



**NC STATE**  
UNIVERSITY



## Our Mission / Connect with Us

The Office for Institutional Equity and Diversity (OIED) is committed to fostering an inclusive, accessible and diverse intellectual and cultural campus experience related to the mission of North Carolina State University. We facilitate efforts to ensure equity and opportunity, increase awareness of diversity issues through education, and strengthen relationships across diverse groups. Through these efforts, OIED promotes cultural competence development, 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.

We cannot do this work alone. Ensuring that NC State is a diverse, equitable, inclusive and welcoming university is the responsibility of everyone in our community.

We invite you to join us by subscribing to our newsletter, following us on social media, attending a program or event, reaching out to volunteer or making a donation. No effort is too small today in the work we do to achieve a better tomorrow.

# From the Vice Provost

Last year, racial protests and the COVID-19 pandemic transformed our inner and outer landscapes, and called on us to adapt quickly to brand-new circumstances. This year, with equity, inclusion and belonging work in the national spotlight and a crucial focus here at NC State, OIED found ourselves in a position to increase our impact here at the university and extending into the higher education community. We also faced new challenges as the University community's support needs dramatically increased, straining our resources and our capacity. The desire and need for continued efforts in the DEIB realm is undeniable and, frankly, urgent.

As our University community adjusted to new ways of operating in the 21-22 school year, OIED threw all our effort into being a rock of support and knowledge for students, faculty and staff. We put forth highly successful key programming, offered trainings to dozens of University units and hundreds of individuals, and managed a higher number of bias, harassment and discrimination conflicts than we have seen in numerous years. We also identified ways in which what had worked in a pre-pandemic world were no longer working as effectively and so we began to shift toward a new, more intentional way of operating in the future.

I am so proud of the work my team has done this year in the face of such overwhelming circumstances and such an unknown future. Despite all of these factors, my OIED team is strong, devoted, and determined to continue to pour ourselves into this important work. We proceed, arm in arm, with our partners and advocates who all know that there also exists true possibilities and opportunities for change! It is truly an honor to work with such a dedicated, mission-driven team of experts.

I also look forward to the work we'll do in the next year and beyond. Looking forward, I am especially excited to share OIED's strategic plan with the larger University community, as well as enact University-wide initiatives around measuring and improving student, faculty and staff outcomes.

It's been an adventure to be at the helm during such a transformative period. While I must say I hope things calm down these next few years, I am proud of how much we've been able to push forward and of the people taking on the mantle of diversity, equity, inclusion and belonging every day. You are changing the world, and I thank you.



Handwritten signature of Sheri L. Schwab, J.D.

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

Chief Diversity Officer, Vice Provost for Institutional Equity and Diversity  
University Title IX, ADA, and Equal Opportunity Officer



# Our Units

Led by Vice Provost for Institutional Equity and Diversity Sheri Schwab, the Vice Provost's Office includes administration, business office and communications functions.

## Equal Opportunity and Equity (EOE)

Equal Opportunity and Equity strives to make NC State a discrimination-free, harassment-free environment in which faculty, staff and students can work, live and learn. EOE is responsible for managing and monitoring NC State's equal opportunity compliance activities. EOE also oversees equal opportunity policies; reviews reported incidents; provides resources, support and interim measures to all parties involved in sexual harassment and Title IX reports; facilitates training and education; and ensures that investigations and resolutions are conducted

in a fair and equitable manner. EOE facilitates Americans with Disabilities Act (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, including adjustments due to pregnancy.

## Impact Response

OIED envisions NC State as a proactive, restorative, equitable, inclusive and transformative community that equips students, faculty and staff to engage across identity differences in dignifying and meaningful ways.

OIED Impact Response is committed to offering a supportive response process that allows for listening, educating one another and, ideally, building, repairing and/or restoring relationships and communities.

## Inclusive Excellence and Strategic Practice (IESP)

Inclusive Excellence and Strategic Practice 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.

## African American Cultural Center

The African American Cultural Center (AACC) promotes awareness of and appreciation for Black, African American and African descent experiences through activities and events that enhance academic excellence and strengthen cultural competence for the campus and surrounding communities. The AACC offers intersectional cultural engagement and educational experiences that draw upon faculty and student-led research, campus climate data and higher education best practices to examine, highlight and celebrate histories, narratives and cultures of people of the diaspora, both within NC State and beyond.

## GLBT Center

The mission of the GLBT Center is to engage, develop and empower members of the gay, lesbian, bisexual and transgender communities and their allies. To fulfill that mission, the center helps students 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.



### Multicultural Student Affairs

Multicultural Student Affairs (MSA) serves as a restorative space for students, with an emphasis on systematically non-dominant populations, to promote identity affirmation, academic success and student development. Many of the programs and services expand students' cultural horizons while honoring their respective cultural experiences. MSA works in conjunction with a number of university departments and colleges to conduct programs related to recruitment, orientation, retention and graduation, in addition to academic, personal, professional and cultural development, to foster skills and strategies for being successful at NC State.

