



2019-20 YEAR IN REVIEW

OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY

From the Vice Provost



The 2019-20 academic year has been like no other in our lifetime.

We are still grappling with the devastating effects of the global pandemic and the ramifications it will have on our work, on higher education, and on society as a whole for years to come. Uncertainty has been our certainty since March, when the university transitioned to virtual learning for the remainder of the academic year, forcing us all to quickly reenvision our programs and services from within a remote framework.

Our first priority is and always has been the well-being of our students, faculty and staff. Not being able to support our community in the ways we traditionally have in the past has been a monumental challenge. And in many ways, our marginalized communities have experienced this challenge more acutely than others at the same time that we as the OIED team have experienced it alongside them. But we have discovered a new level of engagement and innovative ways to connect, and I am excited to see the level of interaction and connection achieved, even in the virtual world.

Under my tenure as OIED's vice provost this year — my first as the permanent vice provost after serving as interim for eighteen months — we had already planned to take a big step in launching a new program assessment model for our work. While we will be reporting on our first phase of this effort, you will also see a great deal of work around the two other major events of the year, our pivot to virtual working and learning due to COVID-19 during spring semester, and the revolutionary events around the fight for racial justice that were sparked by, and continue, since the killing of George Floyd on May 25, 2020, and all of the Black Americans who lost their lives due to racism before him.

I want to encourage us as members of the NC State community to reach out to each other and intentionally seek collaboration and fellowship even though it may look and feel different in this strange COVID reality. We must work together now more than ever to accomplish the goals that we can vividly imagine but have as of yet failed to reach. But I remain hopeful, engaged and motivated, and I hope you do too. Change is happening, and I invite all of us to be a part of it. It can continue to happen if we keep working together and pushing toward our vision.

In the pages that follow, you will see that we've organized our annual report based on the nine outcomes of our new program assessment model. These outcomes underpin everything we do. In our first year of the model, we expect to focus on emerging needs that may not have been apparent in previous years. We look forward to finding ways to fill these gaps, and in doing so, to use our time and resources to achieve even greater impact in a changing environment.

As a result of the focus and momentum around racial justice, we expect to unveil many new initiatives at the institutional level in the coming year, both in response to community demands as well as from imperatives that we will set forth to exceed our efforts of previous years. I am heartened by the focus on addressing racial equity we are seeing at all levels and look forward to reporting on this work as it unfolds.

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.

Vice Provost for Institutional Equity and Diversity
July 2020

A Year Like No Other

Our campus, state, nation and world have been impacted in unprecedented ways.

We as a community experienced, either through our individual parts or as a whole, incidents that affected us directly and ones that weighed on us in different ways. The **global pandemic** that caused a transition to virtual learning and working in March 2020 fundamentally altered our work, and issues surrounding **acts of violence towards persons of color and conversations about systematic racism**, made more urgent in May 2020 after the killing of George Floyd in Minneapolis, made their way from the distant national scene to our own neighborhoods. Narratives and conversations about these events occupied the national consciousness as well as our own newsfeeds, social media and office conversations.

In addition to this, events related to the federal government also impacted our community. One of these events was the **U.S. Department of Education's regulation on Title IX** pertaining to sexual harassment issued on May 6, 2020 that governs how educational institutions address sexual harassment.

Another milestone involved **the U.S. Supreme Court decision on June 15, 2020** that clarifies that Title VII of the Civil Rights Act of 1964, which bans discrimination based on sex, is applicable to sexual orientation and gender identity. Although NC State already offered this protection for its employees under its Equal Opportunity, Non-Discrimination and Affirmative Action Policy (NC State POL 04.25.05), the U.S. Supreme Court codified it into federal law.

The Office for Institutional Equity and Diversity (OIED) works each year to actively engage and interact with our campus community on the intersectionality of these topics with the multiple aspects of an individual's identity. Comprised of our Campus Community Centers, Equal Opportunity and Equity and Inclusive Excellence and Strategic Practice, OIED provides programs, training opportunities and interactive learning opportunities for all of NC State's faculty, staff and students.

In addition to continuing to provide research-based programs and training, OIED works to assess our offerings and the impact they have within our campus community and beyond. This work has led to the implementation of our new assessment model.

