

**2018-19 YEAR IN REVIEW**

OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY



## FROM THE VICE PROVOST



It's the close of the 2018-19 academic year, and I can hardly believe how quickly time flies. Seeing the culmination of twelve months of accomplishments by the OIED team is as humbling as it is gratifying. Across all units of OIED, so much was done to bring to life the mission of our office, as well as to help advance NC State's commitment to making our university more diverse, inclusive and equitable for all.

Putting this annual report together helps us take account of what we have accomplished. You will see strong evidence of purposeful and deliberate programmatic efforts across OIED in support of diversity, inclusion and equity for all faculty, staff and students. We continue to provide learning opportunities for our entire community around the full array of issues our office covers. Many of our programs showed growth in participation, and certainly we know there is a very high demand for more education, mindful exposure and skill building in these areas. NC State is a microcosm of the larger society, and as the larger society struggles with the difficult topics of the times, so does NC State.

What role does NC State's OIED play in helping our community navigate these times? You will find evidence of how we work each day to provide important services, support, guidance and learning resources to our community. We certainly help ensure we are meeting our compliance requirements, advocate for people and policies that will advance equity and model ways of thinking and doing that incorporate and lift up the principles of inclusion, belongingness and equity.

As you read through this report, I know you will see descriptions and results of our separate units, their great work and their programs and impacts. I am so proud of the work done by our team and want to take this moment to recognize them and to extend my gratitude and appreciation to my colleagues. I also see, and I hope you will too, that the sum is greater than the parts. When I look at the overall impact of these separate efforts, I think of the cumulative effect this dedicated, sustained, consistent and forward-thinking effort has on NC State's campus, in our community and on our culture.

And, let me also recognize that there is much work being done across NC State that is not reflected in this report. Colleges, units, departments, programs and individuals are contributing every day to the overall effort. I hope every reader knows or comes to know what is happening related to advancing inclusion, equity and diversity within the place and space in which you are working, living and learning. If there is something great going on, help contribute your time to it and spread the word. I'd love to hear about it and invite emails, phone calls or visits about this work. OIED is not doing this alone, and we want to help highlight and raise up everyone.

Over the spring 2019 semester, I had an open invitation to come have lunch with me. I wanted to create a space for anyone from NC State to come talk about what was on their minds about diversity, inclusion and equity here at NC State, or to ask me questions and share ideas. I really didn't know if anyone would take me up on it, but over 25 people did — seven staff, seven graduate students, six undergraduates and five faculty members participated. I learned so much from those lunches by listening to the dialogue among the participants and by taking the time to hear people's concerns, and their hopes. Many thanks to all who participated.

I am proud to say that we again received *Insight into Diversity's* Higher Education Excellence in Diversity (HEED) award this past year. I highlight this because, in addition to this recognition for focused and dedicated work in the areas of equity, diversity and inclusion, applying for the award also helps us assess and measure where we could do better. As vice provost, I promise that we in OIED will always be working to improve equity and inclusion at NC State.

A handwritten signature in black ink that reads "Sheri L. Schwab" with a long, horizontal flourish extending to the right.

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

Interim Vice Provost for Institutional Equity and Diversity  
July 2019

# MISSION

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

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

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

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# EQUAL OPPORTUNITY AND EQUITY

The Equal Opportunity and Equity (EOE) unit of OIED strives to make NC State a discrimination-free, harassment-free environment in which faculty, staff and students can work, live and learn. EOE manages and monitors NC State's equal opportunity compliance activities; oversees equal opportunity policies, reviews reported incidents; provides resources, support and interim measures to all parties involved in Title IX reports; facilitates training and education; and assures that investigations and resolutions are conducted in a fair and equitable manner. EOE also facilitates ADA and religious accommodations and consults with supervisors and managers regarding equal opportunity concerns and initiatives. In addition, EOE provides guidance to all campus community members with questions or concerns related to compliance and Title IX.

## Campus-Wide Title IX Forum Educates NC State

On November 29, 2018, U.S. Secretary of Education Betsy DeVos announced proposed changes to how schools handle allegations of sexual harassment and assault. NC State has routinely reviewed and updated the university's Title IX processes to comply with federal law and provide better services to faculty, staff and students. In an effort of transparency, Equal Opportunity and Equity organized an open forum in collaboration with other offices to provide a high-level overview of the proposed changes. The facilitated discussion was moderated by Sheri Schwab, interim vice provost for institutional equity and diversity and NC State Title IX coordinator. Panelists included David Elrod, assistant equal opportunity officer; Thomas Hardiman, director, Office of Student Conduct; Janine Kossen, associate director, Women's Center; and Betsy Lanzen, attorney, Office of General Counsel.

The Office for Institutional Equity and Diversity, in partnership with the Office of Student Conduct and the Office of General Counsel, continues to keep abreast of developing news and updates relating to Title IX legislation and proposed guidance. Once final regulations on Title IX are determined, NC State will review the policies, implement changes as appropriate and inform the campus community of any changes to university policy.

# Programs and Initiatives

## Training

In an effort to create a more diverse and inclusive environment, EOE continues to offer trainings and workshops across campus. Workshop topics include Discrimination and Harassment Prevention and Response (DHPR), Title IX and the Americans with Disabilities Act (ADA). EOE staff also conduct specialized training throughout campus to better serve departments.

For example, EOE developed custom training for the College of Sciences leadership and met with several departments during their regularly scheduled staff meetings.

Another department invited EOE staff members to meet with their faculty and department head to assist with modifying the language to be more inclusive within their course description and syllabus.

EOE continues to improve the search committee training process. To address implicit and unconscious bias, EOE now offers a revised one-hour face-to-face search committee training several times each month through the Reporter system and via online training. Not only does the training allow for more people to register based on their availability, it also allows for individuals from various departments to engage in discussion in ways that are outside their departmental norms. This year, the EOE staff has trained 731 individuals to serve on search committees.

Throughout 2018-19, the EOE staff continued to work with partners across campus to establish connections and build relationships. Dave Johnson, equal opportunity officer, collaborated with Carlyn Wright-Eakes from the Women's Center and Michelle Lee, deputy Title IX coordinator for Athletics, in conducting Title IX training sessions for athletic coaches and staff. Additionally, he worked with Fraternity and Sorority Life to develop a comprehensive Title IX workshop for their specific communities. EOE has also partnered with Wellness and Recreation and University Housing to provide Responsible Employee and Title IX training for their student staff members. Overall, in the 2018-2019 academic year, EOE trained over 10,000 individuals.

(Strategic Goals 1, 2, 3, 4)

## Complaints

EOE reviews complaints of discrimination and harassment under NC State's Equal Opportunity, Non-Discrimination and Affirmative Action Policy. Over the past year, EOE has updated their procedures and processes to resolve complaints in a more efficient manner. The amount of complaints that EOE received and reviewed this year is up by 36% from those received in 2017-2018. Complaints range from providing technical assistance and connections to university resources and departments to full investigations.

(Strategic Goals 1, 4, 5)

## ADA Accommodations

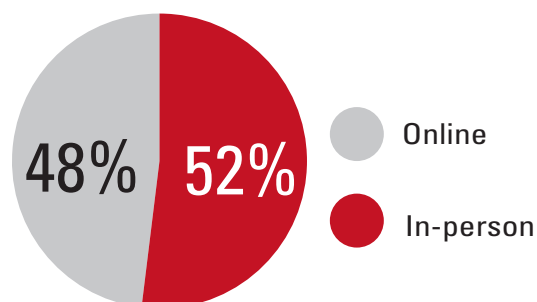
Partnering with the Disability Resource Office and the Office of Information Technology, EOE helps serve employees who qualify for accommodations under the Americans with Disabilities Act. Reasonable accommodations are provided to qualified employees upon request. This year, EOE received 37 requests for ADA reasonable accommodations for employees.

(Strategic Goals 1, 4)

## Trauma-Informed Meeting Space

When complaints come to EOE, staff will often meet with the reporter, complainants and respondents regarding the information received. This past year, EOE created a trauma-informed space to create a more comfortable and accommodating atmosphere in which to have conversations with complainants and respondents.

(Strategic Goals 1, 4)



## New Workshop: Legal Foundations of Race and Inequality

The Equal Opportunity and Equity staff assists Diversity Engagement, Training and Education (DETE) in presenting multiple workshops during the Equal Opportunity Institute (EOI). This year, Carley Dix developed a new workshop for EOI titled, "Legal Foundations of Race and Inequality." This course consists of a historical review of the development of law surrounding race in the United States. Through this review, the class explores how law and society have affected current systematic inequalities in relation to race. In addition to a broad overview of case law, this two-hour class focuses on the areas of education and housing.

(Strategic Goals 1, 3, 4)

## Professional Development

EOE staff participated in the following professional development opportunities in an effort to meet the needs of our changing campus community:

- Equal Opportunity Institute
- National Conference on Law and Higher Education through Stetson University
- Chrysalis Network Annual National Conference
- ATIXA training for Title IX coordinators, investigators and administrators
- NACUA investigator training
- Cultural Competency Facilitator training
- EEOC training Institute
- Cawood Workplace Violence Prevention and Intervention training

(Strategic Goals 1, 2, 3, 4, 5)

## Committee Service and Other Activities

EOE staff also participated in numerous committees and activities throughout 2018-19:

- IT Accessibility Working Group
- Accessibility Excursion
- ADA Transition Plan Update and Assessment Team
- University Diversity Advisory Committee
- EOI Advisory Committee
- Diversity Mini-Grant Review Committee
- Search committees
- Facilitated ASCA's Sexual Misconduct Institute in Swarthmore, PA and Orange County, CA
- UNC System Campus Security Committee
- NACUA Student Mental Health training
- SAAM Workshop: Campus Professionals: Balancing our own Trauma when Serving Traumatized Students
- Faculty search and recruitment committee
- UNC Sexual Assault Response for Law Enforcement training

(Strategic Goals 1, 2, 3, 4, 5)

Equal Opportunity  
and Equity  
Complaints,  
2018-19



# DIVERSITY ENGAGEMENT, TRAINING AND EDUCATION

Diversity Engagement, Training and Education (DETE) champions diversity and inclusion practices across various stakeholders of the university community through education, training, the development of relationships, enhanced understanding of diversity and equity issues, the utility of assessment and evaluation, facilitation of initiatives, cooperative accountability and collaboration.

## Building Future Faculty: Creating Academics

The Building Future Faculty (BFF) program includes information regarding what to expect as a faculty member, a discussion of the wealth of resources available to faculty for teaching and expectations of productivity for faculty engaged in research. During the experience, participants spend time with current NC State faculty and department chairs in their disciplines, discussing effective strategies to prepare for an academic career and the realities of life as a faculty member, as well as receiving personal tips and feedback. BFF aims to increase faculty diversity and inclusion and to create a faculty that mirrors our increasingly diversified student population.

On day one of BFF, a participant shared via social media: "Drained, but worth it. Sometimes things come right when you need them. Grateful to have heard @DrGrantEmpowers tonight. Looking forward to the next few days. I can tell I'm going to leave feeling supported, seen, heard and motivated."

Another participant shared, "It's so rare to feel so enthusiastically included and understood." Juliana Nfah-Abbenyi, Distinguished Professor and assistant dean for diversity in the College of Humanities and Social Sciences, brought us to what I would coin "church," when she unapologetically stated to our scholars who inquired about the intersection of race and gender, "Remember, you were hired for your intellect! Don't forget it! You are the gravy!"

And another participant, "I can't believe how amazing the Building Future Faculty Program @NCState has been. . . . The group of future faculty present was unparalleled, as were the unique conversations that only happen in these spaces."





## Programs and Initiatives

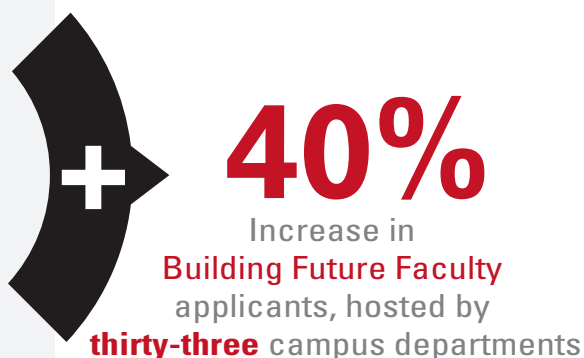
### Building Future Faculty

The 2019 Building Future Faculty (BFF) program was held from April 3 to April 5, 2019. The program is a 2.5-day professional development workshop for dissertation students and postdoctoral scholars who are preparing for faculty careers to learn about what to expect and what is expected of a faculty member at a research-extensive institution. Participants participate in skill-building workshops and informational sessions and interact with deans, department heads and faculty in discussions concerning their academic work and career interests.

Each participant was selected by faculty in the department that best matched their area of research. During the BFF program, the participants had an opportunity to discuss their research in detail with faculty, graduate students and the department heads and to learn about the research and culture of that department.