### Women's Center

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



## OIED Assessment Model

In this report, we provide annual updates on all of our programs and initiatives, corresponding to the outcomes of our assessment model, which we began using in 2019. Those areas and outcomes include:

**Community:** Where the initiative operates – NC State University;

**Four Domains of Learning:** Intellectual, Emotional, Physical, Spiritual;

**Levels of Learning:** Institutional, Communal, Interpersonal, Intrapersonal, Cultural;

**Dimensions of Identities:** Race, Gender, Sexual Orientation, Socioeconomic Status, Religion, National Origin, Political Affiliation, Immigration/Documentation Status, First Generation, Language Spoken, Body Shape/Size, Veteran Status, Survivors of Interpersonal Violence, Alumni, Graduate Students, Staff, Undergraduate Students, Faculty.

**Core Areas:** Assessment and Accountability; Campus Culture and Climate; Equal Opportunity Employment; Institutional, Student, Faculty, Staff Excellence; Mentoring and Leadership Development; Recruitment, Retention and Graduation; Research and Inquiry; Strategic Planning; and Training and Education.



# Alignment to University Strategic Plan Goals

OIED works to fulfill NC State University’s vision to “be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good.”

OIED holds a wide variety of programs and initiatives each year that build toward this vision and the University Strategic Plan Goals that support it.

This list of OIED initiatives aligned to the university strategic plan goals serves as an at-a-glance look at OIED’s major initiatives from the 2021-22 fiscal year and the strategic goals they are aligned with. OIED initiatives contributed to every university strategic plan goal this year, but had the most significant impact on the following two:

- > Goal 1: Empower students for a lifetime of success and impact.
- > Goal 4: Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do.

## OIED Strategic Alignment Grid

	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6	Goal 7	OIED Assessment Model Core Area
In Person Programming - Campus Community Centers	X			X				Campus Culture and Climate
Gallery Exhibitions				X				
Providing Accommodations and Addressing Complaints	X			X				
Updated Sexual Harassment Policies	X			X				
Interpersonal Violence Advocacy and Services	X							
Restorative DEI Impact Response					X			
Partnerships with other University Departments	X	X		X		X	X	
Online Presence (Websites and Social Media)				X			X	
Diversity Digest / TRIS Email Newsletter				X				
Calendar	X				X			
GLBT Campus Climate Assessment				X				Assessment and Accountability
OIED Website Analytics					X			Advocacy and Accountability
Advocacy for Comprehensive, Consistent Use of Names and Pronouns				X		X		
Council on the Status of Women				X	X			Service to Committees
Service to Committees (Search and Other)	X	X		X		X	X	
Inclusive Language Guide				X				Shifting Campus Culture and Climate through Education
Discrimination, Harassment, and Response Training				X		X		
Search Committee Training								
Fundamentals and Applied Skills in Equal Opportunity								
Applied Skills in Equal Opportunity								
Americans with Disabilities Act Training								
Title IX training for incoming students								
Responsible Employee Training								
First Amendment and OIED Impact Response				X		X		
Introduction to OIED Impact Response	X			X				
ECD 225: Foundation of Cultural Competence for Professional Success (3-credit undergraduate course)	X			X				
New Student Orientation: IPV Prevention and Response Online Training	X							
Foundations of DEI online module	X	X		X	X		X	
Training Partnerships with other University Departments				X		X		
LinkedIn Learning Paths	X	X		X				
Introduction to Diversity at NC State New Employee Orientation				X			X	
The Intercultural Development Inventory	X	X		X	X	X	X	
The Credential	X			X	X	X	X	
DEI Summer Intensive	X	X	X	X			X	Intermediate and Advanced Level Training
GLBT Advocate Program for Faculty and Staff				X				
GLBT Student Advocate Program	X			X				
Pack Suniver Support Alliance				X				
Inclusive Excellence Certificate Program	X	X		X				

# OIED Strategic Alignment Grid

	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6	Goal 7	OIED Assessment Model Core Area
Ebony Harlem Awards of Excellence	X			X				Institutional, Student, Faculty and Staff Excellence
Lavender Graduation	X			X				
Multicultural Graduation	X			X				
Recognizing Excellence in Diversity Event	X	X	X	X	X	X	X	
Sisterhood Celebration / Equity for Women Awards		X		X				Celebrations of Identity
Asian, Pacific Islander, and South Asian American Heritage Month	X			X				
Black History Month	X			X				
Women's Center 30th Anniversary	X			X				
African American Cultural Center 30th Anniversary	X			X				
Women's HERStory Month	X			X				
Indigenous People's Day				X				
GLBT History Month	X			X				
Transgender Day of Visibility				X				Mentoring and Leadership Development
ColorGuard	X			X				
The Movement Peer Educators	X							
WomenNC		X						Recruitment, Retention and Graduation
Building Future Faculty	X	X	X	X	X	X	X	
GLBT Symposium	X			X				
Symposium for Multicultural Students	X			X				Research and Inquiry (Student dialogue)
MSA Chat and Chew	X			X				
Feminist Friday	X	X		X				
Queer Quorum	X			X				Research and Inquiry (Awareness Months)
What's on the Table (WOTT)				X				
Domestic Violence Awareness Month	X			X				
Sexual Assault Awareness Month	X			X				Research and Inquiry (Keynote Speakers)
Stalking Awareness Month	X			X				
Speakers: La Espritista Leah Hollis Brittney Cooper Niki Franco Dr. Frederick Ingram Dr. Akiyole Umoja Ricky Hurtado Nora Dial-Stanley J. Clapp Aaron Arenas	X			X				
Leah Hollis Brittney Cooper Niki Franco Dr. Frederick Ingram Dr. Akiyole Umoja Ricky Hurtado Nora Dial-Stanley J. Clapp Aaron Arenas								
Day of Giving		X						
SEA Change				X	X	X	X	
OIED Strategic Planning				X	X			

## NC State Strategic Goals

**Goal 1:** Empower students for a lifetime of success and impact.

**Goal 2:** Ensure preeminence in research, scholarship, innovation and collaboration.

**Goal 3:** Expand and advance our engagement with and service to North Carolina and beyond, defining the standard for a 21st-century land-grant university.