Our 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.

We facilitate 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.

Program Assessment Model

During the 2019-20 academic year, OIED created and implemented a new program assessment model.

A working group comprised of key OIED staff members met throughout the summer of 2019 and the model launched in September 2019. The model was built with three guiding frameworks: Sharp's Cultural Consciousness Matrix (2015); Marcella LaFever's Medicine Wheel; and NADOHE's Standards of Professional Practice for Chief Diversity Officers in Higher Education.

See our resulting model on the facing page.

Staff from the summer working group spent the fall semester engaged in providing orientation sessions to OIED units to ensure that every staff member understood the assessment model and was prepared for a spring semester pilot implementation.

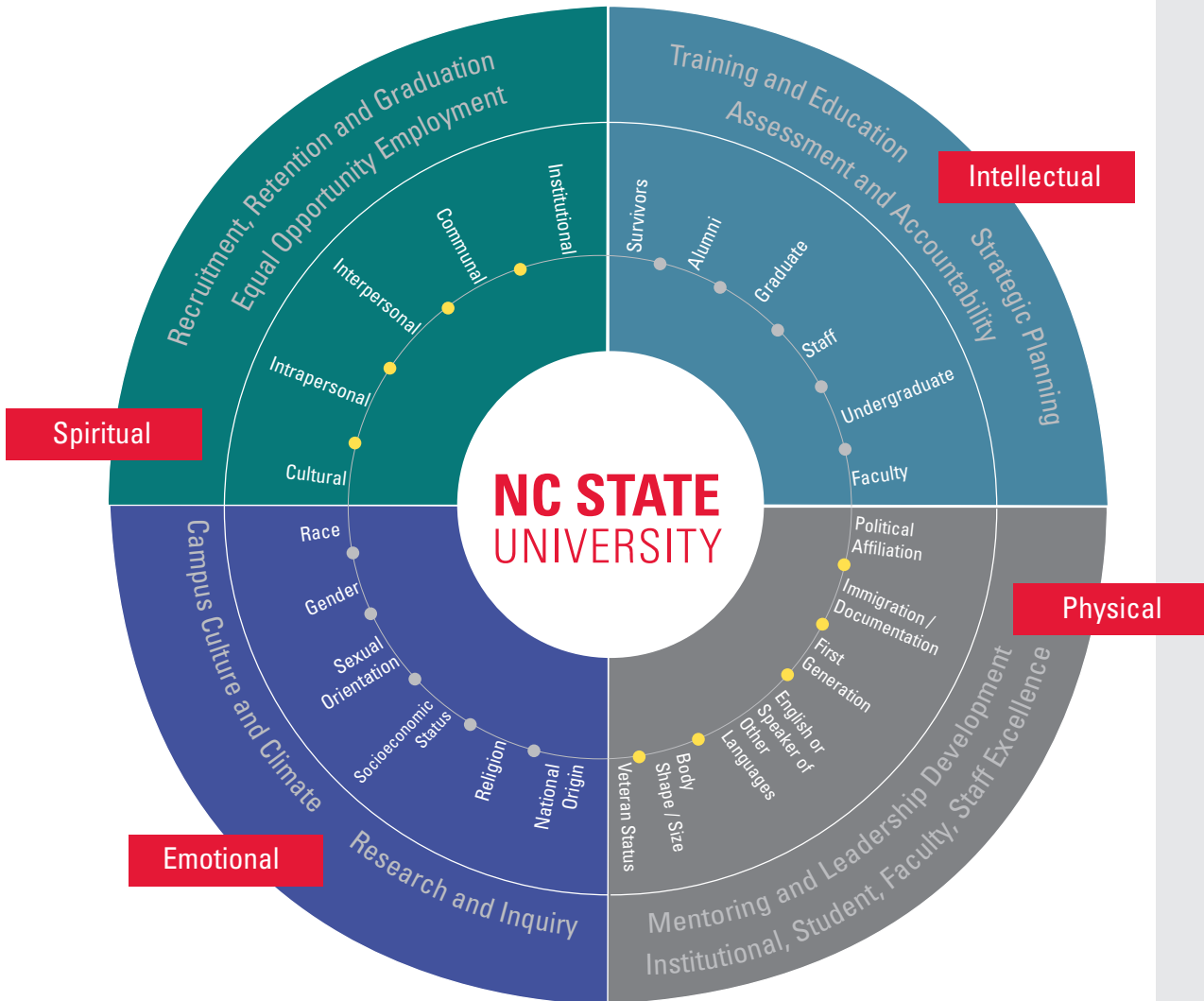
Unfortunately, due to COVID-19, participation in the pilot was cut short for the majority of our units because many of the programs and events designated for assessment were canceled or altered. We plan to relaunch the model as soon as we can.

