural understanding around gender issues and increase opportunities for international engagement. The NC State Women's Center hosts the ViLa and provides leadership and logistics for continuous opportunity to engage in discussion of "grand challenges" related to gender equity.

Goal 4: Enhance organizational excellence by creating a culture of constant improvement: The Women's Center always strives to better its programs, services and leadership development opportunities through careful analysis which informs future planning. As reported in the 2012-2013 assessment report, the Women's Center has increased its assessment efforts with the goal to assess 100% of Women's Center-led activities. In addition to the state-mandated evaluation report that is publically available through OIED, the Women's Center creates internal reports which are discussed and used for future planning in twice-annual staff retreats. With the motto of "inspiring growth," the center discusses how to best achieve continuous improvement. Two notable examples this year include the Silent Witness and W.O.W. projects as described above. This year, the center reconstructed the Silent Witnesses displays, collected student feedback, paired the witness with local stories that interested the students and pushed out a marketing campaign aimed to get colleges and academic departments more involved. The result was greatly increased visibility and buy-in for the project. The Women's Center approached the 2013-2014 W.O.W. experience as "all in." Increasing the level of time commitment from the Women's Center leadership team as well as linking W.O.W. activities with the Women's Center programs led to a great year that was recognized outside the Center as well. Finally, the Women's Center engaged in a grant-funded climate survey this year. As reported above, the results assist in better understanding gender equity needs from the perspective of the key stakeholders: undergraduate students. The results from the climate survey are available from the Women's Center.

Goal 5: Enhance local and global engagement through focused strategic partnerships: The Women's Center engaged three new key community partnerships this year; Wake Young Women's Leadership Academy, Women AdvANCe and WomenNC.

The NC State Women's Center partnered with a new Wake County Public School for grades 6-12, Wake Young Women's Leadership Academy (WYWLA). Similar organizational missions and the close geographical distance between the Women's Center and WYWLA facilitate ongoing partnership. The Women's Center has increased its support of the Wake Women's Leadership Academy this year, including partnering interested WYWLA students with a W.O.W. mentor, facilitating a college informational session on "what I wish I would have known then," and connecting WYWLA to college admissions resources. While in Costa Rica with the internationalization seed grant, Dr. Ashley Simons-Rudolph met with WYWLA students, parents and teachers and is working to partner with Spanish students on the gender-equity focused ViLa, (virtual social science lab) in the 2014-2015 academic year.

WomenNC's mission is to "lead North Carolina's young adults in the elimination of injustice against women and girls." The Women's Center formalized its partnership with WomenNC through co-sponsorship of the WomenNC signature program, the CSW Fellowship. The CSW Fellowship provides opportunities for local college and university students to develop competencies and define their roles in eliminating injustices against women and girls by participating in evidence-based leadership and advocacy training and mentoring from social justice pioneers and academic advisors; conducting research on United Nations CSW priority themes and proposing solutions tied to local and global women's issues; representing North Carolina and presenting their research at the United Nations' annual five-day CSW Convention in NYC; facilitating and/or presenting advocacy training at local, state and national forums. The Women's Center will increase its partnership with WomenNC this year aligned with the strategic plan goals.

Started in April 2013, Women AdvANCe is an independent nonpartisan educational institute dedicated to improving the lives of North Carolina's women and families by providing education and encouraging constructive public dialogue about progressive ideas and public policy initiatives. The Women's Center meets regularly with WomenAdvANCe to discuss items of mutual import. The Women's Center supports Advance U, a regular column promoting academic analysis of current policy issues. Dr. Ashley Simons-Rudolph wrote a column in June 2013 (see <http://womenadvancenc.org/i-saw-the-signs> for article). The partnership with Women AdvANCe is expected to grow in the 2014-2015 academic year, including co-hosting a gender equity focused panel in September of 2014.

As reported in the 2012-2013 Annual Report, the Women's Center has undertaken an initiative to improve its media presence. Media coverage increased almost 100% from 24 articles in the 2012-2013 academic year to 42 this year. The Women's Center also increased its fundraising efforts. The Center more than doubled its financial fundraising to almost \$9,425 in silent auction and co-sponsorships/event donations. In addition, the Women's Center identified two major donors with \$27,000 in annual gifts expected beginning in the 2014-2015 academic year. The Women's Center team will train on philanthropy and cultivating donors at the 2014 summer staff retreat.

Education and Training

Office for Institutional Equity and Diversity 2014 Annual Report

Director: Beverly Jones Williams, M.S.

Programs

(Numbers in parentheses indicate support of corresponding NC State Strategic Plan Goal.)