The program is co-sponsored by the Provost's Office and several colleges and departments at NC State. The 2019 program had a 40% increase in applicants from the 2018 program. As a result of those applications, thirty-three participants were selected and hosted by thirty-three departments on campus. Post-program evaluations indicate that the program increased the participants' knowledge about what to expect in a faculty career and how to navigate different paths in the academic field. Two distinct measures were implemented to enhance the 2019 BFF program: the use of the Guidebook app for participants to access their schedule, participant and faculty bios and social media; and a lunch roundtable on work-life integration and wellness.

(Strategic Goals 1, 2, 3)



### Diversity Mini-Grants

The NC State Mini-Grant Program seeks to support the development and implementation of diversity and inclusion initiatives and research projects at the university. All faculty and staff were eligible to apply for a maximum of \$3,000 per mini-grant. Proposals for projects or research in one or more of the following areas were encouraged: 1) enhance the quality of teaching and learning about diversity; 2) enrich the diverse 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.

This year, 29 proposals were reviewed by a nine-member committee using a newly created rubric that allowed for a more objective discussion of finalists and allocation of funding. Projects this year include initiatives focusing on training and recruitment of educators, supporting underrepresented families of children with autism, and bringing awareness to the experiences of international students and minority students in STEM. The following grants were funded:

- *NC State Principal Preparation Specialized Training: Hope for the Future – Leading Schools of Equity;*
- *Continuing FACES: Fostering Advocacy, Communication, Empowerment and Supports for Historically Underrepresented Families of Children with Autism;*
- *Creating a Pipeline for Demographic Congruency in the Public Schools with Recruitment and Relationships with HBCUs;*
- *Increasing awareness and dialogue about International students' experiences;*
- *NC Men Teach: A College of Education Initiative to Diversify the Teacher Workforce;*
- *Exploring Data Science: A Symposium for Minority Students.*

(Strategic Goals 1, 2, 3, 4)



## Equal Opportunity Institute

The Equal Opportunity Institute (EOI) had another successful year with 80 new participants. Program registration closed after two weeks due to high demand, and there were a total of 106 participants on the waiting list. Total participation was 111; 90 were recognized as graduates at the Recognizing Excellence in Diversity (RED) Event on April 23, 2019. Sixty-five were first-time graduates. Of these, 39 were special recognition graduates who completed 10 or more elective workshops. First-time graduates included 54 NC State faculty and staff, 7 students and 4 community participants from St. Mary's School, Youth Empowered Solutions and Holy Trinity Lutheran Church. The number of student graduates is lower than in previous years, likely because the program filled before classes began. Twenty-five of the individuals recognized at graduation were graduate scholars; this number includes eleven first-year graduate scholars and fourteen multi-year graduate scholars.

EOI has increased knowledge in the campus community, as proven through the pre- and post-assessment results. The average pre-assessment score was 9.0 and increased to 13.0 on the post-assessment, on a scale of 0-15. The following statements were shared by participants in the EOI program:

*"Since the beginning of the institute, I would say my awareness about equal opportunity issues has deepened. Initially, I assumed that I would be deeply aware of the issues faced by those in my various communities. However, I realized that my intersectionality and social perspective does have an influence on how many issues I experience."*

*"Participating in the Equal Opportunity Institute this year has been the most impactful and life-changing experience in my personal development to help create a more accepting United States of America."*

*"I feel I have a much deeper understanding of policies, resources and actions to aid various subgroups within NC State in learning about and exemplifying equal treatment."*

*"I have learned specific skills related to conflict resolution, providing feedback, active listening and interacting positively with people from different cultures, backgrounds and experiences."*

*"The most important skill I learned was how to better identify when others are being oppressed and how to help be part of the solution to stop it. I was also able to learn how to challenge others in a respectful way so they can see things from a different perspective."*

*"EOI has helped me become more aware of inclusive language, particularly around gender identity and relationships. I also believe that I am more confident in coaching others about how to follow legal guidelines and ethical standards for creating an inclusive work environment."*

*"I feel much more prepared on many of the topics such as reporting, policies, resources and approaches for discovering and combating inequality."*

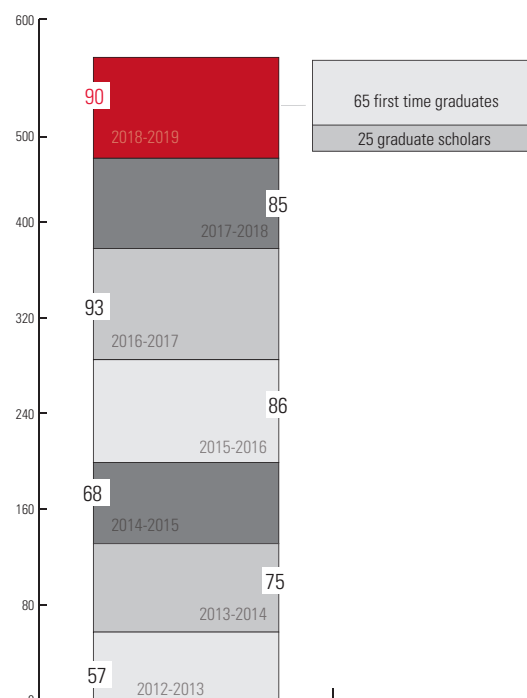
The EOI Advisory Team, made up of campus and community partners, meets annually to review data and feedback from EOI participants and make recommendations for the upcoming year.

The advisory team recommended renaming the Protected Class Series to "Understanding the Protected Class of" veteran status, race and color, etc.; offering a new workshop that addresses environmental justice; and providing participants with a padfolio at orientation instead of a binder.

Significant changes include tracking the program using the Reporter certificate program feature and changing the fee structure to \$1,000 for community participants (\$750 for government/educational institutions). Using the Reporter certificate feature saved resources and time by allowing participants to track their own progress in the program.

(Strategic Goals 1, 3)

### 554 Total EOI Graduates Since 2013



## Diversity and Equity Workshops

In 2018-2019, OIED offered forty-two workshops to 802 participants for a total of 81 hours of professional development provided to the campus community. In collaboration with campus partners, the unit was able to offer five new workshops this year: Environmental Justice, Food and Housing Insecurity, Legal Foundations of Race and Inequality, Supporting Students with Diverse Worldviews and CQ Cultural Competency Assessment.

Developed in partnership with NC State Police, Unconscious Bias has become a highly requested workshop. It has been offered nine times (two open enrollment and seven by special request) to 200 participants this year.

(Strategic Goals 1, 3, 4)

## National Coalition Building Institute

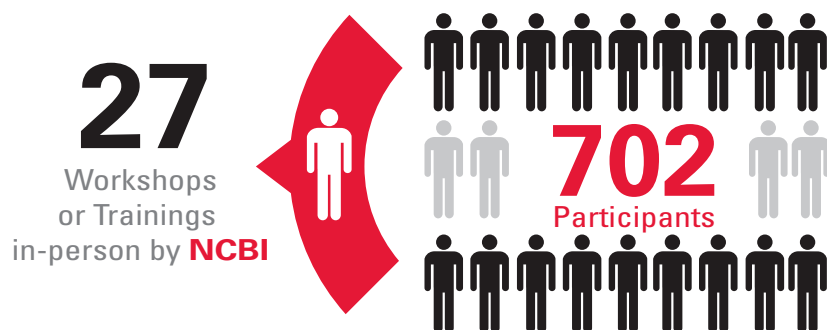
It is clear that NC State's National Coalition Building Institute campus affiliate team is a great resource for our campus community. This year, NCBI team members facilitated twenty-seven workshops for 702 participants. The workshops provided 76.75 hours of knowledge and understanding to the university. Groups that received training this year included: NC Sea Grant, Water Resources Research Institute, Campus Enterprises, Chancellor's Leadership Development Program, College of Natural Resources Emerging Leaders, Wake STEM Early College High School, Women in Science and Engineering (WISE) Mentors, College of Veterinary Medicine First-Year Students, Carolinas Association of Collegiate Registrars and Admissions Officers and NC State College Advising Corps. Members of the NCBI team also served as support for the Pause with the Pack Multi-Faith Vigil on Thursday, May 2, 2019.

The NC State NCBI team continues to be strong with twenty-seven active members. Five new members attended the Carolina Coalition Train-the-Trainer workshop hosted by The Citadel in Charleston, SC from October 25-28, 2018. Roberta Morales and Erin Morant attended the training as small-group leaders and Beverly Williams served as a lead facilitator. The team continues to meet monthly for practice and development. Team development activities this year included working through politics, dominant identities, self-care, active listening, the problem with 'wokeness,' NCBI leadership principles, hidden identities and their impact and social justice fatigue.

The leadership team influences the success of the NCBI team by planning monthly meetings and setting the direction for the affiliate. This year, Joy Tongsri, Katy Wilson, Joe Johnson, Roberta Morales, Erin Morant, Gene Melton and Beverly Williams served as leaders. Beverly Williams also serves as the Carolina Coalition assistant director and on the NCBI national leadership team.

Workshop participants rated the overall quality of the workshops as 4.6 (on a scale of 1 to 5).

(Strategic Goals 1, 3, 4)



## Student Diversity Peer Educators

A team of five students planned and facilitated eight diversity workshops within the Diversity Education for our Peers to Thrive (DEPTH) program, covering topics such as microaggressions and cross-cultural communication for 140 undergraduate students.

(Strategic Goals 1, 4)

## Cultural Competence Training

The focus of the Cultural Competence Training initiative is to provide opportunities to enhance cultural competence for NC State faculty. The campus community now has 14 staff who were trained as CQ (cultural intelligence) facilitators. These individuals are certified to use the CQ assessment and facilitate the Developing Cultural Intelligence workshop. The first session of this workshop was offered on January 22, 2019 to 21 faculty and staff. Another component of this initiative is online training. DiversityEdu has been purchased as an online resource and will be offered in 2019-20 to 500 faculty and staff. The goal is to have a least a 75% completion rate of this training next year. The training introduces information for engaging in diversity, reducing unconscious bias and making choices with inclusive impact. The final component of the cultural competence initiative will extend an invitation to faculty to participate in a workshop focusing on cultural competence knowledge and skills.

(Strategic Goals 1, 2, 3, 4)

## Undergraduate Courses

The USC 240 Leadership and Coalition Building in Diverse Communities 3-credit-hour course was not offered this year due to a registration error. It will be offered again in fall 2019.

The ECD 225: Foundations of Cultural Competence for Professional Success 3-credit-hour course engages students in the process of working effectively with diverse populations. It was offered in spring 2019 and enrolled 30 students. Carley Dix and John Robinson-Miller IV served as instructors.

(Strategic Goals 1, 2, 3, 4, 5)

## Chancellor's Creating Community Awards

The 13th Annual Chancellor's Creating Community Awards program was held on Tuesday, April 23, 2019, co-hosted with the Chancellor's Office. Awards were given in six categories: Dr. Zakiya Leggett (Outstanding Faculty), Becky Cibulskis (Outstanding Staff), Olivia Vila (Outstanding Graduate Student), Libby Indermaur (Outstanding Undergraduate Student), Study Abroad Office (Outstanding College/Division) and Oaks Leadership Scholars Program (Outstanding Student Organization). Honorable mentions included Kalene Hanson (Graduate Student) and the Center for Environmental Farming Systems (College/Division).

(Strategic Goals 1, 2, 3, 4, 5)

Interim Vice Provost  
Sheri Schwab with  
Outstanding Graduate  
Student Olivia Vila and  
Chancellor Woodson





# CAMPUS COMMUNITY CENTERS

NC State's Campus Community Centers — the African American Cultural Center, the Women's Center, the GLBT Center and Multicultural Student Affairs — support underrepresented and marginalized communities through a wide range of awareness programs, college transition and student success initiatives, training and development and student organization advising.

Since the unit's formal consolidation in 2016, the leadership team continues to establish more cohesiveness and consistency across the centers, encouraging intentional collaboration, increasing capacity and making a greater impact in improving campus climate, supporting institutional priorities and advancing student success outcomes. This year, many of the directors worked alongside Bias Impact Response Team (BIRT) staff to support campus community members impacted by actions reported to the Bias Impact Response Team. Their involvement has increased visibility for the program and enabled them to engage more people throughout the year. This increased involvement has also provided insight on how effective secondary response measures can be established with campus partners.

It has been another year of capacity building for the unit. With the departure of several key staff members and the replacement of several BIRT members, both areas spent much of the year working to ensure continuity of programs and services. Despite the challenges, the unit experienced an overall 9% increase in program attendance from 29,658 in 2017-18 to 32,422 in 2018-19 across its signature programs, trainings and workshops, community outreach and engagement, faculty engagement and academic initiatives, retention initiatives and student organizations and support groups (BIRT retreats not included in this number).