In the following pages, we provide annual updates on all of our programs and initiatives, grouped corresponding to the outcomes of our new model.



Virtual Martin Luther King Jr. Project, Hunt Library, Feb. 15, 2020

Four Domains of Learning



Program Assessment Model of the Office for Institutional Equity and Diversity

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: For example, 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.

Our Units

The Office for Institutional Equity and Diversity has eight functional areas that work together to advance our mission on campus and beyond.

Vice Provost's Office

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

Equal Opportunity and Equity (EOE) 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 Title IX reports; facilitates training and education; and ensures that investigations and resolutions are conducted in a fair and equitable manner. EOE 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.

Inclusive Excellence and Strategic Practice

Inclusive Excellence and Strategic Practice (IESP) 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.

Bias Impact Response Team

The 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 expressions 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.

The Campus Community Centers work together to serve students, faculty and staff in Witherspoon Student Center, Talley Student Union, and virtually.

African American Cultural Center

The mission of the African American Cultural Center (AACC) is to cultivate the critical examination and exploration of African American and other African diasporic cultures. In order to fulfill this mission, we create culturally relevant programming and facilitate research engagement in order to promote cultural intelligence, identity exploration, and knowledge of the richness and diversity of diasporic communities for the campus and surrounding communities.

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.



GLBT History
Month October
2019



OIED Staff Members Geena Washington, Adrienne Davis, Jonathan McCorey, Stephanie Helms Pickett, Feb. 24, 2020

The first core area in OIED's assessment model is Assessment and Accountability.

In 2019-20, the following OIED programs and initiatives supported 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.

Accessibility Excursion

In cooperation with the Student Government Association, Equal Opportunity and Equity planned an Accessibility Excursion to test the new accessible campus map that launched in spring 2020. Participants traveled across campus using the map to determine accessible routes to traverse campus.

Alignment of Inclusive Education (AIE) Working Group and Pilot Assessment Model

In summer 2019 and scheduled to continue through fall of 2020, the Alignment of Inclusive Education working group has focused on creating a common repository and systems-thinking approach for the consideration, alignment, bandwidth, deployment and assessment of diversity and inclusion education by OIED. The group produced the new assessment model that OIED now uses to evaluate its programs and initiatives with the goal of examining current offerings, methods of delivery, metrics, best practices and exemplars, operationalize these practices across OIED and position OIED as the premier "go to" for all things D&I.

Communications Project Management

For the second year, OIED used Basecamp as a request tracking tool for all communications, design and marketing requests. The tool assists in maintaining an efficient turnaround time and provide centralized storage of marketing materials.

Complaint Process Flowcharts

Equal Opportunity and Equity developed and published web-based flow charts to effectively explain and describe the EOE investigation and resolution processes.

Equal Opportunity and Equity Evaluation

Equal Opportunity and Equity conducted a self-evaluation in which participants from the Sexual Assault Response Team (SART) affiliated groups identified areas of strength and growth for the Equal Opportunity and Equity unit.

Expanded Use of Maxient

Equal Opportunity and Equity expanded its use of Maxient, a case management platform, to ensure a timely, consistent and equitable process for any individual seeking accommodations under ADA or for religious reasons or assistance to address concerns of discrimination, harassment or retaliation.

Standard Operating Procedures

Equal Opportunity and Equity developed standard operating procedures (SOP) for processes to ensure consistent application, including conflict management plans; CSA reporting; employee accommodations under the ADA; employee investigations; employee requests for a service animal; ADA administrative process; Maxient case creation; notice of investigations finding and report sharing process for employee cases; how to request a sign language interpreter; use of holds from the Office of Student Conduct; and how to conduct protocol and investigation review processes during COVID-19.