Equal Opportunity Institute (EOI)

EOI had another record year in 2013-14. Sixty-nine new participants attended orientation in fall 2013. Ninety-eight staff, faculty and students registered for workshops. This number included new participants, returning participants who did not complete the program in previous years and graduate scholars who are EOI graduates returning to continue their professional development. Another record year of graduates, 58, brings the total number of graduates to 445. The graduates included 21 students, 36 NC State employees and 1 external participant from Rex Hospital. Eighteen students and staff were Special Recognition Graduates who went beyond the ten workshop requirement to take 13 or more. There were also 18 EOI Graduate Scholars (2 students, 14 NC State staff and 2 external participants from Rex Hospital). EOI remains one of the few programs on campus that includes faculty, staff, students and external participants, enhancing the success of students (1).

EOI graduates were recognized at a celebration on Thursday, April 24, 2014 in the Emerging Issues Multipurpose Room at Hunt Library. Dr. RaJade Berry James, associate professor, School of International and Public Affairs and OIED faculty liaison, was the keynote speaker. The theme of this year's event was "Sowing Seeds for Change," encouraging graduates to put what they learned to work on campus and in the community.



The EOI Advisory Team met on June 11, 2013 to review accomplishments and make recommendations for the program. Recommendations included improving and updating the EOI website, communicating with participants more often via Moodle, recruiting more graduate student participants and reducing redundancy in required EOI workshops (4). In response to feedback and recommendations, a new EOI website was introduced in August 2014. With the assistance of the 2013-14 graduate student intern, Suzanne Martin, regular communication was shared with participants via Moodle and more efforts to recruit graduate students were made. Required workshops were revised and renamed "Fundamentals of Equal Opportunity" and "Applied Skills in Equal Opportunity," which reduced redundancy and provided more information (4).

The success of this program and individual workshops is dependent on campus partners who share their resources and expertise with participants (3). EOI continues to partner with CSLEPS and Human Resources and this year added some new partnerships, including Social Work, with a new workshop titled, "A Multicultural Perspective on Suicide Prevention," and Legal Aid of North Carolina, to provide a new facilitator for the Fair Housing workshop. Another new opportunity this year was adding a panel of veterans to the Protected Class of Veterans workshop, which received excellent feedback. OIED sponsored 54 workshops for 743 participants. The hours facilitated totaled 124.

The difficult winter had an impact on programs. Two workshops had to be rescheduled this semester due to adverse weather.

National Coalition Building Institute (NCBI)

Summer Start was a big offering for NCBI this year. Nine sessions were held with 30 participants each. This required 18 facilitators, which is more than half of the team. New groups facilitated for this year include a CALS introductory class, CSLEPS Leadership in Action conference and Leadership and Engagement staff. This was another busy year for the team as they presented 43 workshops to 1,339 participants for a total of 141.65 facilitation hours. The team continues to facilitate sessions for undergraduates in Social Work.

One 2013-14 team goal focused on creating a course based on NCBI principles and having the course approved as a permanent course. "Leadership and Coalition Building in Diverse Communities" was taught for the first time as a special topics course in fall 2013 with 20 students. The spring session had 30 students. This course has now been approved as a permanent course, USC 240. Consistent with NCBI principles, a team of instructors teaches this class.

Beverly Jones Williams and Roger Callanan taught the fall and spring sessions of this class. Allison Mitchell also taught the fall session and Joy Tongsri taught in the spring. The team has also developed a publicity campaign that will be distributed in fall 2014 and is working to provide more opportunities to train student leaders. (4)

Valerie Ball and Beverly Williams represented NC State at the November 2013 NCBI national campus conference at Oregon State University. The conference focused on leadership with sessions on leading with integrity, leading through oppression, strategic planning, leading with courage and dealing with challenges to leadership. The information learned at the conference was shared with the NC State University team at the January team meeting (session on leadership challenges) and at the Carolina Coalition spring retreat (leading with integrity).

The NC State NCBI team hosted the spring Carolina Coalition spring retreat on April 11, 2014 (5). Participants from North Carolina Central University, NC State University, Furman University, Greenville Technical Community College and The Citadel gathered for NCBI development activities and planning for this group. Twenty-one attended this retreat.

Participation with the Carolina Coalition has continued to allow NC State to build a strong team. This year, 9 new team members attended Train-the-Trainer at Furman University in Greenville, SC. Another team member joined this year from North Carolina Central University. Although 10 new team members joined the team, 8 team members left this year due to new positions and graduation. The leadership team, which helps plan team meetings and set the direction for the campus team, also experienced turnover. George K. Morell left the leadership team and Mary Medina and Tremaine Brittan joined the team. Continuing leadership team members are Valerie Ball (assistant affiliate director), Joy Tongsri (secretary), Edward Brown, Erin Robinson, Betsy Taylor and Karen Young.