Center staff will continue to coordinate signature programs, align business practices, clarify the logistics and intended impact of their intersectional programming model, expand its focus on faculty engagement, interdisciplinary research and academic initiatives and identify best practices for working and supporting each other.

This year also marked the ninth year of Diversity Education Week at NC State, a week-long series of programs that reinforces our institutional commitment to diversity, inclusion and equity by highlighting the importance of our diversity and the role it plays in our daily lives; creating opportunities for campus members to become more aware of the impact of diversity at NC State; and exploring more equitable and socially-just practices and policies that improve success outcomes for all students, faculty and staff. OIED took the lead in coordinating the week, which was held October 15-19, 2018, and included a total of 39 different programs, including guest presenters Cass Clemmer, Faisal Alam and Alicia Crosby.



## Social Justice January Goes Beyond Buzzwords

A collective highlight for the Campus Community Centers this year was a reenvisioning of the unit's collaborative signature program, Social Justice January (SJJ). An initiative designed to engage students, faculty and staff in contemporary, intersectional social justice education, SJJ provides an opportunity for participants to recenter a commitment to advocacy, reconnect with important issues and gain the necessary skills to advance social justice in our communities.

This year, the planning committee developed a series of four workshops hosted in each of the centers. This year's theme was "Beyond the Buzzwords." Although the target audience was peer educators and student leaders, it was open to all interested members of the campus community. The workshops were:

- "Unlearning Diversity" facilitated in the African American Cultural Center by Marcela Torres-Cervantes of Multicultural Student Affairs;
- "Unpacking Privilege" facilitated in the GLBT Center by Sachelle Ford of the African American Cultural Center;
- "Conversations About 'The Other' and the Cultural Creation of Oppression" facilitated in the Women's Center by Andy DeRoin of the GLBT Center;
- "Immunity to Change" facilitated in Multicultural Student Affairs by Carlyn Wright-Eakes of the Women's Center.

Following these sessions, an impactful GLBT Advocate Program Lunch and Learn facilitated by Erin Elliot, a graduate intern in Multicultural Student Affairs, examined equity, data collection, research and practice in higher education.

# AFRICAN AMERICAN CULTURAL CENTER

The African American Cultural Center (AACC) is one of four campus community centers — with the GLBT Center, Multicultural Student Affairs and the Women's Center — housed within the Office for Institutional Equity and Diversity. The mission of the AACC is to cultivate the critical examination and exploration of African American and other African diasporic cultures. To fulfill this mission, the center creates culturally-relevant programming and facilitates research engagement to promote cultural intelligence, identity exploration and knowledge of the richness and diversity of diasporic communities for the campus and surrounding communities.

The theme of much of the African American Cultural Center's programming this year was "The Issue of Blackness + \_\_\_\_\_." Offerings explored the intersections of Blackness with the concepts of freedom, voice, identity formation and erasure. The AACC critically examined how people from the African diaspora demonstrated agency and resistance against systems of oppression.

*Nia* is the fifth principle of Kwanzaa, which is interpreted as "purpose" and, by extension, reflects an intentionality of African diasporic people of making our collective vocation the building and developing of our community to restore our people to their traditional greatness. *Nia* and its extended meanings reflect the African American Cultural Center's 2018-19 year. The center was guided by purpose (our "why") as it sought to embody and fulfill its mission to cultivate the critical examination and exploration of African American and other African diasporic cultures.





Significant impact this year was experienced on various levels. Aesthetically, the third floor of the center underwent a much-needed renovation. The purpose of the upgrades was to make the space more contemporary and welcoming. The renovation included creating an open, transitional floorplan, formal conference room and reimagined informal study and lounge areas.

## Focusing on Faculty Engagement and Research

The center's most significant impact this year was seen in the revising of its assistant director position to focus on faculty engagement and interdisciplinary research and by hiring Sachelle M. Ford, Ph.D. for the position. In 2018-19, the African American Cultural Center returned in great measure to the founding vision of Augustus Witherspoon and Lawrence Clark for the center as an academic unit with a strong focus on and connection to interdisciplinary research. Through Ford's leadership, the AACC inaugurated academic initiatives such as the Faculty Fellowship Program and the Dissertation Writing Workshop; networking/mentoring events such as the African American Women Faculty Conclave, Black Faculty and Graduate Student Mixer and dinners for the AYA Ambassadors with faculty mentors, including UCLA professor and esteemed choreographer David Rousseve, author and Associate Vice Provost for Diversity Engagement, Training and Education Stephanie Helms Pickett and professor and Emmy-nominated filmmaker Natalie Bullock Brown; and reimagined its *Mate Masie* lecture series. Additionally, the AACC hosted Lunch and Learns with National Humanities Center Fellow and esteemed international scholar Matthew J. Smith as well as NC State's own Jason Miller, who shared groundbreaking research on Martin Luther King, Jr.'s first iteration of the iconic "I Have A Dream" speech.

Ford's outreach and 'inreach' exponentially increased the African American Cultural Center's engagement in interdisciplinary scholarship and participation in the production of critical discourse that advances the study of African diasporic peoples and cultures. Through her efforts, the intellectual imprint of the center was expanded for faculty, graduate students, undergraduate students, researchers and scholars of African diasporic history and culture.

## U.S. Postal Service Kwanzaa Stamp First Day of Issue Ceremony

Based on a proposal written and submitted by AACC Director Moses T. Alexander Greene, the U.S. Postal Service selected the African American Cultural Center as the location for its 2018 First Day of Issue Ceremony for the 2018 Kwanzaa holiday stamp. The celebration program of musical performances and remarks was livestreamed to over 17,000 persons around the world as an example of the excellence with which the AACC cultivates the awareness of and sensitivity to cultural practices and traditions within the diaspora, such as the observance and celebration of Kwanzaa.

(Strategic Goal 5)



Former AACC Director Ilayu Moses and Vice Chancellor Kevin Howell with a U.S.P.S. official at the First Day of Issue Ceremony

## Artist-in-Residence Program

In 2018-19, the AACC continued to amplify its reach through focused strategic partnerships in alignment with its strategic goal of "cultural production," which seeks to expand offerings and opportunities to engage with the artistic contributions of the diaspora to the campus and surrounding communities.

In an effort to streamline costs, the AACC created its Artist-in-Residence program. Through this new partnership, the programming of the African American Cultural Center was enhanced by performances by Willie Hinton, a world-traveled choreographer specializing in African dance and movement, and Robert J. Corbitt, a master instructor of the West African Djembe drum. Corbitt offered free Sankofa West African Djembe drum classes as part of the AACC's Ujamaa Saturdays and performed at AACC signature events.

(Strategic Goal 5)

## Academic Courses

Also, in 2018-19 the African American Cultural Center became a location for course instruction. Through a partnership with Africana Studies, the following courses were taught in the center:

### Fall 2018

AFS 344: "Leadership in African American Communities" was taught by Dr. Kanton T. Reynolds, teaching associate professor and director of undergraduate programs in the Edward P. Fitts Department of Industrial and Systems Engineering.

### Spring 2019

AFS 442: "Special Topics: Afro-Caribbean Literature" was taught by African American Cultural Center Assistant Director Sachelle M. Ford.

ECD 225: "Foundations of Cultural Competence" was taught by John Robinson-Miller, IV, AACC program coordinator and Carley Dix, assistant equal opportunity officer with the Office for Institutional Equity and Diversity.

AFS 241: "African American Studies: Part II" was taught by Moses T. Alexander Greene, AACC director.

Also, due in part of the center's work with the Department of Music the previous academic year, the campus saw the creation of MUS 116, a course that focuses on music of the African diaspora, namely folk music, spirituals, choral works by composers of African descent, contemporary music from African American culture and traditional and contemporary gospel music.

(Strategic Goal 2)



## African Diaspora Film Series

In partnership with the Africana Studies program, AACC presented the 2018 African Diaspora Film Series. Each film gave the audience a unique opportunity to investigate the intersections of the film subject's oppression and allowed us to consider our understanding of the impact of systemic oppression on the lives of Black people. The films included:

- *Strong Island*, through which viewers explored the issue of Blackness + Being Silenced + Historical Injustice;
- *Out of Norway + Imagining Emanuel*, through which viewers explored the issue of Blackness + Migration + Being Undocumented;
- *Out in the Night*, through which viewers explored the issue of Blackness + Gender + Sexuality + Self Defense;
- *Free Angela And All Political Prisoners*, through which viewers explored the issue of Blackness + Agency + Political Persecution;
- 30th Anniversary Screening of *School Daze*, through which viewers explored the issue of Blackness + Consciousness + Community;
- *Maynard*, through which viewers explored the issue of Blackness + Political Activism + Social Change.

Over 500 students, faculty, staff and community members attended the series. This year, budget limitations did not permit us to invite producers and filmmakers for post-screening conversations; however, NC State faculty and staff were selected to help the audience critically examine each film through a variety of contexts — social, political, historical, social justice, racial and artistic.

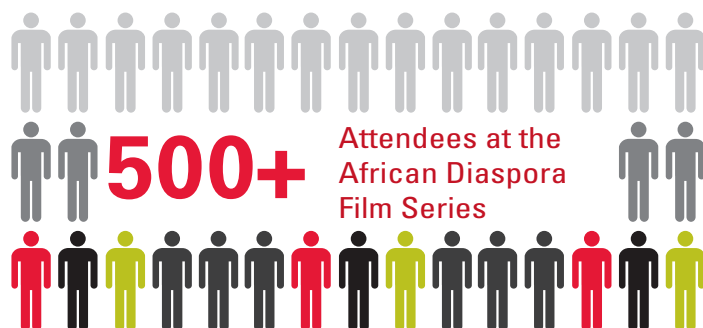
(Strategic Goal 5)

## Faculty Fellows Program

The AACC demonstrated a pointed investment in faculty in several ways. Most notable was the welcoming of the inaugural class of the African American Cultural Center Faculty Fellowship Program (AACC FFP). The AACC FFP is a new, semester-long fellowship, established to support NC State faculty members' research endeavors into African American and African diasporic cultures. The semester-long fellowship provided each fellow with a research fund in the amount of \$600, research support from the AACC Library and access to a shared office and collaborative work space in the AACC.

The inaugural AACC faculty fellows were: Ronisha Browdy, assistant professor of English; DeLeon Gray, associate professor of educational philosophy; Derek Ham, assistant professor of graphic design, Elan Hope, assistant professor of psychology, Jamie Pearson, assistant professor of teacher education and learning services; Kim Stansbury, associate professor and graduate program director of social work; and the team of Quiana Cryer-Coupet, assistant professor of social work and Delisia Matthews, assistant professor of fashion and textile management.

(Strategic Goal 2)



Hosted by the African American Cultural Center



## Infrastructure Improvements

The African American Cultural Center successfully restructured and hired an assistant director to address deficiencies in providing formal and informal opportunities for scholarship and interdisciplinary research for undergraduate and graduate students as well as structured and unstructured opportunities for faculty engagement; hired a program coordinator to better reflect the Campus Community Centers' core values of developing leadership and building capacity in our scholars through intersectional social justice, equity and inclusion contexts; and restructured and hired a program assistant to stabilize business operations.

Most importantly, all of the center's positions were filled simultaneously for the first time in over five years. The impact of hiring NC State alumnus and former African American Cultural Center AYA Ambassador John Robinson-Miller, IV as its program coordinator reinvigorated students' engagement with the center after several years of transitions in professional staff; and the hiring of Tonya Hines as administrative assistant brought the center's financial and business operations into compliance for the division.

(Strategic Goal 4)



Political Strategist  
Symone Sanders  
Speaks at NC State's  
2019 MLK Campus  
Commemoration

## Signature Programs

In 2018-19, the African American Cultural Center continued its holistic approach of enhancing the success of the students it serves through educational innovation. Through increased focus on interdisciplinary scholarship, AACC also enhanced the methods in which it addresses the grand challenges of society in terms of the critical examination and exploration of African diasporic communities and the social issues they face.

Through our signature program "What's on the Table?" the AACC's student development-focused program, coordinator John Robinson-Miller, IV used pedagogical practices to teach our AYA Ambassadors how to help participants feel empowered to own the space they exist in and share differing opinions in constructive ways. His goal was to introduce "mattering," or cultivating an affirming culture of "existence as validity" and cultural competency practices to increase participants' abilities to engage in civil discourse. Due to Robinson-Miller's leadership, the AACC experienced historic attendance numbers and increased engagement.

Through partnerships, the African American Cultural Center provided a variety of innovative programming centered on identity exploration, cultural intelligence, knowledge and diversity.

With the Women's Center, AACC co-produced "The Politicization and Sexualization of Black Bodies," an exhibit in which participants were invited to "paint" their own counternarratives and curate their own stories.

A partnership with the GLBT Center, Interdisciplinary Studies, the College of Humanities and Social Sciences, Women's and Gender Studies and Africana Studies allowed us to bring New York Times-bestselling author Michael Arceneaux to campus to critically examine the intersections of culture, sexuality, religion and race.