**Goal 4:** Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do.

**Goal 5:** Improve university effectiveness through transformative technologies, cutting-edge processes and actionable data.

**Goal 6:** Lead in developing innovative partnerships, entrepreneurial thinking and applied problem-solving.

**Goal 7:** Elevate the national and global reputation and visibility of NC State.





# Campus Culture and Climate

The first core area in OIED's assessment model is Campus Culture and Climate. The following OIED programs and initiatives aligned to this core area by helping to make NC State's culture and climate more welcoming and inclusive for all. Our programs and initiatives this year under Campus Culture and Climate succeeded in: Deepening In-person Community post-COVID, Providing Accommodations and Addressing Complaints, and Engaging in Supportive Communication & Thoughtful Leadership for the University Community.

Over the course of the 2021-2022 academic year, several trends surfaced, with a significant increase in mental health concerns being the most prominent. As students returned to campus after two years of isolation and remote learning due to COVID, it quickly became apparent that this has impacted students' ability to engage in academics, campus activities and peer relationships. Students are struggling to focus and find motivation, as well as communicate with others, whether as friends or as partners. In addition to concerns around mental health and interpersonal communication, students have also reported increased feelings of insecurity, including housing and financial insecurity, as well as generalized concerns for their safety. This has been particularly common for international students, who have reported struggling with adapting to the United States and being targeted for street crime and sexual harassment. Stalking cases also continue to be on the rise, a trend that began in the early days of COVID as much of daily life activity moved to online platforms.

## Deepening In-Person Community through in Person Programming - Campus Community Centers

In-person events were intended to build community and foster connection between students while providing spaces to learn about their identities and engage in inter/intra-cultural dialogue.

***"I really appreciate this event and the environment. It really did show me that [women of color are] on this campus and allowed me to see a community!" - Anonymous Student, Women of Color Retreat***

A sampling of notable in-person programming events this year includes:

- Harambee!
- MLK Campus Commemoration
- Women of Color Retreat
- Visual Art Expo
- The Collective
- QTPOC (Queer and Trans People of Color)
- Tfiles



## Gallery Exhibitions

This year, the African American Cultural Center educated and celebrated the beauty and diversity of diasporic Blackness through a wide variety of art exhibitions in a newly-renovated gallery space. Each exhibition set the stage for the African American Cultural Center to bring the community together to celebrate creating home through time and space, a primary theme of the Center this year.





The Women’s Center collaborated with the African American Cultural Center to host, “HERMonies: Black Sounds, Black Voices, Black Movements”, which looked at music’s role in advancing Black liberation by focusing on Black women musical artists’ influence in advancing social justice movements through music.

Over the course of the academic year, the AACC gallery exhibitions gained attention from a diverse audience of more than 800 patrons who visited the gallery and the opening night exhibitions.

### Engaging in Supportive Communication & Thoughtful Leadership for the University Community

- Online Presence (Websites and Social Media)
- Diversity Digest /TIPS Email Newsletter
- Calendar
- Partnerships with other departments

### Providing Accommodations and Addressing Complaints

The Office of Equal Opportunity and Equity (EOE), in collaboration with the Office of Student Conduct, Office of General Counsel, Women’s Center, Employee Relations, and the Office for Faculty Excellence, developed and reviewed policies and procedures related to incidents of alleged non-Title IX Sexual Harassment and Title IX Sexual Harassment. This review included a modification of several university policies and regulations, including:

- > the Code of Student Conduct (NCSU POL 11.35.01) and the Student Disciplinary Procedures (NCSU REG 11.35.02)
- > the Equal Opportunity, Non-Discrimination and Affirmative Action Policy (NCSU POL 04.25.05)
- > the Discrimination, Harassment, and Retaliation Complaint Response Procedures (NCSU REG 04.25.02),

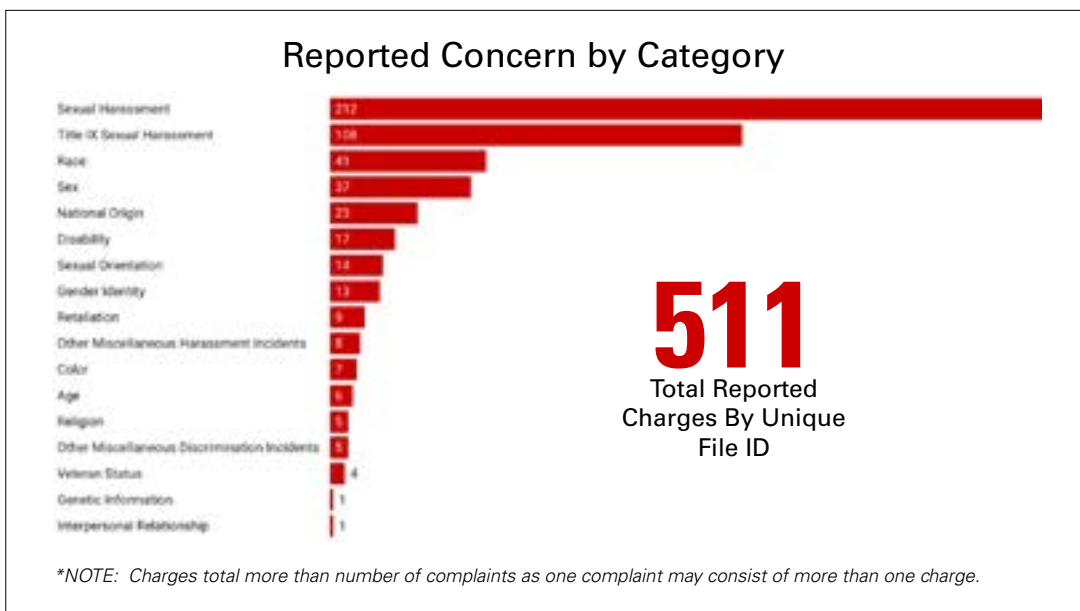
As well as the creation of two new policies related specifically to Title IX:

- > the Title IX Sexual Harassment Policy (NCSU POL 04.25.07)
- > the Title IX Sexual Harassment Resolution Procedures (NCSU 04.25.08)

EOE also reviewed the standard operating procedures (SOPs) for evaluating and

responding to religious accommodation and emotional support animal (ESA) requests and created an online training module for event coordinators to help them understand their obligations related to providing accommodations and how to report concerns of discrimination and harassment. These initiatives help create and support a culture of respect and inclusion, and provide guidance for compliance with not only NC State University regulations, but also with the expectations and requirements of major research funding organizations such as the National Science Foundation (NSF) and the National Institutes of Health (NIH).

EOE received and responded to 410 reports and complaints, which is a 44.37% increase from the previous year. Of these, 294 were complaints of alleged sexual harassment violations, representing a 32.43% increase from the previous year; 255 (86.73%) indicated a student as a Respondent and 37 (14.51%) indicated an employee as a Respondent.



### Restorative DEI Impact Response

- > 70 incident-specific impact reports (as of May 28, 2022)
  - 62 DEI-related reports
  - Most frequently reported direct impacts include a diminished sense of community (68%), Interference with Relationships (48%), Distrust (35%), and Psychological distress/anxiety/anger/stress (33%)
- > 66% of DEI-related reports involved race/ethnicity (and intersecting identities)
- > 29% of DEI-related reports involved gender/sexual orientation (and intersecting identities)
- > 79% of ALL reports involved additional, direct support and consultation, frequently involving multiple campus partners
- > 82% of DEI-related reports involved impact response and/or support

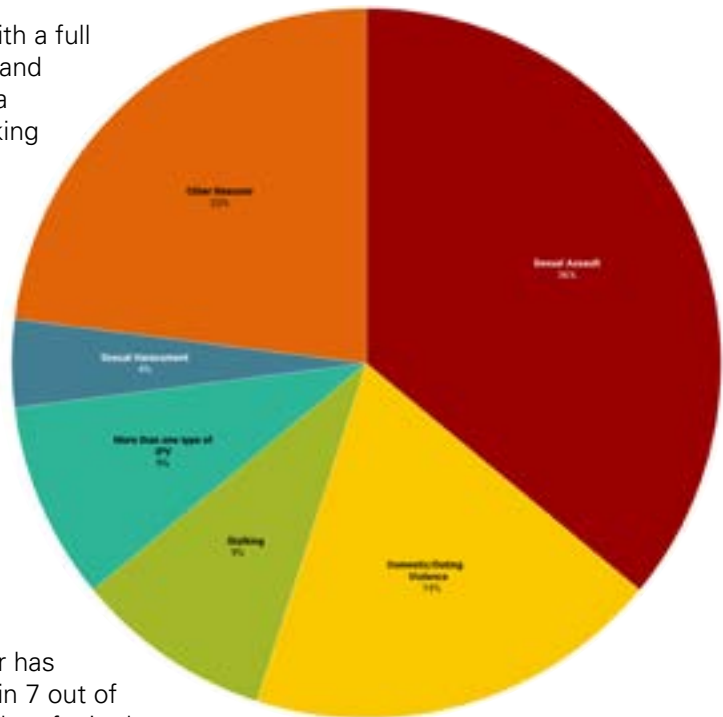


### Interpersonal Violence Advocacy and Services

As students returned to campus with a full resumption of on-campus housing and classes, the Women’s Center saw a significant increase in support-seeking from survivors of interpersonal violence (IPV). Students were provided with support ranging from crisis intervention and emotional support to academic accommodations, safety planning, emergency housing, financial support, referrals to counseling and accompaniment to medical care, police, legal services, Title IX investigation interviews, student conduct hearings and/or court.

When comparing month-to-month data from the last five years, this academic year the Women’s Center has supported the most students ever in 7 out of the 11 months that have occurred thus far in the academic year.

Not surprisingly, as the caseload increased, so did applications to the Survivor Fund. Over the past five years, the Women’s Center has provided more than \$43,000 in emergency funding from its Survivor Fund to nearly 80 student survivors to help cover legal and medical expenses, counseling and therapy, relocation and other expenses directly resulting from experiencing interpersonal violence. Half of that funding (\$21,310) was distributed in the 2021-2022 academic year alone.