The team continues to remain connected with the national organization through monthly conference calls with Robert Dungey. The team continues to receive feedback that the work it does at NC State is excellent. The NC State team leader is recommended often to new teams for consultation. This year, consultation meetings were held with Stockton College and AB Technical Community College. The NC State campus affiliate director also worked this year with the national office on an NCBI use of technology committee.

Team meetings continue to be a positive way to develop team members' facilitation skills and diversity knowledge and understanding. Team meeting developments this year have focused on mental health, Moral Mondays, Supreme Court decisions, Barnga (Intercultural communication activity), dealing with uncertainty and instability, leadership "oppression" and appreciation, empowerment, maintaining perspective and classism. (4)

The team leader worked with a group of students from the graduate class EAC 584, Evaluation Training Transfer and Effectiveness. The group revised an evaluation for the 490 social work NCBI workshop as their class project (5).

The team will hold its annual NCBI team retreat on May 22, 2014. The retreat will focus on reflections of 2013-14, planning, team building, violence prevention, workshop facilitation skills and vulnerability.

Initiatives

OIED hosted the USA Network Characters Unite Tour on February 6, 2014. The tour invited passers-by in the Brickyard to step into an RV and stamp a shirt that had the statement "I won't stand for..." The stamps added words such as "hate," "violence," "bullying" and "racism."

Development and approval of the USC 240 class "Leadership and Coalition Building in Diverse Communities" (see NCBI, above). (4)

Assessment

This was a big year for assessment. OIED provided information for the Carnegie Reclassification Report and participated in the SACS accreditation process. OIED has made revisions to the unit assessment process based on SACS feedback.

Staff

In October 2013, the supervision of Seprina Justice transferred from Amy Circosta to Beverly Jones Williams.

Education and Training had the benefit of a graduate intern from Social Work, Suzanne Martin. Suzanne made a great contribution, including assisting with the Equal Opportunity Institute orientation, recruiting and communicating with EOI participants, coordinating panels for workshops and developing a plan for

the "Uniting NC State University" dialogues on diversity program.

University Service and Teaching (Beverly Jones Williams)

- :: Co-instructed ECD 225: Foundations of Cross-Cultural Competence, fall 2013 and spring 2014
- :: Co-instructed GEP-USD 295: Leadership and Coalition Building in Diverse Communities, fall 2013 and spring 2014
- :: Facilitated Barna (intercultural communication activity) for College of Textiles (September 23, 2014) and SPACE (January 24, 2014)
- :: Co-facilitated Park Scholars Diversity Academy, January 24, 25 and February 5, 2014
- :: Trained as an OSHR mediator, May 2014, scheduled for first mediation in June 2014

Professional Development (Beverly Jones Williams)

- :: Social Equity Leadership Conference, June 5-7, 2013
- :: ACE Webinar – Fisher v. UTA, July 10, 2013
- :: Suicide Prevention Training, July 23, 2013
- :: Responding to Sexual Assault Training, September 17, 2013
- :: NCBI Campus Conference hosted by Oregon State University, November 14-16, 2013
- :: NC Diversity and Inclusion Partners (NC-DIP) Conference, November 22, 2013
- :: State Mediation Training, April 28 - May 2, 2014
- :: Presented "Everyday Discrimination in the Workplace" at the NC State Managers Conference on Leadership and Diversity
- :: Presented "Leading with Integrity" at NCBI Carolina Coalition spring retreat

Committees (Beverly Jones Williams)

- :: EOI Advisory Team (5)
- :: Activity Information Management System (AIMS) committee
- :: Chair, assistant equal opportunity officer search committee
- :: At Home in the World (AHITW) committee
- :: OIED Research/White Paper committee
- :: Chancellor's Creating Community Awards nomination review committee



Team Lead: Elizabeth Snively

Activities

Summary

- :: New/updated websites: 10
- :: Print: 64 publications
- :: Billboards: 14
- :: Photography: 52 events
- :: Videos: 5
- :: E-Newsletters: 37 issues

Equal Opportunity and Equity

Websites

- :: Redesign of EOE website (in progress)
- :: DHPH online complaint and case browser updates
- :: Merge of post-2008 DHPH training data into new training module
- :: 2009-2013 training records uploaded to eLearning