Through our annual partnership with the GLBT Center, AACC co-produced "Artivism: Advocacy and Activism through Art," an exhibit featuring the work of local artists that showcased resistance, justice, activism and radical self-love, and a film screening of *Out in the Night*.

The African American Cultural Center offered research and scholarship opportunities for undergraduates to understand why research matters in the 'real world' and invited them to converse with faculty panelists across campus to learn the reasons they do their work and the impact they are making on communities.

(Strategic Goal 1)

# GLBT CENTER



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

## GLBT Symposium Grows in Size and Impact

The main achievement of the GLBT Center for 2018-2019 has been the continued growth through student engagement, primarily through the center's signature programs and support groups. The GLBT Center hosted its fifth annual GLBT Symposium on Saturday, August 18, 2018 with record-breaking attendance of 177 participants, a 27% increase from 139 in 2017-18.

The GLBT Symposium helps incoming LGBTQIA+ students successfully transition to campus and build relationships to be successful. Returning students welcomed new students to campus and participated in a panel discussion, sharing their experiences and ways that LGBTQIA+ students can get connected at NC State.

When asked to reflect on what they learned during the event, students highlighted that they felt "there are tons of activities and groups to join that help you feel like a part of the community." A student also expressed, "The leaders are very open to talking with students." One student also stated, "I felt so welcome and at home, affirmed that I made the best choice by transferring to NC State."

## Education and Awareness

### Open-Enrollment Workshops

The GLBT Center continued to offer ongoing, open-enrollment workshops, including existing workshops such as "Project SAFE," "Trans 101," "Interpersonal and Sexual Violence in the GLBT Community," "Cultural Values about Gender and Violence in the Trans Community," "Shifting Our Framework for Supporting Students with Disabilities in the Classroom," "What is Racial Justice?" and "Recognizing and Responding to Microaggressions." Center staff also developed and piloted four new workshops: "Supporting Queer Undocumented Students," "Social Movements, Social Change," "Polyamory, Non-Monogamy and Other Relationship Models" and "Destabilizing Misogyny."

(Strategic Goals 2, 4)

### Student Education

GLBT Center staff also provided diversity and social justice education for students, faculty and staff through requested presentations: "Understanding Microaggressions," "Understanding Gender and Sexuality," "Engaging in Difficult Conversations," "Cultural Competency and Inclusion," "Gender and Sexuality Abroad," "Addressing Harassing Behavior," "Shifting Our Framework for Supporting Students with Disabilities in the Classroom," "True Colors Leadership Inventory," "Acknowledging Your Role in Oppression," "Recognizing and Challenging Heterosexism," "Creating Communities of Support," "Foregrounding Intersectional Social Justice," "Microaggressions: Understanding Why We Feel Excluded from Spaces and How We Exclude Others," "Intersectionality: Understanding Who's at the Table and How to Make Space for Them" and "Bridging Community: Supporting Queer and Transgender Students of Color."

(Strategic Goals 2, 3, 4)

### GLBT Advocate Program

The GLBT Advocate Program helps participants learn how to recognize manifestations of oppression (e.g., individual, interpersonal, institutional, cultural) within their classrooms, departments and/or communities; develop skills to interrupt manifestations of oppression; increase their understanding of theories rooted in anti-oppression as they relate to creating inclusive spaces; advocate for the creation of inclusive spaces within their classrooms, departments and/or communities; identify how their own positionality impacts their ability to disrupt systems of oppression; and model a social justice-oriented community that offers peer support and coalition-building.

The Advocate Program continued its Lunch and Learn series into its second year. These one-hour presentations, facilitated by faculty and staff members of the program, showcase the way advocates intentionally foreground social justice in the work they do on campus. Seven Lunch and Learn presentations were offered during 2018-2019, attended by 162 participants: "Honoring the Whole Student: A Culturally Responsible Approach to Student Success," "Focusing on the Impact: Exploring the Influence of Microaggression on African-American Student Persistence," "The Social Construction of Criminality," "The Exclusivity of Numbers: Examining the Voices Silenced in Data," "Advocate Program Evaluation: Diversity and Inclusion Systems in Higher Education," "Deconstructing Positional Leadership: Leading from Where You Are," and "Touchy Topics: Having Those Fearful Conversations in Class."

(Strategic Goals 2, 3, 4)

### Week of Action

The GLBT Center hosted the third annual Week of Action, which included a clothing swap, a workshop on "Get Off Your Ass: A Look at Radical Queer Movements of the 20th Century," an event about "Green Space as a Social Justice Issue" and a Transgender Day of Visibility Pronoun Campaign. The center also took students to the 13th Annual Historic Thousands on Jones Street (HKonJ) People's Assembly March, sent students to San Francisco for the annual Alternative Service Break (ASB) trip focusing on Intersectional Social Justice and sent six students to the Latinx Leads Conference in Jersey City, New Jersey.

(Strategic Goals 1, 3, 4, 5)



216% increase since its launch in 2015 and almost 11% increase from last year



## Social Justice Advocacy

Another major focus area continues to be social justice advocacy. The GLBT Center collaborated with the other Campus Community Centers to host the fourth annual Social Justice January. Activist and educator Jamila Lyiscott provided a lecture on "How Broken English Made Me Whole: The Politics of Race and Language," which addressed the impact of white privilege within and beyond the classroom, and facilitated a workshop on "Community Culture Circles: From Critical Analysis to Social Action," which introduced students to strategies for moving to collective social action and toward the goal of individual and collective accountability.

During the fall 2018 semester, the GLBT Center hosted the second Social Justice Cohort. Held bimonthly, the Social Justice Cohort provided a space for students to come together to explore concepts of social justice as they overlap and intersect within society, to unpack the ways in which systems of oppression operate within our culture and to examine how we can move towards liberation as a community. The cohort discussed a wide range of historical and contemporary issues, including racism, immigration, colonialism, police violence, transphobia and Islamophobia as they manifest on college campuses.

(Strategic Goals 4, 5)

## Heritage and History Months

A major focus area continues to be intersectionality. The center hosted events or created intentional co-sponsorships for all of the heritage and history months to create space for learning and discussion about the lived experiences of members of the GLBT community who have multiple marginalized identities: a lecture on "Dismantling the Immigration Industrial Complex" and "Couch Time with Curly" for Latinx Heritage Month, a film screening of *Robeson Rises*, about the fight against the Atlantic Coast Pipeline in Robeson County, NC for Native American Heritage Month, a film screening and discussion of *Deep South* in honor of National Black HIV/AIDS Awareness Day for Black History Month, a co-sponsorship to support the visit of Charlene Carruthers for Womxn's Herstory Month and a co-sponsorship to support intersectional keynote speakers for the Triangle Area Asian Student Conference for Asian Pacific Islander Desi American (APIDA) Heritage Month.

(Strategic Goals 3, 4, 5)

## GLBT History Month, Trans Awareness Week

The GLBT Center hosted a "Strategic Activism: Fighting on All Fronts"-themed GLBT History Month in October, which featured a celebration of National Coming Out Day, a workshop on "Navigating the Coming Out Process," a workshop on "Art, Activism and Resistance," a film screening and discussion of *Out in the Night* and a visit from comic artist Sophie Labelle ("Assigned Male").

The theme for 2018 Transgender Awareness Week in November was "Honoring the Intersections." Events included a film screening and discussion of *MAJOR!*, a workshop on "Cultural Values about Gender and Violence in the Trans Community," a presentation on "Politics of Transgender Healthcare: WPATH, Primary Care, Insurance and Legislation" and a Transgender Day of Remembrance (TDoR) Vigil and painting of the Free Expression Tunnel.

(Strategic Goals 3, 4, 5)

## Queer Youth Leadership Summit

The second annual Queer Youth Leadership Summit (QYLS), made possible by a \$2,500 grant from the Alliance for Full Acceptance, brought 11 high school students to campus from Wake and Durham Counties for a day-long retreat focused on leadership development, social justice advocacy training, coalition-building and capacity-increasing opportunities for GLBT high school students. By bringing together high school youth, QYLS gave participants the opportunity to build connections with other pre-college students, build skills for social justice advocacy, hear about resources and tools that have helped NC State students transition to college and practice creating long- and short-term action plans to enact change in their local communities. QYLS also enabled the GLBT Center to expand its outreach and engagement with community partners: GLBT Center staff members and VIP participants did targeted recruitment for QYLS at eight local high schools in the Raleigh-Durham area as well as the Safe Schools NC Conference and the inaugural Pride: Durham, NC. The center also partnered with community organizations who came to campus to present or host a table during QYLS, including WE ARE (Working to Extend Anti-Racist Education), the NC Council for Women and Youth Involvement and iNStIDEoUT.

(Strategic Goals 1, 3, 5)

## Outreach and Engagement

### Outreach Events and Activities

In terms of on-campus outreach and engagement, the GLBT Center participated in the New Student Orientation Information Fairs, the International Student Information Fair, the Graduate Student Information Fair and Campus Connections to connect with incoming students and provide information about campus resources and support services. The center hosted its fifth annual GLBT Symposium and its annual Open House during the 2018 Welcome Week to bring together new and returning students and help orient them to the center and the campus. The center also participated in NC State's Open House, Experience NC State, the College of Humanities and Social Sciences Open House and the Park Scholars Finalist Weekend Resource Fair to engage prospective and accepted students and provide information about the center's resources and services. The center and its supported student groups hosted a table at a variety of on-campus events to raise awareness about GLBT identity, issues and the resources and services offered by the center; members of the AcePack student group hosted a table for Asexual Awareness Week, members of Bi/Pan @ NCSU for Bi/Pan Visibility Day, and center staff and student volunteers at the Wolf Ridge Area Council Service Carnival, Let's Talk About Sex Fair, GEAR UP and the Department of Social Work Volunteer and Jobs Fair.

(Strategic Goal 1)

### GLBT Faculty and Staff Network

The center hosted one luncheon during the fall and spring semesters for members of the GLBT Faculty and Staff Network as well as monthly meetings and socials to connect faculty and staff, help them form community, and provide a space for conversations about campus climate and ways to support both colleagues and students. The center also hosted weekly Monday Movies and Mingling events; a Holiday Potluck that brought together LGBT faculty, staff and students prior to Thanksgiving break; sponsored the first GLBT Student Organization Mixer; and hosted its annual Lavender Graduation ceremony, which saw an 18% increase in participation this year.

(Strategic Goals 1, 2)

## Student Leadership and Professional Development

### Student Groups

GLBT Center staff advised nine student groups during the 2018-2019 academic year: the GLBT Community Alliance (GLBTCA), T-Files (a closed group for transgender, gender non-conforming, genderqueer, non-binary and gender-questioning students), Out in STEM, Queer and Trans People of Color (QTPOC), AcePack (for asexual and aromantic students), Bi/Pan @ NCSU (for bisexual and pansexual students), the Queer Media Club (formerly Lesbian Literature Club), the LGBTQ+ Grad Student Interest Group and Theta Nu Xi Multicultural Sorority, Inc. The center hosted six leadership retreats, two for the GLBTCA e-board, two for the student leaders of Bi/Pan @ NCSU and two for the members of Theta Nu Xi Multicultural Sorority, Inc. to provide team-building opportunities, strengths-based learning related to collaboration and skill-building related to student organization management and community building. In addition, the GLBT Center partnered with the LGBT Employee Resource Group and the Black Employee Resource Group from John Deere to host "Diverse Perspectives at John Deere," a panel discussion, networking and resume review event.

(Strategic Goals 1, 4, 5)

### Leadership Development

The center provided ongoing, structured leadership development to the two team leaders for the Alternative Service Break (ASB) trip to San Francisco and to the participants and project leaders for the Volunteer, Internship and Practicum (VIP) Program, including biweekly (fall) and weekly (spring) planning meetings with the ASB team leaders, weekly supervision meetings with the VIP interns and 1:1 project review meetings with VIP participants as needed. Beyond their ongoing work on VIP projects, VIP participants also drafted the third annual GLBT Center Alumni Newsletter; cataloged materials for the GLBT History Archive; and facilitated several peer education workshops, including "GLBT Center 101," "Understanding Microaggressions," "Being a Better Ally," "Understanding Gender and Sexuality," "Understanding Privilege" and "LGBT 101: Pronouns."

(Strategic Goals 1, 4, 5)

## Resources and Support Services

### Consultation and Counseling

The GLBT Center provides individual consultation for students to address a wide range of concerns, including identity development, the coming out process, coping with lack of support from family and friends, issues of harassment, academic success, accessing transgender-inclusive resources and services and navigating the job search process as a member of the GLBT community. The center's staff provides direct support services and refers students to on-campus and local resources. The center also collaborates with campus and community partners by hosting weekly drop-in counseling hours (provided by clinicians from the Counseling Center) and monthly free and confidential STI and HIV testing (provided by the Alliance of AIDS Services – Carolina). Students are able to obtain information and resources in the GLBT Center lounge related to identity development, advocacy organizations, safer sex, crisis support and welcoming faith communities in the area. In addition, the GLBT Center works with the Counseling Center to promote the LGBT-specific support services they offer, including the LGBTQ Counseling Group and the Transcending and Connecting Support Group. The center also partnered with the Study Abroad Office and NC State Libraries to host drop-in hours for students who want to learn more about studying abroad or ways to utilize library resources for research or coursework.