# Assessment and Accountability

The second core area in OIED’s assessment model is Assessment and Accountability. In 2021-22, the following programs and initiatives aligned to this core area, increasing the ability of the office to measure the efficacy of our work and monitor how well we meet our goals. This core area also helps guide our future work. This year, OIED reflected on successes and opportunities for growth to understand where to improve next fiscal year. It also did advocacy work to help the University community better assess its DEI work and to facilitate accountability across the entire University.

## GLBT Campus Climate Assessment

Due to unit-level and division-wide staffing changes and the implementation of the University’s Strategic Plan, the GLBT Center utilized campus climate data and staff focus groups as a baseline for revision of its current goals. The ultimate focal point of this project is improving the experiences of students of color in the GLBT Center lounge and other microclimates.

The Campus Climate Analysis identified as priorities for improvement:

- > Becoming more welcoming to students and staff of color
- > Building relationships with other departments of the university
- > Making campus resources and knowledge easier to access for students and staff
- > Improving access to spaces and events for students with disabilities

## OIED Website Analytics

OIED has continued to use Google Data Studio to track website metrics and data, assessing online content performance and gauging interest in resources offered to the community. Below is a sampling of top 2021/2022 website metrics from OIED.

Website	AUG 21 - June 22 Total Pageviews	Top Referral Sources	Top Page
Vice Provost	124,791	Direct 8,530	<a href="#">In Response to the Buffalo Shootings</a> (2,180 page views)
AACC	22,197	Google 294	<a href="#">When MLK and the KKK Met in Raleigh</a> (108 page views)
GLBT	22,759	Google 414	<a href="#">Transgender Resource Roadmap</a> (97 page views)
MSA	13,980	Google 205	<a href="#">Symposium for Multicultural Scholars</a> (108 page views)
WC	21,863	Direct 237	<a href="#">Contact Us</a> (73 page views)

## Advocacy and Accountability Council on the Status of Women

The Council on the Status of Women (CSW) is a University Standing Committee that reports to the Provost and is charged with advising the Provost on matters related to the professional development and support of all NC State women on and off-campus, including faculty, staff, and students. The Women's Center Director traditionally typically serves in an advisory capacity for the Council while also connecting the Council to resources and support at the University. In May 2022, the Council met with Provost Arden and other key cabinet members to discuss the Council's work from the past year and share several "requests" related to the group's work. These requests included the following:

Pay and Power Equity - the Council requested a comprehensive mechanism to look at pay and power equity across campus with focused attention on EHRA non-faculty positions and SHRA positions.

Campus Climate - this subcommittee recommended that the University support and sponsor a mentorship program specifically for women of color who were staff on campus. The Provost agreed to fund an 18-month pilot program.

Lactation Spaces - the Provost renewed his support for the lactation space program on campus. The Council also asked him to identify key campus stakeholders to join the current multidisciplinary team working to determine financial, space, staffing, and improvement needs, and to work jointly to discuss the positives and drawbacks of shifting the spaces from lactation spaces to private health rooms.

## Advocacy for Comprehensive, Consistent Use of Names and Pronouns

NC State is very decentralized when it comes to how displayed names are used across campus. The GLBT Center worked with campus partners to fix this.

During the 2021-2022 academic year, the GLBT Center set out to better understand how the names and pronouns entered by students at various points of data collection are used across the university. NC State has had the ability for students to enter a preferred, displayed name into the MyPack Portal since 2015-2016. The university calls this "preferred name" and legal name "primary name" in its systems.

GLBT Center staff met with various stakeholders across graduate programs, colleges, and divisions to ascertain what different parts of the university were seeing and met with the Registrar's Office and other stakeholders to advocate for fixing these issues. In this meeting, both levels of advocacy were outlined and a connection made to continue this work into the 2022-23 academic year and beyond.





# Equal Opportunity Employment

The third core area in OIED's assessment model is Equal Opportunity Employment. In 2021-22, the following OIED programs and initiatives aligned to this core area, working to ensure that NC State's employment practices are fair and equitable.

## Service to Committees

OIED staff lent DEI expertise to various committees throughout the academic year. Below is a sampling.

### Search Committees:

- Senior Director of the Campus Community Center search
- GLBT Director search committee
- MSA Director search committee
- Senior Faculty Development search committee
- Director of Undergraduate Research (DASA)
- Senior Academic Advisor (CED)
- Distinguished Professor of Educational Equity (CED)
- Director for External Faculty Awards (Office for Faculty Affairs)

### Other Committees:

- SEA Change Bronze Award Team
- Equity Research Symposium Planning Committee
- QEP Proposal Review Team

In addition to serving on a variety of search committees, the Equal Opportunity and Equity unit provided search committee training to over 800 search committee members throughout the year for searches involving faculty, staff, and senior administrators. The OIED also houses the university's Equal Opportunity Officer which reviews interim reports and hiring proposals for all EHRA positions and works closely with departments and university human resources during the review and analysis in the annual affirmative action plan.





# Training and Education

The fourth core area in OIED's assessment model is Training and Education. In 2021-22, the following OIED programs and initiatives aligned to this core area, providing learning opportunities for the campus as a whole to advance their knowledge and skills in the areas of diversity, equity and cultural competence.