Campus Culture and Climate

The second core area in OIED's assessment model is Campus Culture and Climate.

In 2019-20, the following OIED programs and initiatives supported this core area, helping to make NC State's culture and climate more welcoming and inclusive for students, faculty and staff.

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 38 requests for reasonable accommodations under the ADA for employees.

EOE also works to provide accommodations based on religion and modifications due to pregnancy to eligible individuals who have requested them. This year, EOE received 11 requests for religious accommodations and 8 requests for pregnancy accommodations.

Book Clubs

The Women's Center held four different book clubs throughout the course of the year. Each small cohort provided an opportunity to bring together students, faculty and staff to engage in deeper dialogue around issues of equity and social justice. Selections this year were *Born a Crime* by Trevor Noah (for community members), *Proud* by Ibtihaj Muhammad (for students), *Poet X* by Elizabeth Acevedo (for students) and *The Body is Not an Apology* by Sonya Renee Taylor (for community members). Each book club engaged between 8-24 members.

Campus Community Centers Open Houses

In fall and spring, the four Campus Community Centers (African American Cultural Center, GLBT Center, Multicultural Student Affairs and the Women's Center) hosted an open house to welcome visitors to learn more about each center's programs, groups and opportunities and build community with others. The Women's Center also hosted three additional welcome sessions in their center.

CARES Training for Respondent Services

In partnership with CARES/Prevention Services, Equal Opportunity and Equity (EOE) initiated the creation of a respondent services team to provide support for respondents in effort to maintain equity between complainant and respondent services. Individuals received comprehensive training about the EOE investigation and resolution process

Committees and Councils

OIED maintains partnerships with students, faculty and staff across the university by coordinating or convening committees dedicated to the needs of specific constituent groups. These include the University Diversity Advisory Council (UDAC), Diversity Directors and Assistant Deans, Hispanic/Latinx Group (HLAG) and several others.

Complaints and Investigations

Equal Opportunity and Equity (EOE) reviews complaints of discrimination and harassment under NC State's Equal Opportunity, Non-Discrimination and Affirmative Action Policy. Overall, EOE received and responded to 343 complaints. Complaint outcomes ranged from providing connections to university resources and supportive measures to formal investigations.

Discrimination and Harassment

This year, EOE received 128 complaints of alleged discrimination and harassment based on a protected class. These complaints totaled 175 alleged policy violations. Of the total complaints, 41 were against students and 87 were against employees.

Title IX – Sexual Harassment

This year, EOE received 214 complaints of alleged Title IX violations. These complaints totaled 236 alleged policy violations. Of the total complaints, 176 were against students and 38 were against employees.

Interpersonal Relationship Policy

EOE also investigates alleged violations of the university's interpersonal relationship policy. This year, there were 3 concerns related to address employees' adherence to this policy. In each of these cases, EOE assessed with the department and involved parties whether a conflict management plan was required.

Diversity Digest and Center Newsletters

OIED publishes the biweekly *Diversity Digest*, an email newsletter pertaining to diversity, equity and inclusion that goes out to over 5,600 subscribers in the NC State community. In addition, each of the campus community centers publishes a newsletter for its own constituents.

Exam Week Programs

The Women's Center continued to offer programming and de-stress activities for students during both the fall and spring semester. During the fall semester, offerings included massages, cookie decorating, painting opportunities and crafting. In addition, the center was open until 9 p.m. each day of finals week to give students additional locations to study. In spring semester, due to COVID-19, exam week activities were virtual.

Feminist Fridays

Feminist Fridays are student-initiated and facilitated conversations centered on topics of gender and equity. These hour-long facilitated conversations provide an opportunity for transformative learning through discussion and critical reflection. The variety of topics each semester centered dialogue about gender, equity and social justice. Attendance varied from 3 to 35 participants.

Interpersonal Violence Prevention Programs

This year, the Women's Center deepened relationships with campus partners to expand the reach of IPV training and workshops to a broader array of community constituents, delivering workshops to students, student-athletes, IPV service professionals, employees, student staff and leaders and residential directors and staff across the university.