(Strategic Goal 1)

## Consultation and Policy Advocacy

### On- and Off-Campus Advising

The GLBT Center provided both consultation and policy advocacy for on-campus departments, individual faculty and staff members and off-campus partners related to LGBT inclusion and responding to racial bias and microaggressions. In addition, GLBT Center staff facilitated trainings for off-campus partners, including "Serving Youth in Confinement" for the Juvenile Community Programs across North Carolina and "Supporting LGBTQ Clients in Mental Health Services" for Hope Services, LLC. The GLBT Center also signed on to a letter in support of the inclusion of transition-related healthcare coverage in the State Health Plan for Teachers and State Employees.

(Strategic Goals 3, 5)



Thomas H. Stafford  
Leadership Award  
Recipient Samuel  
Martin with Lynn  
Locklear-Fisher of  
the GLBT Center  
(top)



2019 Lavender  
Graduates  
(left)

# MULTICULTURAL STUDENT AFFAIRS

Multicultural Student Affairs (MSA) sponsors a wide range of cultural reaffirmation programs, college transition and student success initiatives, student leadership development, mentoring programs and student organization advising. The center is also increasing focus on initiatives designed to improve retention and student success outcomes of systematically non-dominant students.

MSA charts its own course of success through collaboration, being intentional and mostly, by being student-centered. Our success is evidenced as indicated through our programming. Overall, the center saw an almost 11% increase in program attendance, from 9,477 in 2017-18 to 10,500 in 2018-19.

## Symposium for Multicultural Scholars Expands

The Symposium for Multicultural Scholars is a high-impact three-day experience that provides incoming students with early access to NC State's campus to achieve important outcomes for their successful transition into the NC State community and the academic demands of college life: 1) individual introduction and access to particular campus resources, faculty and staff to support academic integration and ultimately academic success; 2) guidance to develop intentional academic goals and co-curricular goals for involvement; 3) to develop meaningful mentorships with upperclassmen, Symposium counselors and peer mentors; and 4) to create a support network of friends and colleagues with other incoming multicultural scholars. Symposium engages incoming first-year students, current students, faculty, staff and alumni.

The center sponsored its inaugural Spring Symposium for Multicultural Scholars, one-day experience that provides the same high impact for incoming Spring Connection students and another opportunity to engage second-semester first-year students who participated in Fall Symposium to continue fostering a sense of community. Thirty-six incoming students attended this inaugural event. Combined, 291 attended, a 4% increase over 2018 fall Symposium.

This year, MSA also planned the first Multicultural Graduate Student Orientation (MGSO), which focused on community building for incoming NC State graduate students. Through skill-building workshops, interactive panels and networking with peers, faculty and staff, MGSO prepares students to successfully navigate graduate school in their first year. It also provides support on balancing their commitments while honoring their identities in becoming resources and advocates for a diverse and inclusive campus community. There were 82 attendees.

(Strategic Goals 1, 3, 4)



## Programs and Initiatives

### New Mission Statement

As a collective, the MSA team ventured into the new academic year with a revised mission statement:

*"The Office of Multicultural Student Affairs serves as a restorative space for students with an emphasis on systematically non-dominant populations, which promotes identity affirmation, academic success and student development."*

*"Many of the programs and services expand students' cultural horizons while honoring their respective cultural experiences. Multicultural Student Affairs works in conjunction with a number of university departments and colleges to conduct programs related to recruitment, orientation, retention and graduation in addition to academic, personal, professional and cultural development, which foster skills and strategies for being successful at North Carolina State University."*

Under the new mission statement, the director supervises and evaluates all center staff, spearheads strategic planning and budget development and serves on various university and community committees and advisory groups. In addition, the director tracks retention and graduation rates for systematically non-dominant students; identifies and addresses barriers to student success; identifies opportunities to support students; conducts formal assessments of all programs and services; and works to strengthen relationships with campus and community partners.

(Strategic Goals 1, 4)

### Freshman Honors Convocation

Freshman Honors Convocation recognizes first-year students that achieve a 3.0 or greater fall semester grade point average. This year, MSA shaped the Symposium cohort model by honoring those students who participated in the 2018 Summer Symposium for Multicultural Scholars. In attendance were 175 student honorees, faculty, staff and parents.

(Strategic Goals 3, 4)

### Multicultural Graduation

The purpose of Multicultural Graduation is to celebrate the accomplishments of NC State's graduates by giving them a small token to commemorate their transition from students to alumni in the presence of their friends, family and members of the Wolfpack community in the hope that by highlighting their accomplishments during their time at NC State, they can experience a more personal and culturally-relevant graduation experience. Amberlina Alston, former president of the Native American Students Association and lead mentor for Native Space, was the keynote speaker. Additionally, there were MSA experience speakers: Valentina Quintero, David Chang and former MSA Graduate Assistant Erin Elliot. This year, MSA honored 99 graduates. There were a total of 280 attendees including families, faculty, staff and students.

(Strategic Goal 4)



Nashia Whittenburg  
with an exuberant  
new graduate at  
Multicultural  
Graduation

## Social/Restorative Justice Workshops and Cultural Awareness Modules

Hosted by the College of Veterinary Medicine (CVM), MSA was invited to lead a "Cultural Awareness Module" for their students, faculty and staff. Students are required to attend one each year for the first three years of the program. The module included information about Latinx heritage and what Multicultural Student Affairs does for students. Hosted during NC State Open House, "Diversity Matters" prepared today's college students to live and work in multicultural and global settings with imperative and essential 21st-century skills; diversity of people and perspectives drive innovation while enhancing student success, academic excellence and professional social and cultural engagement. Attendees of this session learned how NC State supports the many facets of diversity while helping students both establish and expand their sense of community as a member of the Wolfpack family. There were a total of 14 workshops with approximately 717 total attendees.

(Strategic Goals 1, 3, 4)

## Student Success Series

The purpose of the Student Success Series is to provide students with personal and professional development opportunities that foster strategies for academic success. This year, as a part of their professional development, our series was orchestrated by our social work graduate intern and our graduate assistant. There were a total of 190 participants this year.

(Strategic Goals 1, 3, 4)

## Student Organization Advising

Student organization advisement includes attending executive board meetings, helping student leaders plan for their general body meetings, assisting with program planning and assisting with financial management. Through advisement, MSA had the opportunity to intentionally impact approximately 2,508 students for 2018-2019.

Additionally, MSA is creating community through the Multicultural Leaders Collaborative, which exists to create a collaborative space that encourages productive dialogue and partnerships within the Wolfpack community.

Gaps among our student leaders related to fully understanding the scope of leadership, the importance of creating community, having intentional communication and understanding the NC State's Strategic Plan, so MSA established the Student Leadership retreat. This retreat was held in both fall and spring. The fall retreat was for current executive board members to cover what their role entails, provide resources for student engagement among student organizations and create a space for collaborative planning for the academic year, and the spring retreat was a transitional learning retreat for newly-elected and outgoing executive board members.

These organizations and councils are advised by MSA:

- Afrikan American Student Advisory Council (AASAC)
- Asian Students In Alliance (ASIA)
- Mi Familia
- Muslim Students Association
- NAACP
- Native American Student's Association (NASA)
- Student Mentor Association
- W.E.B DuBois Honor Society

(Strategic Goals 1,3, 4)



Multicultural Student Affairs 2018-19 program attendance from 9,477 in 2017-18

## Pow Wow

Pow Wow honors and celebrates the vibrancy of Native cultures across the state and features dancing, drumming and food. It is also a Wolfpack tradition. MSA hosted the 29th Pow Wow for approximately 300 attendees. Through restructuring, the event has served as an intentional recruitment event for Native families. Tribes from across the state of North Carolina attended, creating an opportunity to help NC State recruit more Native students.

(Strategic Goals 3, 4, 5)

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

Read to L.E.A.D. is a relationship-based interdisciplinary and experiential learning opportunity that engages and educates the campus community and the community in which it resides. Using literacy as a tool, this program provides high-impact learning and leadership opportunities for all members. Mentors pick one location, attend a mandatory training and commit to spending twelve weeks with their mentees. Transportation is provided to offsite locations for mentors who do not have cars. Mentors spend one-and-a-half hours each week getting to know their mentees through games, reading/dialogue and building life skills together through various activities. MSA engaged 1,000 participants through this initiative.

(Strategic Goals 1, 3, 4)



## Mexican Consulate Partnership: Window of Education

In the area of community engagement, MSA was proud to have been chosen as the only university to partner with the Mexican Consulate to establish a new "Ventanilla de Educación" (VOE, or "Window of Education"), a space where Consulate patrons can get information about educational opportunities available to them from primary school through a higher education degree(s) for both Mexican and American citizens who need information translated into Spanish. This is our second year with this partnership. The goal moving forward is to expand services to include South Carolina and other local universities within the UNC system.

Through this partnership, NC State was initially awarded a \$25,000 program grant from the Mexican government. For the 2018-2019 year, NC State received an additional \$3,550 from the Mexican government. In the first phase, MSA arranged for admissions materials from NC State, Wake Technical Community College and other local colleges and trade schools to be translated to Spanish. For the remainder of 2018-2019, MSA employed bilingual students to staff the window Monday – Friday from 9:00 a.m. until 1:00 p.m. Since opening in February 2018, the Ventanilla hosted eight events, communicated via social media outlets to approximately 8,000 people, interacted with approximately 400 families at the Consulate, and traveled to the convening of all U.S.-based Ventanillas in Los Angeles. Through the VOE in partnership with Admissions, MSA hosted *¡Queremos que vayas a la universidad! Padres e hijos están cordialmente invitados a un día de talleres, conferencias y recursos para facilitar el proceso de aplicación y financiamiento universitario. ¡Sí se puede! [We want you to go to college! Parents and their children are invited to a day of workshops and resources that will help facilitate the process of applying and financing college. Yes we can!]* and will host CAMINOS, a summer overnight initiative to engage Latinx high school students interested in pursuing higher education. Ten mentors were hired for the summer program, with 35 registered participants. At the VOE since February 2019, NC State has engaged 845 participants.

(Strategic Goals 1, 3, 4, 5)

MSA Assistant  
Director Leah  
Young at  
Multicultural  
Graduation

## Advisory Boards and Councils

The NC State American Indian Advisory Council (AIAC) is both an internal working group and an external advisory committee comprised of students, faculty, staff, administrators, NC State Alumni and tribal and community leaders. Under the leadership of MSA Assistant Director April Hammonds, AIAC hosted six meetings that were held bimonthly and one year-end retreat that was held in May 2019, engaging approximately 85 people. An open house faculty/student welcome event will occur during the Multicultural Scholars Symposium in August 2019. The Hispanic/Latinx Advisory Group (HLAG) was chaired by MSA Assistant Director Marcela Torres-Cervantes after the departure of faculty chair Chelsea Suarez. An information network and community for Hispanic/Latinx faculty, staff and students to become involved in activities and opportunities for students and other faculty promoting Hispanic/Latinx representation at NC State, HLAG supported Latinx Heritage Celebration programming, Juntos, the Mexican Consulate initiative, and engaged approximately 105 faculty, students, staff, alumni and community leaders. To ensure that all Latinx organizations are united under one umbrella organization, The Latinx Collaborative will be used to help unite the Latinx community through 1) creating fluid communication between different Latinx organizations; 2) uniting the Latinx community on campus by advocating for Latinx rights; 3) developing a stronger presence of the Latinx community on NC State's campus; and 4) promoting leadership development among the Latinx community. Through AIAC, HLAG and the The Latinx Collaborative, MSA engaged approximately 210 participants.

(Strategic Goals 1, 3, 4, 5)



## Cultural Heritage Month Celebrations

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

- Latinx Heritage Month (September 15 – October 15, 2019, ten events with approximately 1,482 total attendees);
- Native American Heritage Month (November 2019, six events with approximately 275 total attendees);
- Black History Month (February 2019, nine events with approximately 2,085 total attendees);
- Asian, Pacific Islander, Desi American Heritage Celebration (March 14 – April 12 2019, five events with approximately 654 total attendees).

For synergy and consistency, all cultural heritage and history celebrations hosted by MSA are organized as collaborative, institutional initiatives and follow the same programmatic format: a kick-off event, a keynote speaker, at least one academic or co-curricular event/training, at least one performance event and a cultural recognition event. In total, our cultural heritage month programs included 28 events and engaged approximately 4,496.