## Shifting Campus Culture and Climate through Education

This year OIED shifted campus culture and climate through foundational education initiatives and provided additional training for those who wanted to go deeper into the work. In order to help our campus community work towards more inclusive language, OIED partnered with University Communications on the Inclusive Language Guide now found on the NC State Brand website.

- Discrimination, Harassment, and Response (DHPR) Training *(1523 participants)*
- Search Committee Training *(809 participants)*
- Fundamentals and Applied Skills in Equal Opportunity *(324 participants)*
- Applied Skills in Equal Opportunity *(24 participants)*
- Americans with Disabilities Act (ADA) Training *(62 participants)*
- Title IX training for incoming students *(11,435 participants)*
- Responsible Employee Training *(1,626 participants)*
- Introduction to OIED Impact Response *(179 participants)*
- First Amendment and OIED Impact Response
- Foundations of DEI online module *(101 participants)*
- LinkedIn Learning Paths *(285 staff Learning Path completions)*
- New Student Orientation: IPV Prevention and Response Online Training *(8987 fall participants, 1000 spring participants)*
- Introduction to Diversity at NC State New Employee Orientation *(1100 new employee participants - 400 more than last year)*
- ECD 225: Foundation of Cultural Competence for Professional Success *(3 credits, 30 undergraduate students)*

This year, IESP built several key partnerships across the NC State campus through customized workshops. In the fall, IESP conducted sessions with Park Scholars, Chemical and Biomedical Engineering, and the Academic Support Program for Student-Athletes. In the spring, they conducted workshops for the Friday Institute, the College of Veterinary Medicine, Women in Tech, College of Design, Wellness & Recreation, and Chemical and Biomedical Engineering.

## Intermediate and Advanced Level Training

- The Intercultural Development Inventory *(120 participants)*
- DEI Summer Intensive *(60 participants)*
- Inclusive Excellence Certificate Program *(294 program completions)*
- GLBT Advocate Program for Faculty and Staff *(240 participants)*
- GLBT Student Advocate Program *(127 participants)*
- The Credential *(an intensive, 1-1 training, 10 participants)*
- Pack Survivor Support Alliance *(PSSA) (170 participants)*





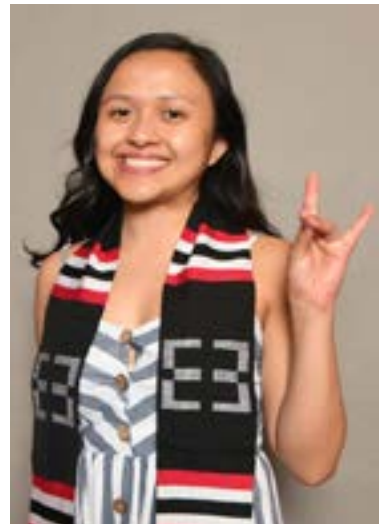
# Institutional, Student, Faculty and Staff Excellence

The fifth core area in OIED’s assessment model is Institutional Faculty, Staff and Student Excellence. In 2021-22, the following OIED programs and initiatives aligned to this core area to foster the success of each of our broad communities.

## Recognition of Excellence in Diversity and Inclusion on Campus

These awards are intended to honor and recognize students, faculty, staff members, and groups at NC State for their work. Our year-end recognition ceremonies for graduating students allowed a chance to celebrate and acknowledge the achievements of those involved with our centers throughout their college careers, while our professional recognition ceremonies focused on the excellence and achievement of our faculty and staff on campus.

- Ebony Harlem Awards of Excellence  
*African American Cultural Center*
- Lavender Graduation  
*GLBT Center*
- Multicultural Graduation  
*Multicultural Student Association*
- Recognizing Excellence in Diversity Event  
*Inclusive Excellence and Strategic Practice*
- Sisterhood Celebration  
*Women’s Center / Council on the Status of Women*
- Equity for Women Awards  
*Women’s Center / Council on the Status of Women*



## Celebrating Identity

A majority of programming this year revolved around visibility, acknowledgment, and unity themes surrounding the celebration of identity. Many of these programs revolved around the goals of student empowerment, encouragement of learning and competency development, and cultural awareness/inclusion in the NC State community. Our identity programming allowed spaces for connection, community building, and cultural learning within our four community centers.

- Kwanzaa
- Latinx Heritage Month
- Native American Heritage Month
- Asian, Pacific Islander, and South Asian American Heritage Month
- Black History Month
- Powwow
- GLBT History Month
- Women’s HERStory Month
- Women’s Center 30th Anniversary
- African American Cultural Center 30th Anniversary
- Indigenous People’s Day
- Transgender Day of Visibility







## Mentoring and Leadership Development

The sixth core area in OIED's assessment model is Mentoring and Leadership Development. In 2021-22, the following OIED programs and initiatives supported this core area to help facilitate student, employee and/or staff growth and success. This year, OIED focused on student leadership development.

### The Movement Peer Educators

The Movement is a group of trained interpersonal violence prevention peer educators with the NC State Women's Center. In the fall semester, 11 students completed six weeks (12 hours) of virtual training to join The Movement.

Throughout the year, The Movement peer educators facilitated 32 workshops, reaching more than 300 participants through virtual Zoom and in-person workshops on the topics of consent, healthy relationships and bystander intervention, as well as more specialized training.

### WomenNC

This initiative is a prestigious year-long leadership development program that pairs selected university students from the Triangle with research mentors from RTI's Global Gender Center.