Photography

- :: Staff photos

Print

- :: New Employee Orientation Policies mini-pamphlet
- :: New Employee Orientation booklet update
- :: DHPH brochure update and new Spanish language version
- :: Draft of redesigned Guidelines for Recruiting a Diverse Workforce booklet
- :: Equal Pay Day flyer, billboard and buttons

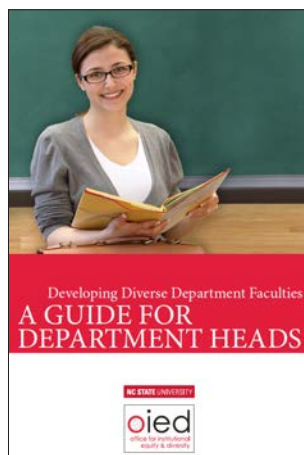
Faculty Diversity

Print

- :: New Department Heads brochure
- :: Update of Family Matters brochure
- :: American Indian Faculty Forum conference program

Photography and Video

- :: Production of four video clips for mid-career faculty webinar
- :: Event photography at Building Future Faculty, American Indian Faculty Forum, Multicultural Faculty Group meeting



Staff Diversity

Print

- :: Faculty and Staff Diversity InfoGuide

Websites

- :: New website for Council on the Status of Women
- :: New website for Staff Diversity with new NC State branding

Photography and Video

- :: Production of staff diversity video for New Employee Orientation
- :: Event photography at Sisterhood Dinner, Human Rights Day Signing, Staff Diversity Advisory Board Meeting, Managers Conference on Leadership and Diversity

Student Diversity

Websites

- :: New Student Diversity website in Wordpress

Print and Billboards

- :: Calendar and poster for Diversity Education week
- :: Chancellor's Creating Community Awards flyer
- :: Spring Diversity Dialogue flyer

Photography

- :: Event photography at InsideOut 11M, Diversity Education Week, Chancellor's Creating Community Awards, Fall and Spring Diversity Dialogues, Characters Unite Tour

Multicultural Student Affairs

Websites

- :: Redesign of MSA website with new NC State branding

Print and Billboards

- :: Kwanzaa flyer, billboard and program
- :: Native American Heritage Month calendar
- :: Hispanic Heritage Month calendar
- :: Black History Month calendar
- :: West African Dance Series flyer
- :: Tunnel of Oppression flyer and billboard
- :: Peer Mentor Program flyer
- :: Student Talent Showcase flyer and billboard
- :: MSA unit brochure

Photography and Video

- :: Event photography at Symposia, Peer Mentor Kickoff, Peer Mentor Cookout, Kwanzaa, Freshman Honors Convocation, Native American Culture Night, Tunnel of Oppression, Pow Wow, Salsabor
- :: Special portrait sessions with Native American and African American students
- :: West African Dance Series video
- :: Staff photos



African American Cultural Center

Websites

- :: Redesign of AACC website with new theme
- :: New Giving Black conference website with online registration

Print and Billboards

- :: 2013-14 African American Cultural Center calendar card
- :: Harambee flyer and billboard
- :: Shoeboxes of Love flyer, postcard and billboard
- :: Living Legends poster
- :: Clark Lecture poster and billboard
- :: MLK Commemoration poster and billboard
- :: African Diaspora Film Festival billboard
- :: Trayvon Martin Lunch and Learn billboard
- :: Giving Black conference logos, e-card and postcard

Photography

- :: Event photography at Harambee, Living Legends, MLK Campus Commemoration, Theater of Belief Gallery Exhibition, Clark Dinner, Clark Lecture, Blacks in Wax, Ebony Harlem, Measure of Earth Fashion Show
- :: Staff photos

Other

- :: Giving Black conference Twitter

Gay, Lesbian, Bisexual and Transgender Center

Websites

- :: Redesign of GLBT website with new theme
- :: E-newsletter headers throughout the year

Print

- :: Community Resources flyer
- :: Ally Day flyer
- :: Cabaret flyer
- :: Accessible PDF for Climate Survey final report
- :: Formatting assistance for donor brochure

Photography

- :: Event photography at Cabaret, I Heart Diversity, Ally Rally, Laverne Graduation, Bishop Gene Robinson Talk

- :: Staff photos

Women's Center

Websites

- :: Provided assistance in changing website theme

Print and Billboards

- :: Chancellor's First Year Student Leadership Program flyer, brochure, invitation, programs (2), participant directory and billboard
- :: Women's Center donor brochure
- :: Don't Cancel That Class postcards
- :: ViLA flyer
- :: Human Trafficking Lunch and Learn Flyer
- :: Beyond the Veil flyer update
- :: Read to L.E.A.D. brochure
- :: Sexual Assault Awareness Month flyer and billboard
- :: From Root to Tip program flyer
- :: Prom Project flyer
- :: New Take Back the Night logo ideas