(Strategic Goals 1,3, 4, 5)

## International Festival

NC State's International Festival encourages interactions between individuals of all backgrounds while upholding the values of diversity, inclusivity and cultural appreciation. This event promotes cultural competency and exposes students, faculty and staff to new perspectives and traditions from different areas around the world. Through participation in this university event, MSA engaged approximately 750 people.

(Strategic Goals 1, 3, 4, 5)

Graduate David Chang  
at Multicultural Graduation



# WOMEN'S CENTER

The Women's Center serves all students at NC State while also serving as a resource, connection and partner for faculty and staff, with an intersectional approach to serving the campus community. The center's practices are social constructivist in nature and rooted in social justice education and trauma-informed care.

*Vision: The NC State Women's Center serves as a resource and catalyst, using evidence-based practices for transformative learning on both the individual and institutional level around issues of gender, equity and interpersonal violence.*

*Mission: We build and create a community of authentic and engaged allies and leaders to pursue gender equity and social justice, enhancing the campus climate through education, advocacy, support and leadership development.*

*Goals: Create culture change for gender and equity; affirm all identities and cultivate connections and relationships; examine links between systemic issues and institutional oppressions through academic and real life experiences; critique assumptions and beliefs; and transform social justice education into local and global action.*

## The Women's Center Story: Creating Leaders

Leadership development is a core component of the Women's Center mission. Center staff work throughout the year to provide multiple student leadership development opportunities. The Women's Center uses non-dominant ideas of leadership to promote student development and individual growth through critical discourse, intentional experiences and active engagement.

Grounded in theory, leadership development opportunities in the Women's Center are a way to create, enhance and sustain a sense of community; provide tools for students to learn and engage in critical discourse; develop skills to activate change; and offer students an opportunity to further explore and deepen their own understanding and sense of self. These outcomes are perhaps best exemplified by a student programming intern who has been with the Women's Center for three years, who reported, "Working in the [Women's Center] has pushed and challenged me in unimaginable ways, but growth and comfort cannot coexist. I can honestly say that I've grown in my ability to think critically about social justice issues and it has even inspired me to deviate from my previous career path to one that is better suited for me. The [Women's Center] literally became a home for me and I definitely feel like I've moved closer to my authentic self."

## Programs and Initiatives

### Book Clubs

The fall 2018 Women's Center book club read Yuri Herrera's *Signs Preceding the End of the World*, a book that uses borderland theory and tells the story of a young woman crossing borders on a journey from Mexico to the United States.

The spring 2019 Book Club focused on the book *This Bridge Called My Back: Writing By Radical Women of Color*. Participant feedback affirmed the format of the book club and participants felt the book club affirmatively centered concerns of women of color in ways that allow us to connect them to systemic issues.

Another book club spanned February (Black History Month) and March (Womxn's Herstory Month); this Black Herstory Month Book Club read *Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements* by Womxn's Herstory Month keynote speaker Charlene Carruthers.

The center also curated a themed monthly reading and resource list related to social justice, gender, equity, history and/or heritage awareness.

(Strategic Goals 1, 3, 4)

### Council on the Status of Women

The Council on the Status of Women (CSW), a university standing committee that reports to the provost, continued its efforts toward advocacy for twelve weeks of paid parental leave within the UNC System. The family leave subcommittee presented its proposal to the UNC Staff Assembly; the proposal was then adopted by the UNC Staff Assembly and sent forward to the president of the UNC System as a policy suggestion. The UNC Faculty Assembly also submitted a letter of support to President Roper, again citing the work of the NC State paid parental leave working group. In addition to the council's work paid parental leave, CSW also provided professional development opportunities for the campus community. A summer working group will also put efforts toward a proposal for additional funding and other resources to strengthen lactation support on campus.

(Strategic Goals 2, 3, 4, 5)

### Sisterhood Dinner

The Women's Center planned and hosted the annual Sisterhood Dinner on February 28, 2019 with support from the Council on the Status of Women. This year's theme was "Leading Change, Inspiring Action." The program included a rendition of a Shirley Chisholm speech by graduate student Erin Elliot as well as a keynote address by Wake County Commissioner Jessica Holmes. The Equity for Women Awards were presented to a student, faculty and staff member in recognition of their work towards gender equity the previous year. Attendance at this year's dinner was 75 tables with 600 individuals in attendance. The silent auction also raised \$2,254 towards programming from sales during the event.

(Strategic Goals 2, 3, 4, 5)



### From Theory to Praxis

For the second year, the Women's Center held "From Theory to Praxis." This event is an ongoing collaboration with the GLBT Center created to examine different methods to bridge gaps between theoretical discussions and actionable change by emphasizing the authenticity and the truths that participants bring to conversations. Program outcomes centered on engaging and familiarizing participants with the different theories examined during each event, creatively cultivating a sense of community through deconstructing difficult ideologies, becoming aware of the necessity in critiquing challenging theoretical literature and making it accessible.

(Strategic Goals 1, 3)

Jessica Holmes speaks  
at the Sisterhood Dinner (top)

## Feminist Fridays

Feminist Fridays are student-initiated and facilitated conversations centered on topics of gender and equity. These hour-long facilitated conversations creatively incorporate a theoretical lens and ask challenging questions. Feminist Fridays foster community, encourage authenticity and embrace a multiplicity of truths. They provide an opportunity for transformative learning through discussion and critical reflection, often provoking dissonance and attending to the intersections of one's micro- or individual-level characteristics and how they interact with macro-level systemic issues. The variety of topics each semester reflects both the creativity and the passion of the community at the Women's Center. Each of the student-facilitated discussions opens the door to more intentional dialogue about gender, equity and social justice.

(Strategic Goals 2, 3, 4, 5)

## Feminist Theory Thursdays

New this year, Feminist Theory Thursdays serve as an analysis of feminist and critical theories and how to put them into practice, from faculty and staff scholars, designed to be a fun way to gain more knowledge and understanding about issues related to the varying types of feminism, build community and learn more about how we relate to feminist ideals in everyday life. The Women's Center intends for participants to think about feminism as an intersectional experience that challenges how we operate in the world within our various intersecting identities. Feminist Theory Thursdays highlight this multidimensional approach to lived experiences.

(Strategic Goals 1, 2, 3, 4)

## Title IX Policy and Advocacy

In mid-November, the U.S. Department of Education released proposed changes to the federal Title IX protections for how schools handle allegations of sexual harassment and assault. Given the extent of changes, the Women's Center undertook an in-depth analysis of the Department of Education's proposal, created a number of helpful tools for student activists and led efforts to engage the student population in responding to the changes. As part of these efforts, the center delivered five presentations outlining the proposed changes, potential impacts on survivors and ways the Wolfpack community could make their concerns heard through the formal comment-writing process. These presentations included various audiences, including the Council on the Status of Women, The Movement peer educators, Student Government officers and members of the general student body. As a result of these efforts, Student Government passed a resolution focused on Title IX, which also served as a foundation for legislation to the General Assembly of the UNC Association of Student Government. In addition, the center played a major role in advocating for and participating in the Open Forum to discuss the proposed changes and respond to campus concerns and questions, provided language and edits for a dedicated Title IX updates section of the Safe at NC State website and contributed written and oral comments to the university for inclusion in a collective response on behalf of all UNC schools, which was submitted to the U.S. Department of Education. In total, the Women's Center reached an estimated 265 people with these events, as well as hundreds more through various interviews and articles in the *Technician* and the *Diversity Digest*.

(Strategic Goal 4)



## Interpersonal Violence Advocacy Services

Direct survivor support continued to be a rapidly increasing area of focus for the Women's Center. This year began an extensive examination of the intake system to make improvements and better track and monitor cases, types of violence reported, resources provided and referrals received. As a result, the center has also been able to analyze trends and make predictions for future years to support an increased caseload. For example, this year, 85 students utilized survivor advocacy services, a 174% increase from the caseload of 31 students in 2017-2018. Nearly half of all students this year sought support for sexual assault, 14% for domestic/dating violence, 9% for stalking, 9% for sexual harassment and 8% for more than one type of interpersonal violence (IPV). Another 14% sought support for other reasons, including sexual exploitation and childhood abuse. Students were provided with support ranging from crisis intervention and emotional support to academic accommodations, safety planning and accompaniment to counseling, medical care, police, legal services, Title IX investigation interviews, student conduct hearings and/or court. The center continues to see predictable spikes in support-seeking during the first semester of a student's first year (the "red zone") as well as during the month of April, which is Sexual Assault Awareness Month. In addition, this year, support-seeking increased dramatically from late September to early November as well as in January, due in large part to national media headlines surrounding the Supreme Court confirmation hearings, the mid-term election and the release of the *Surviving R. Kelly* docu-series.

The 24/7 Sexual Assault Helpline provides on-call advocacy services for students who need after-hours resources, referrals and/or accompaniment to campus or community resources, including police and sexual assault forensic exams. The center will expand its training to new advocates this summer to mitigate the increased workload on the three primary on-call advocates who currently staff the after-hours helpline. In addition, the University Architect's office has expanded the Sexual Assault Helpline marketing efforts so that all campus restrooms utilized by students are now outfitted with helpline promotion materials. Previously, only residence halls and select academic buildings contained materials.

(Strategic Goal 4)

## Interpersonal Violence Training

This year, the Women's Center fostered new relationships with campus partners to expand the reach of IPV trainings and workshops to a broader array of community constituents. The center partnered with EOE to deliver trainings to Athletics. In addition, faculty from sociology, social work, counseling, communications and sciences requested workshops on IPV. At the request of two Living and Learning Villages, Women's Center staff also conducted a workshop on IPV and healthy relationships for students in WISE and EcoVillage.

The Women's Center also specifically targeted IPV service professionals with two in-depth trainings. In early June, the Women's Center hosted a training and tour of the Solace Center for NC State's Sexual Assault Response Team (SART) to learn more about the community resources offered in Wake County and the process for accompanying a student survivor to a sexual assault forensic exam. In addition, the Women's Center partnered with NC State's Violence Prevention and Threat Management team to host "Identifying, Investigating, and Prosecuting Domestic Violence Strangulation Cases." This one-day workshop helped professionals learn why we must identify, understand, investigate and advocate for IPV victims and survivors. Fifty service professionals attended, including campus and community SART teams, Title IX investigators, victim/survivor advocates, law enforcement officers, judges, attorneys, paramedics, medical providers, psychologists, therapists and social workers.

Lastly, the Women's Center continued its longstanding history of training numerous staff and student leaders on IPV prevention and response over the course of the summer, including resident advisors, resident directors and community directors, orientation leaders, Living and Learning Village mentors, Summer Start mentors and Women's Center student workers. These trainings included recognition of IPV and its impacts on student survivors, development of skills related to proper responses to IPV disclosures and increased awareness of IPV-related supports and resources on- and off-campus. In fall semester, the center trained University Ambassadors and Inter-Residence Council members.

(Strategic Goals 1, 3, 4)



## The Masculinities Project

Building off of the work of the 2017-2018 advisory board, the Women's Center launched the first Masculinities Project pilot cohort in Spring 2019. Advisory board partners, including representatives from Housing, the Counseling Center, TRIO Programs, Career Services, Fraternity and Sorority Life, college diversity coordinators/directors and staff from other Campus Community Centers created the following mission:

"The Mission of the Masculinities Project is to engage our community in unpacking how we are all impacted by masculinities. Through facilitated critical dialogue and action, our community will create a more equitable campus community and society."

The cohort met every other week for eight sessions, participated in biweekly written reflections, created a self-portrait final project and shared about the experience at a final closing event. Participants in this activity noted the following, "I learned that my experiences with masculinity are not isolated events but that many other people can relate to what I've gone through and that my experiences do not make me less of a person." Another participant shared, "As a WGS major, I feel like I had already thought about masculinity a lot more than the average person, but this helped me think about it more critically than I typically do." And finally, "I would love to continue this line of work and advocacy by working with community members who are also passionate about the same issues."

(Strategic Goals 1, 3, 4)



Bradford Hill of the NC State Counseling Center

## The Movement Workshops

The Movement is a group of peer educators trained and supported by the Women's Center who facilitate workshops on issues of interpersonal violence and social justice. During the 2018-2019 academic year, 35 new members were trained as facilitators, joining the ranks of returning members to lead 28 workshops, reaching approximately 736 people with information and practical skills related to consent, healthy relationships, sexual violence, stalking, bystander intervention and supporting survivors, a 57% increase in workshop attendance over 2017-2018. In addition, The Movement planned events and hosted tables around consent, Domestic Violence Awareness Month, Stalking Awareness Month, Sexual Assault Awareness Month and Denim Day. During 2018-2019, they created a leadership team of six students and implemented student presentations on continuing education during their weekly meetings. A peer educator remarked, "Joining The Movement was one of the best decisions I've ever made. It's set me on an amazing path personally, academically and professionally — thanks to the people I've met and learned so much from. I wouldn't give this community up for anything."