### ColorGuard

ColorGuard is a GLBT Staff facilitated group consisting of 1-2 student leaders from each of the registered student organizations that focus on LGBTQ+ students' needs (social, emotional, professional, educational, or otherwise).





# Recruitment, Retention and Graduation

The seventh core area in OIED's assessment model is Recruitment, Retention and Graduation. In 2021-22, the following OIED programs and initiatives supported this core area to help strengthen our students' successful journey to, through and beyond NC State.

## Building Future Faculty (BFF)

The Building Future Faculty program aims to partner with every NC State college to provide mentorship and engagement with these participants - current PhD and/or post-doctoral students from underrepresented populations - while leaving a legacy of contributing to the increase in representation for underrepresented narratives and identities in academia. The representation of diverse narratives and identities in higher education leads to positive transformational outcomes for students, faculty, staff, and community stakeholders.

The 2022 BFF was held in-person for the first time since 2019. Twenty participants were present during the 3-day program, representing 18 different departments across NC State. Participants selected for the 2022 Building Future Faculty program represented 13 states, 15 higher education institutions and came to NC State with a diverse mosaic of identities, cultures, and experiences.

All program participants reported that BFF was a beneficial step in their path to a career in higher education.

Participant statements:

***"I just want to share my gratitude and recognition to all who worked hard to make this program happen. I have had excellent training in my program, but there were issues I learned in BFF that I wouldn't be able to learn from other experiences. I appreciate how carefully you chose the speakers, topics, and the positive interactions you all provided within and between workshops. I feel clear on my decision to pursue an academic position in the U.S.!"***

***"This was the best program I ever participated in.... The team is extremely friendly, approachable, and knowledgeable. This program changed my entire perspective and taught me key points I will DEFINITELY use as I apply for faculty positions. Jai and Nicole are amazing! Great work!"***

## Student Symposia

Symposia in OIED allow new students to interact with peers and high-level identity role models on campus and within their community.

## GLBT Symposium

The GLBT Symposium is a signature event consisting of a half-day welcome and community-building experience and is designed to provide incoming students with information about the GLBT Center, annual events, and ways to get involved. This year's Symposium was attended by a record 200 students, who learned about GLBT student organizations on campus, opportunities to volunteer through the GLBT Center, and LGBTQ+ resources in the local community.



Building Future Faculty welcomed 20 participants to campus for the first time since 2019



Through a student panel and college-focused conversations led by each college's Diversity Director, incoming students also got the chance to connect with each other and hear from returning students about what it's like to be GLBT at NC State.

### Symposium for Multicultural Scholars

The Symposium for Multicultural Scholars serves incoming students from historically underserved populations including Black, African, African American, Latinx/Hispanic, Native American, Indigenous, Asian, Pacific Islander, South Asian, and Bi/Multiracial students as well as first-generation college students. Its purpose is to foster a sense of community for students while providing them with information about campus support, personnel, and resources as a basis for helping ensure their academic, social and emotional success at NC State.

This year, 106 students from a wide range of cultural backgrounds attended. Students from each college at NC State were represented.

Former participants have remained connected to MSA and regularly spend time in the suite and attend MSA programming. Students have expressed that attending Symposium helped them find and build community as well as learn about resources that helped them successfully begin their journey at NC State.





# Research and Inquiry

The eighth core area in OIED's assessment model is Research and Inquiry. The following OIED programs and initiatives supported this core area, providing opportunities for in-depth examination and study of topics relating to diversity, equity and inclusion. Events this year revolved around understanding shared identity & experience.

## Women's Center Awareness Months

The Women's Center honors the strength, courage and resiliency of NC State activists, advocates and survivors who work to create a stronger and safer campus community. Awareness months educate students on the prevalence and impact of these situations on mental and physical well-being and move the community toward accountability for interpersonal violence.

- Domestic Violence Awareness Month
- Sexual Assault Awareness Month
- Stalking Awareness Month



## Student Dialogues

Student dialogues in OIED's campus community centers aim to increase students' engagement, self-efficacy, and facilitation skills in areas relevant to their lived experiences and identities. Dialogues are also meant to foster community, encourage authenticity and embrace a multiplicity of truths while providing for transformative learning through discussion and critical reflection.

- What's on the Table - *African American Cultural Center*
- Feminist Fridays - *Women's Center*
- Queer Quorum - *GLBT Center*
- Chat n' Chew - *Multicultural Student Affairs*



## Keynote Speakers

OIED welcomed a variety of keynote speakers this year to inspire, educate and enrich the campus community.

- Ricky Hurtado - *Latinx Heritage Month - October 7*
- Nora Dial-Stanley - *Native American Heritage Month - October 11*
- Brittney Cooper - *30th Anniversary African American Cultural Center - October 22*
- Niki Franco - *MLK Campus Commemoration - January 21*
- Dr. Frederick Engram - *MLK Campus Commemoration - January 21*
- Dr. Akinyele Umoja - *MLK Campus Commemoration - January 21*
- Aaron Arenas - *Collegial Conversation on Faith - February 24*
- La Spiritista - *Transgender Day of Visibility - March 31*
- J. Clapp - *Lavender Graduation - April 20*
- Leah Hollis - *Intersection of Bullying and Harassment - April 28*





# Strategic Planning

The ninth core area in OIED’s assessment model is Strategic Planning. In 2021-22, the following OIED and university programs and initiatives supported this core area, providing critical direction and helping to steer the course of diversity, equity and inclusion work at NC State. Specifically, OIED raised funds to resource itself for the next fiscal year, and planned out its initiatives for the next fiscal year for the greatest strategic impact.