Photography

- :: Event photography at These Hands Don't Hurt, Diversity Education Week, Take Back the Night, Read to L.E.A.D. campus visit, Chocolate Festival, Chancellor's First Year Student Leadership Program (CFYSLP) Panel, CFYSLP participant photos (2 classes), CFYSLP Graduation, Alternative Service Break Discussion
- :: Staff photos

Outreach and Education

Websites

- :: New website for Equal Opportunity Institute (EOI)
- :: New website for Outreach and Education
- :: New website for NCBI (in progress)

Print and Billboards

- :: EOI flyer, billboard, graduation invitation, program, certificates, name tags and gift
- :: OIED workshop brochure, flyers (3) and billboard
- :: NCBI logo, button designs and posters

Photography

- :: Event photography at various workshops, EOI Orientation, EOI Graduation, NCBI Carolina Coalition
- :: Staff photos

OIED – Main Office

Websites

- :: Completion of merchant approval, training and testing for credit card payments
- :: Redesign of OIED intranet in Wordpress
- :: Redesign of OIED SmugMug photo repository website

Print

- :: Signature Events cards for fall and spring
- :: National Diversity Advisory Board postcard
- :: OIED donor brochure
- :: Communications process flyer for full staff meeting

Photography and Video

- :: Individual and group photos of staff and liaisons
- :: Photography at National Diversity Advisory Board meeting
- :: Production of At Home in the World video for conference
- :: Production of Strategic Transformational Leadership Program video
- :: Staff photos

Other

- :: Weekly editions of *Diversity Digest* from August - May; monthly in June and July
- :: OIED on Tour presentations for NCSU Libraries (fall) and OIA Staff Retreat (spring)
- :: Assessment planning and reporting
- :: Technology and Innovation Committee – met 5 times
- :: Full Staff Planning Team
- :: Web Gurus meetings – held 4 sessions plus individual trainings
- :: OIED coaster and card insert
- :: OIED annual report design, editing and formatting
- :: At Home in the World bus decal and posters
- :: NC DIP expanded logo
- :: National Diversity Advisory Board logo
- :: Human Rights Day logo
- :: Submission of OIED events to NC State event calendar
- :: OIED Twitter

Initiatives

A major accomplishment this year was moving the majority of OIED units' websites onto Wordpress, allowing units to better maintain their own website content. The only unit left is EOE, which is scheduled to convert in summer 2014. To facilitate the achievement of this goal, the communications team held bimonthly "web guru" meetings, created tutorial videos and an online resource area on the intranet and conducted numerous individual tutorials to help train representatives from each unit on how to maintain their website.

The *Diversity Digest*, OIED's weekly e-newsletter, was redesigned again this year and increased its subscriber base from 640 to 803, a 20.3% increase over last year. The average open rate was 47.3%, which is significantly higher than the typical e-newsletter open rate of 20-25% (source: Bronto Software).

OIED launched its Twitter account in 2013, tweeting event and program reminders 352 times and gaining 145 followers. This also helped bring in new *Digest* subscribers.

The team chaired the Technology and Innovation Committee, planning and leading bimonthly meetings and tracking progress of goals and objectives.

Staff

OIED Communications consists of two staff members:

Elizabeth Snively, Communications Technologist (.875 FTE)

- :: NC State Web Developers Network
- :: Billboard Community
- :: University IT Accessibility Committee
- :: OIED Technology and Innovation Committee (chair)
- :: EOI Advisory Committee
- :: Interview panelist for DASA communications director search

Jacqueline Perry, Communications Technologist (1.0 FTE)

- :: NC State Web Developers Network
- :: Billboard Community
- :: University IT Accessibility Committee
- :: OIED Technology and Innovation Committee
- :: OIED Full Staff Planning Team
- :: Interview panelist for DASA communications director search

Alignment with Strategic Plan Goals

OIED Communications assists each OIED unit as it in turn supports the university's strategic plan goals. Of particular relevance is educational innovation as it relates to the delivery of online content; interdisciplinary scholarship as it relates to publicizing OIED's work across campus and working with campus and community partners; and organizational effectiveness as it relates to continually seeking more efficient communications methods.



Office for Institutional Equity and Diversity

Main Office

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

African American Cultural Center

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

Diversity and Inclusion

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GLBT Center

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Web: www.ncsu.edu/glbtc

Multicultural Student Affairs

1107 Pullen Hall
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Fax: (919) 515.8078
Web: www.ncsu.edu/msa

Women's Center

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