(Strategic Goals 1, 4)

## Fall and Spring Open Houses

The Women's Center hosted open house events in both fall and spring semesters on August 21, 2018 and January 9, 2019. Open House focused on awareness-building for Women's Center programs and groups and provided students with an opportunity to learn about all the different ways to get involved. This year, student programming assistants coordinated the events.

(Strategic Goal 1)

## New Student Orientation

The Women's Center led 29 sessions of the IPV portion of New Student Orientation during summer and winter. All first-year, transfer and Spring Connection students received training on how to identify IPV, apply basic bystander intervention skills, recognize and offer on- and off-campus supports and resources for student survivors and use the Safe at NC State website for reporting and resource referral. The center connected with over 7,180 students through these orientation sessions. To support us in this process, the center trained twelve staff members who assisted in facilitating these sessions. Final assessments demonstrated that the IPV sessions were the highest-rated sessions of all New Student Orientation presentations delivered, with students stating they received useful information about IPV (99.3% of first year students and 98.2% of transfer students); on- and off-campus resources (99.1% of first year students and 98.6% of transfer students); and bystander intervention skills (98% of first year students and 97.7% of transfer students).

(Strategic Goals 1, 4)

## Support Groups and Activities

Counselor education Intern Arielle Johnson created and led a support group for women of color. Participants in this group were provided a space to authentically and holistically discuss their individual experiences on campus. The group met biweekly in the Women's Center.

The center (with MSA, GLBT Center and BIRT) hosted an immediate response to a contemporary issue, the release of the *Surviving R. Kelly* docu-series and its impact on women and girls of color, on January 14, 2019 to support those who needed to process the docu-series.

The center also continued to host staff from the Counseling Center for drop-in counseling hours in the Women's Center. Counselors utilized the lounge area to make themselves visible to students seeking support and then moved to unoccupied staff offices to hold private, confidential counseling sessions with students in need.

The center continued to offer programming and de-stressing activities for students during both the fall and spring semester exam weeks. Offerings included massages, cookie decorating, painting opportunities, crafting and extended hours until 9:00 p.m. each day of finals week.

(Strategic Goals 1, 2, 3)



## Women of Welch Village

The Women's Center is the campus partner for Women of Welch (WOW) Living and Learning Village. Women's Center Assistant Director Angela Gay continued to serve on the WOW advisory board. Student Bri Elum served as community director for the Triad and lead for WOW Village. Building on last year's work, the Women's Center and the village director worked to create and implement learning outcomes for the village in addition to an intentionally-designed programming curriculum that synthesized the outcomes. The Women's Center also assisted in the planning and delivery of the WOW Retreat in August. Thirty students participated in the Village this year; however, women of color representation within the village increased. The Women's Center hosted WOW for workshops and hosted drop-in hours of WOW members to discuss their research options. Six proposals for the Gender and Equity Research Symposium came from the WOW Village. Additionally, Angela Gay assisted with coordination for the WOW spring break trip and served as an advisor on the trip to New York. In an assessment of the WOW Village, completed by higher education masters students, WOW students acknowledged and identified the Women's Center as a campus partner, provided context about the work of the Women's Center and stated that the Women's Center is a space on campus they felt comfortable utilizing for programs, events and socializing.

(Strategic Goal 1, 3, 4, 5)

## Workshops and Presentations

Women's Center Staff helped plan and execute the Women of Welch Retreat on August 16-18, 2018, facilitating workshops, including the WOW Welcome Dinner, where participants learned about the WOW Village and the work of the Women's Center as a village partner. Women's Center staff guided the service activity at the Walnut Creek Wetlands Center. On the last day of the retreat, Women's Center staff worked to synthesize the learning outcomes into actionable steps for WOW members by providing activities to help residents think about themselves as revolutionaries on campus. The WOW Retreat was held in various locations, including Syme Hall, the Women's Center and Hunt Library.

The Women's Center staff participated, by request, in the Multicultural Graduate Student Orientation on August 25, 2018, hosted by Multicultural Student Affairs in Talley Student Union. The presentation, titled "For Us, By Us," spoke to finding space and community in the Women's Center and Campus Community Centers as a means for navigating the university environment as a first-year graduate student at NC State. Staff also sat at a lunch roundtable and participated in the afternoon resource fair.

The Women's Center graduate assistant planned and created a presentation introducing the Women's Center to Frances Graham's Introduction to Women and Gender Studies course on September 4, 2018.

The Women's Center presented on gender and gender-related issues in higher education for the Adult and Higher Education course (EAC 540) on October 9, 2018.

The Women's Center facilitated a two-hour conversation on sexism for the Oaks Scholars Program on October 12, 2018 on the topic of sexism, power and privilege.

The Women's Center provided a presentation about the center for the Introduction to Social Work course on October 16, 2018 and February 5, 2019. The class visited the Women's Center and learned more about the work that the center does. This was also a pre-volunteer orientation, as students in the class were required to complete 40 volunteer hours as part of the class requirements.

(Strategic Goals 1, 3, 4)

## Listening Parties

The Women's Center continued with listening parties this year and on August 24, 2018 partnered with the Black Male Initiative for a listening party of the latest J. Cole album, *KOD*. After listening to the album, participants engaged in conversation regarding the politics of masculinity, Blackness, mental health, substance use and coping skills as situated in *KOD*.

The center also hosted a listening and viewing party for Janelle Monae's *Dirty Computer* and its accompanying video "emotion picture" on January 11, 2019. For this event, the center partnered with Women of Welch (WOW); many of the students in this learning village attended the event. Following the viewing party, there was an open conversation about themes presented in the film, including Afrofuturism, Black queerness, challenging dominant narratives, racism, colonialism and white supremacy.

(Strategic Goals 1, 3, 4)

## Supporting Womxn in Action Residency

A program sponsored by an NC State Live mini-grant, the Womxn in Action residency serves to help participants think about how to contextualize their experience as activists, artists and organizers within an academic setting as well as contextualizing action into research and academic scholarship in community with others. Participants used the Womxn's Herstory Month calendar to attend residency programs and provided reflection via journals.

(Strategic Goals 1, 2)

Students gather in the Women's Center for a listening party and discussion



## Chocolate Festival

The Women's Center hosted the 16th annual Chocolate Festival on September 28, 2018, combining breast cancer awareness and wellness with chocolate sampling and a silent auction. The event, part of Parents and Families Weekend, drew a crowd of 1,005 parents, students, faculty and staff who enjoyed the chocolate and learned about breast cancer. Fourteen chocolate vendors and several health and wellness vendors worked with 88 volunteers to raise \$9,997 for Women's Center programs, including a \$3,000 donation to the Kay Yow Breast Cancer Fund. The Chocolate Festival is a campus tradition and is designated #39 on the "Top 54 Things to Do at NC State" list.

(Strategic Goals 3, 5)

## A Week on the Couch with Audre

In celebration of the birth of Audre Lorde on February 18, 1934, the Women's Center hosted "A Week on the Couch with Audre" from February 18-22, 2019. Participants received selected works of Audre Lorde and engaged in a critical examination of themselves and macro levels of oppression from their intersectional experiences. The group modeled Sister Circle methodology.

(Strategic Goals 1, 3, 4)

## Womanism Teach-In

The Women's Center facilitated a teach-in, "For Black Girls Who Considered Womanism when Feminism Wasn't Enough" on November 27, 2018 for a deep exploration of the intricacies of womanist ideology and how to put womanism into action, with an express focus on the intersectional failure that befalls Native/Indigenous women.

(Strategic Goals 1, 3, 4)

## Domestic Violence Awareness Month

The Women's Center raised awareness for domestic violence throughout the month of October. This year, our signature DVAM event included a screening of *What's Love Got to Do with It*, an award-winning film about the life of Tina Turner. Following the film, panelists from the Counseling Center, the College of Humanities and Social Sciences and a student leader discussed the intersections of interpersonal violence, power and capitalism.

This year, the center instituted a new DVAM Lunch and Learn series with weekly sessions focused safety planning, legal options and support for military survivors and LGBTQ+ survivors, respectively. The center also hosted six peer-led trainings focused on consent, healthy relationships and supporting survivors; partnered with the GLBT Center to provide "IPV in the GLBT Community"; held two restorative circles to respond to trauma triggered by national headlines; and partnered with the Counseling Center to host an expressive arts therapy session focused on journaling for survivor healing.

During the month, The Movement also interacted with the campus community at a Halloween-themed DVAM information table focused on consent and hosted *Escalation*, a film-based discussion that opens people's eyes to the warning signs of relationship abuse.

Throughout the month of October, the Women's Center also hosted the Silent Witness Project, an exhibit of life-size figures and stories of individuals who lost their lives to domestic violence, in the atrium of Talley Student Union.

(Strategic Goals 1, 3, 4)



Women's Center 2018-19 program  
attendance from 5,772 in 2017-18



## Womxn of Color Retreat

The Womxn of Color Retreat (WOCR) was open to undergraduate and graduate students who self-identified as women of color and who sought to challenge, explore and nurture themselves authentically through self-exploration with other women of color. Forty-two attended. The retreat was held at the Franklinton Center in Whitakers, NC. WOCR participants shared the following about their experience: "WOCR helped me realize/get a sense of what my authentic self is," and "My knowledge is unique to my experience and is worth knowing. I can make a real effort to know myself." Another participant noted, "I feel truly like a part of the community and I know that these will be people to welcome me into the revolution."

(Strategic Goals 1, 2, 3)

## Café con Leche

The Women's Center partnered with Multicultural Student Affairs and Student Action with Farmworkers in celebration of Latinx Heritage Month with the theme *Sueños y Cuentos*. Café con Leche centered the experiences at the borders of *sueños y cuentos* (dreams and stories). The event was open to students, staff, faculty and community members. It was a celebration of experiential knowledge and the way we find truth at the margins and borderlands of our lives. Students expressed themselves through words and other forms of verbal art such as songs, poetry, monologues, passages and spoken word that incorporated intersectional, inclusive aspects of *Latinidad* and the Latinx experience. Student Action with Farmworkers featured special performance pieces.

(Strategic Goals 1, 3)

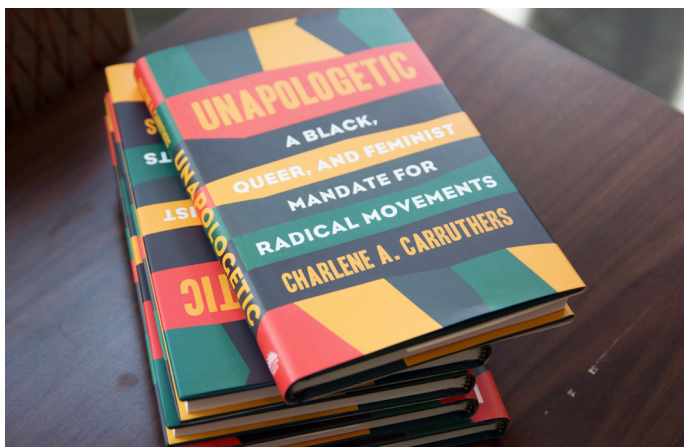
## Love Your Body Day Summit

Supported by the National Organization for Women, "National Love Your Body Day" brings attention to beauty myths and stereotypes that dominate media and dialogue. The Women's Center organized a Love Your Body Day Summit, supported by the center's WGS interns. In collaboration with our campus partners including the Counseling Center, The Movement, the GLBT Center, Multicultural Student Affairs and Women's and Gender Studies, the center hosted a day-long summit concluding with a student-led panel. The LYBD Summit shifted the narrative around body positivity to be more inclusive, decolonized and intentional. The theme "Reclaim, Exclaim and Disclaim" focused on promoting love and respect of all bodies, including those which are often stigmatized and marginalized based on holding non-dominant identities, and disclaiming the conformity that perpetuates white supremacy.

(Strategic Goals 1, 3, 4)



Author and activist Charlene Carruthers delivers the keynote speech for Womxn's Herstory Month



## Art Exhibition

The Women's Center, in partnership with the African American Cultural Center, curated an exhibit for Black History and Womxn's Herstory months. "The Politicization and Sexualization of Black Bodies" was open to NC State faculty, staff, students and surrounding community members to showcase and center the experiences of Black and African American people and their hair stories. The exhibition featured Black and African American students, staff and faculty at NC State. Over 100 people attended the exhibit's opening reception. Engagement with the exhibit occurred with five academic courses, two specialized student groups, one academic support student group, two NC State staff departments and one outside university department from Meredith, among other community members. Estimated engagement with the exhibit exceeded 350 people. A pop-up gallery of the exhibit was displayed at the Sisterhood Dinner, the National Eating Disorder Awareness (NEDA) Week panel and during the 2019 Gender and Equity Research Symposium. The opening was featured in the *Nubian Message*, the *Diversity Digest*, and the College of Education newsletter. The African American Cultural Center provided sponsor funding.