## Day of Giving

OIED Campus Community Centers saw big wins in Day of Giving challenges this year due to their concerted efforts on social media and strong rallying of their followers. OIED was able to utilize and customize university-wide marketing materials to thank donors who contributed to various funds and centers.

The Women’s Center prioritized an extensive fundraising effort in order to cultivate new and continuing donors and strategically plan for future sustainability. Thanks to their Day of Giving campaign efforts and donor support, the Women’s Center raised over \$4,200 from 48 donors for the Survivor Fund and the Frances Graham Leadership Fund. In addition, The Movement Peer Educators won 2nd place for the most individual donations, earning a bonus of \$1,500 for the Women’s Center Survivor Fund.

In addition, the African American Cultural Center launched the Program Enrichment Fund in the spring semester. The program was utilized by four student organizations at NC State and drew in connections to approximately 100 more students within the NC State population.

## SEA Change

SEA Change “is a voluntary program that supports and recognizes institutions for action that measurably – and progressively over time – advance diversity, equity, and inclusion (DEI) in STEM.” OIED spent the past several months learning about SEA Change, participating in the “Institute” (technical support, research repository) and the “Community” (information sharing, relationship building) aspects of the program, as well as identifying what information NC State should collect and analyze for its Bronze Award application.

## Strategic Planning

Following the return to campus, OIED held strategic planning sessions to align its goals closer to the current NC State Strategic Plan. This is ongoing work that OIED will continue to refine, changing course as needed. OIED appreciates the support and partnership of the administration as it continues to find ways to make a positive impact on campus and with faculty, staff and students who depend on a welcoming, equitable and diverse environment to live and work.

*SEA change. (n.d.). SEA Change. Retrieved July 15, 2022, from <https://seachange>.*





OIED Recognizes  
Excellence in  
Diversity



*Celebrating and uplifting faculty, staff and students who do the work that helps move NC State towards being a more equitable, diverse and inclusive university is something that we look forward to annually.*

### **RED Event and the Chancellor's Creating Community Awards**

The 16th annual Chancellor's Creating Community Awards within the Recognizing Excellence in Diversity (RED) event was held in a hybrid format for the first time on April 20 in Talley Student Union and live streamed via YouTube Premiere. The Chancellor's Creating Community Awards were given in six categories: (1) Outstanding Faculty -Intae Yoon; Outstanding Staff - Raven Evans; (3) Outstanding Student -Wen Rivero and Amy Isvik as the second place recipient; (4) Outstanding Student Organization -Black Graduate Student Organization and the Chemistry Graduate Student Organization as the second place recipient (5) Outstanding College/Unit - English Department; (6) Alumni Legacy Award - Jamila Simpson and Aleda Howell.

This year's Chancellor's Creating Community Awards program took place in a hybrid format on April 20, 2022- both with an in-person event for award nominees and a live stream of the event on YouTube Premiere for the entire NC State community. Approximately 80 people tuned in live to watch the awards on YouTube and 34 were present for the in-person event. Since the premiere, there have been over 2,500 YouTube views of the event, thereby maximizing our efforts of amplifying the exceptional diversity, equity and inclusion efforts at NC State.



### The Sisterhood Dinner and the Equity for Women Awards

The Council on the Status of Women (CSW) is a University Standing Committee that reports to the Provost. The Women’s Center Director typically serves as the resource person/advisor for the Council. Given office transitions, Lisa LaBarbera-Mascote serves as the resource person/advisor to this committee. This year, CSW planned the annual Sisterhood Celebration on February 28, 2022, which was pre-recorded and shown via YouTube Premiere, due to the pandemic.

The theme for the 2022 celebration, *“Recognizing Your Magic,”* was based on Britney Cooper’s book *Eloquent Rage: A Black Feminist Discovers Her Superpower*, where she stated: “I have always lingered over stories of women who lead, women who know what they want out of this world, and women who demand that others respect them and recognize their magic.” With this powerful quote in mind, the Council felt it important to reflect on the historical underpinnings that led us to where we are today and honor those who have, and are continuing to, forge paths for a more equitable future.

A panel of four diverse and distinguished leaders across campus came together in conversation about this topic. Panelists included Dr. Deanna Dannels, Dean of the College of Humanities and Social Sciences, Dr. Christine Grant, Associate Dean of Faculty Advancement and Professor of Chemical Engineering, Sarah Ketchum, Director of Grounds and Building Services and Ritika Shamdasani, a student in Fashion Textile Management and Co-Founder of Sani. More than 228 individuals registered for this year’s event and the video has received more than 360 views to date.

The Equity for Women Awards were also given out at the Sisterhood Celebration. These awards are intended to recognize a student, faculty, staff member and group at NC State for their work towards gender equity the previous year. Eight individuals and two groups were nominated this past year and four awards were given out. This year’s award winners were: Dr. Joy Gaston Gayles (Faculty), Latasia Priest (Staff), Vicky Tang (Student) and Maru Gonzalez, Becca Zuvich and Chris Genwright (Group).



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## **Campus Community Centers**

### **African American Cultural Center**

355 Witherspoon Student Center

919.515.5210

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919.513.9742

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