New this year, a writing workshop curated stories for the exhibition, counternarratives on how participants engage with body politics; and a painting workshop curated art for the exhibition.

(Strategic Goals 1, 2, 3, 4)



Artwork from the 2019 exhibition, "The Politicization and Sexualization of Black Bodies"

## Gender and Equity Research Symposium

The Gender and Equity Research Symposium spotlights research that promotes a more equitable and justice-oriented society. The symposium, an initiative of the Women's Center, catalyzes the interdisciplinary nature of gender and equity work at NC State by engaging in the model of "thinking and doing," putting social justice research into action. The symposium provides our community of scholars an opportunity to present their scholarly research. Participants submitted proposals for posters and oral presentations. Additionally, students engaged in student roundtables. All presentations were selected by a blind review by the planning committee. All presentations addressed gender, intersectional identity and equity in research. The opening speakers were student Anna Christopher and faculty member Elizabeth Nelson. The lunch keynote included a Womxn of Color Abroad panel coordinated by Kory Saunders, Office of Study Abroad and Sachelle Ford, AACC. New this year, the symposium introduced the theme "Practicing the Equity We Preach"; a hashtag, #GERS19; a new session, the Fishbowl; and a partnership with WomenNC Scholars.

(Strategic Goal 1, 2, 3, 4, 5)

## Eating Disorders Awareness

The Women's Center, Student Health and the Counseling Center once again partnered to recognize National Eating Disorders Awareness (NEDA) Week. The signature event of the week was *The Illusionists: An Exposé of Power, Capitalism and Body Shame*. Following a screening of the documentary, a panel of students and an eating disorders specialist discussed the role of consumerism in profiting from body shame, how systems of oppression perpetuate eating disorders and unhealthy body image and the impacts on college-aged students. Nearly 50 people attended this event, along with over 100 other individuals who visited a table in Talley Student Union throughout the rest of the week.

(Strategic Goal 1)

## Womxn's Herstory Month

The theme for this year's Womxn's Herstory Month was "Our Voices, Our Bodies, Our Stories: Tools for Radical Transformation." The Women's Center set the calendar of events for the month and also solicited programs from the campus community. Eight programs were submitted by offices and departments across NC State.

The keynote speaker for Womxn's Herstory month was Charlene Carruthers, author of *Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements*. Carruthers engaged in a meet and greet, workshop, keynote, book signing and dinner with campus partners. Collaborative partners included the GLBT Center, MSA, AACC, Interdisciplinary Studies, NC State Libraries, Department of Psychology, WOW Living and Learning Village and the Black Male Initiative Living and Learning Village. Funds were also provided by an NC State Live Mini-Grant, a residency project exploring women in action.

Women's Center Womxn's Herstory Month programming included:

- Black Herstory Bookclub – *Unapologetic: A Black, Queer and Feminist Mandate for Radical Movements* by Charlene Carruthers, January 22 – March 5, 2019;
- Womanism Teach-In: "For Black Girls Who Considered Womanism when Feminism Wasn't Enough," March 6, 2019 in the AACC;
- The Women's Center and Multicultural Student Affairs celebrated the closing of the exhibit, "The Politicization and Sexualization of Black Bodies" in the AACC Art Gallery with a Mixtape Series event, "The Political Strategies of Academia that Dismember Black Bodies" on March 21, 2019;
- Hip-Hop and Healing Historical Harm: A Workshop with Aisha Fukushima, March 27, 2019 (in partnership with the Poole College of Management);
- Aisha Fukushima – Open Mic: March 27, 2019 (in partnership with the Poole College of Management and Multicultural Student Affairs).

(Strategic Goals 1, 2, 3, 4, 5)

## Alternative Service Break Trip

The Women's Center's annual Spring 2019 Alternative Service Break (ASB) trip to Guatemala on March 9-16, 2019 included ten students. Through workshops with key influential activists in Guatemala as well as trips to historical and cultural sites, the team explored traditional understandings of masculinity, femininity and non-binary gendered identities, the role of gender in contemporary society and how gender influences the daily lives of Guatemalans. These issues were closely examined within the Guatemalan context, but the team also considered how these same themes manifest themselves in the U.S., particularly around the role of U.S. intervention during the Guatemalan civil war as well as in the current crisis at the U.S. border. Significant emphasis was placed on the learning aspect of educating ourselves in the historical, cultural and political dynamics of gender issues and bringing that newfound knowledge back to share with others to help elicit change. The trip was planned by the student leaders and local host, CEDEPCA, with support from the staff advisor.

(Strategic Goal 1, 3)



Gender and Equity Research Symposium poster presentations



## Sexual Assault Awareness Month

The center hosted Kimber Nicoletti-Martínez, director of Purdue University's Multicultural Efforts to End Sexual Assault (MESA) for this year's SAAM keynote address, which shared her story as a survivor and her own journey toward healing. She also conducted a workshop for staff focused on balancing trauma while serving traumatized students.

The center partnered with a student and the Counseling Center to host "Supporting Male Survivors: The Power of Music," focused on breaking silences, challenging myths, and exploring music as a healthy coping mechanism and partnered with It's On Us, Arts NC State, Student Government and the Counseling Center to curate "What Your Classmates Were Wearing," a interactive art gallery that challenged notions of sexual assault and its causes.

Adapted from the national campaign, NC State's Clothesline Project gives primary and secondary survivors of interpersonal violence a space to speak and heal through artwork. Students, faculty and staff could drop into one of the four campus community centers during designated weeks throughout the month to create a t-shirt. In addition, nearly 60 t-shirts were on display in Talley Student Union.

Take Back the Night is an annual event that raises awareness about sexual assault and campus and community resources. It is comprised of a rally where students and staff speak about the importance of sexual assault prevention and visit resource tables; a march around campus to visibly demonstrate the community's collective voice and action; and a survivor speakout to create a space for survivors to connect and heal. This year's event was attended by over 150 people and supported by nearly a dozen campus partners.

Denim Day is a national event that brings attention to an international court case that ruled against a survivor for wearing tight jeans. Women's Center student interns and The Movement peer educators collaborated on a photo booth campaign to engage students, student organizations and campus departments and reached out to departments and organizations on campus to wear denim, take a photo with their groups and share it with the Women's Center. Photos were posted on Instagram to raise awareness and show support of survivors on campus. Over 200 people participated in the two events and hundreds more engaged on social media.

(Strategic Goals 1, 3, 4)

## Start Smart Salary Negotiation Workshop

The Women's Center partnered with the Women's and Gender Studies program to promote and coordinate a spring session of AAUW's Start Smart and Work Smart salary negotiation workshop on April 3, 2019. This workshop empowers women with the skills and confidence to successfully negotiate their salary and benefits packages. By learning strategies and practicing effective language, participants gained valuable skills that could be used throughout their lives, well beyond their next negotiation. Faculty member Elizabeth Nelson facilitated the session.

(Strategic Goals 1, 2)



Sexual Assault  
Awareness Month  
activities



# BIAS IMPACT RESPONSE TEAM

NC State's Bias Impact Response Team (BIRT) envisions NC State as a proactive, restorative, equitable and inclusive community that equips students, faculty and staff to engage across differences in dignifying and meaningful ways. BIRT serves the campus community by:

- offering a restorative system for documenting and responding to the impacts of bias-related events, incidents behaviors, policies and practices and for supporting affected students, faculty and staff;
- providing training and consultation focused on building transformative and restorative communities of practice on campus; and
- supporting interdisciplinary, practitioner-researcher-led study and integration of restorative practices in the NC State community.

In alignment with the university's Open Expression Policy, OIED continues to encourage free speech while acknowledging that certain expression can have harmful impacts on individuals and on the broader living and learning community, regardless of intention. BIRT is committed to offering a supportive response process that allows for listening, educating one another and, ideally, building, repairing and/or restoring relationships/communities.

## Transformative and Restorative Communities of Practice

This year, BIRT prioritized introducing the NC State community to transformative and restorative communities of practice. The team started with an Introduction to Restorative Circles workshop as a tangible representation of the types of communities BIRT hopes to create at NC State. Participants largely had little to no experience with restorative practices or circles prior to attending the sessions.

While the sessions are designed to offer a basic framework for circles and transformative community building, individuals expressed having deep and meaningful experiences and a desire to learn more.

"The experience was intriguing and not what I expected in signing up. I thought it was going to be more information delivery about restorative practices. That being said, the facilitator was great in explaining what we were doing and it was a great experience going through the Circle experience. It definitely helped seeing the "participant" side if we were to "facilitate" a circle in the future." – December 2018 participant

"I felt more connected to colleagues, even those I have known for a while, through this experience. It challenged me to be more open than I may normally be, but also felt like a safe environment to do so." – December 2018 participant

"This was new for me, but I thoroughly enjoyed it. At first I was a little hesitant, but it felt like a safe place to share about my environment and one of my communities that I belong to. I never thought about setting up expectations with friends and community that I belong to, and accountability. It gives me the knowledge to set up expectations in any activity that I participate in, whether it is personal or professional." – March 2019 participant

"It was a great exercise. I really enjoyed learning more about others and getting to share a piece of my own experience. It was powerful to learn about others' communities, what's important to them and how we all bring something different to the table." – November 2018 participant



**44**

Reports of bias  
on campus  
processed by BIRT



**16**

Referred to campus  
partners  
(CARES, BAT, EOE, etc.)

## Introduction to BIRT and Introduction to Restorative Circles

In an effort to build broader community understanding of restorative practices and restorative bias impact response, OIED added the "Introduction to Restorative Circles" and "Introduction to BIRT" workshops to its library of learning opportunities. In Introduction to Restorative Circles, participants explore the basic foundations of transformative and restorative communities while engaging in a circle process. This introductory session also includes a foundational discussion about transformative community building and invites participants to examine their own narratives in relationship to others' and the work they do.

OIED offered eight sessions of "Introduction to Restorative Circles" between November 2018 and April 2019. Seventy-one faculty, staff and students and two members of the local community completed the experience. After completion, all participants joined a virtual community group that allows them to share information about restorative practices and learn about new professional learning opportunities.

Introduction to BIRT provides a one-hour overview and Q&A about restorative bias impact response and offers participants an opportunity to consider their own role in bias impact response on NC State's campus. Thirteen participants completed two sessions of "Introduction to BIRT" in February and March 2019.

(Strategic Goal 4)

## Transformative and Restorative Community Retreats

OIED offered three Transformative and Restorative Community (TRC) retreats between January and May 2019. Retreat facilitation provides additional opportunity for units and groups within the university to proactively establish transformative communities of practice that align with organizational and institutional goals. The Women's Center, Caldwell Fellows of Color and the 2019-2020 Student Government Executive Board participated in TRC retreats this year.

(Strategic Goal 4)

## Restorative Bias Impact Response

This year, the Bias Impact Response Team further clarified its role and the processes it uses when responding to bias-related events, incidents, behaviors, policies and practices. The increased educational offerings created much higher visibility for the initiative and led to an increase in the number of impact reports. Additionally, more consistent communication and collaboration with campus partners (including CARES, student and faculty ombudspersons, Behavior Assessment Team (BAT) and Housing improved our ability to provide more fluid support for affected students, faculty and staff.

Impact responses included one-to-one check-ins and coaching, impact statements and facilitated restorative dialogues and circles. The team continues to establish protocols for impact caused by anonymous individuals/groups and for responding when non-NC State affiliated individuals/groups are involved.

### Summary of Impact Reports (June 1, 2018 to May 31, 2019)

- 60 total reports (45 reports between Dec. 22, 2016 and May 25, 2018);
- 44 bias-related;
- 16 reports referred to campus partners (CARES, BAT, EOE, etc.);
- 6 reports involved social media, social networking or web-based communication;
- 3 reports involved the Free Expression Tunnel;
- Over 60% of reports were race, sexual orientation, and/or gender-identity-related.

In addition to interpersonal bias impact response, the team also piloted an impact response process for international/national bias-related incidents that impact the NC State community. After violent attacks at mosques in Christchurch, New Zealand, BIRT distributed its first impact alert email and response request. In response to this tragedy and to violence directed at communities of all faiths throughout the world, BIRT collaborated with Student Involvement and the Counseling Center to offer a restorative community vigil. On Thursday, May 2, 2019, "Pause with the Pack" was held in Talley Student Union in response to the Chabad of Poway Synagogue shooting in San Diego, California and other impacted faith communities around the world.

(Strategic Goal 4)



# 60%

Of all **BIRT** reports related to race, sexual orientation and/or gender identity

# OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY

**NC STATE**  
UNIVERSITY

## **Equal Opportunity and Equity**

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

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

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

## **Campus Community Centers**

### **African American Cultural Center**

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

### **GLBT Center**

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

### **Multicultural Student Affairs**

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

### **Women's Center**

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

### **Bias Impact Response Team**

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

## **Communications**

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