Listening Parties

The Women's Center continued its listening parties this year, partnering with the Women of Welch Living and Learning Village for the music of Lizzo and the topic of body politics and its intersection with race, class and gender within higher education; and with the Black Male Initiative for the music of Hozier, Young MA and DaBaby on the topic of masculinity across race, class and gender.

The Masculinities Project

Following the 2019 pilot of The Masculinities Project, the Women's Center launched the second cohort in January, 2020 with nine participants, one student intern and two staff facilitators from the Women's Center and the Counseling Center. The project addresses issues of gender inequity by examining the links between historical patriarchal oppression and current systemic and institutional manifestations. Over eight sessions, students used both gender theory and personal narratives of real life experiences to develop their own lenses. The program ended early due to COVID-19.

Radical Joy Contra Tiempo

A partnership with NC State Live, this "radical joy" session enabled students, staff, and faculty to engage with the themes of radical joy, race, restorative justice and the sacred feminine, reclaiming the dominant deficit-based narrative of people of color in this country as being underprivileged, voiceless, powerless and victimized by embodying stories of joy collected from communities of color in South Los Angeles. Seven participated.



The Read

In this program, participants listen to *The Read* podcast together, increasing their awareness of current events and issues that impact Black LGBTQ+ people; analyzing how intersections of race, gender and sexual orientation impact a person's life; and create and share space that uplifts Black Queer people and their stories.

Multicultural
Student Affairs
Chat & Chew
Nov. 25, 2019

Campus Culture and Climate

Restorative Bias Impact Response

NC State's Bias Impact Response Team (BIRT), serves the campus community by offering a system and processes that invite students, faculty and staff to document and proactively address the impacts of bias-related incidents, behaviors and actions. BIRT supports affected individuals and groups, promotes education and dialogue and cultivates a campus climate that is conducive to successful student matriculation and effective faculty and staff development.

In 2019-20, OIED received 66 bias impact reports, of which 56 involved self-reported, observed impact and/or anticipated bias impact. Of these, 17 were referred to campus partners, 11 involved social media, social networking or web-based communication and 5 involved the Free Expression Tunnel. Overall, 67% of reports pertained to race, ethnicity or other identity areas.

#SetTheExpectation Community Pledge

In partnership with Athletics, the Women's Center worked to promote the visit of Brenda Tracy, survivor, activist and founder of #SetTheExpectation, provided support during Tracy's speakout for student-athletes and led a community circle following the event for students to process the impact of her story. Following the event, the Women's Center and The Movement peer educators staffed a table at a men's soccer game to raise awareness, distributed information at a football game and supported collaborations between the Movement and student-athletes. The Women's Center also supported participants from two additional workshops requested by members of Fraternity and Sorority life to sign the "Set the Expectation Community Pledge."

Social Media

OIED maintains five main social media channels, one for the main office and one for each of the campus community centers. Each of these channels includes a presence on several major platforms (see the back cover of this report for a full listing). We use social media to increase visibility and engagement on- and off-campus, promote events and reshare important information from other NC State organizations and partners.

Student and Support Groups

The Campus Community Centers each continued to coordinate numerous student groups based on a variety of common interests, support needs and special topics. Groups typically met on a regular schedule throughout the academic year, providing support, fellowship and resources for participants.

Student Lounge Workshop Series

The GLBT Center hosted a series of learning opportunities to enable participants to articulate the definitions of core concepts related to gender, sexuality, consent, safer sex, homophobia, transphobia, oppression and/or privilege; reflect on how these core concepts apply to their lived experiences; and identify strategies for serving as active allies, advocates and supports for their peers in the LGBTQ+ community.

Title IX Regulations

On May 6, 2020, the U.S. Department of Education released new regulations governing campus sexual assault under Title IX, the federal law that prohibits discrimination on the basis of sex in K-12 and higher education. These regulations will go into effect August 14, 2020. Equal Opportunity and Equity is working with the Office for General Counsel on a new sexual harassment (Under Title IX) policy and procedure as well as updates the current NC State Equal Opportunity, Non-Discrimination and Affirmative Action policy and the Code of Student Conduct and accompanying procedures.

Transgender Day of Remembrance

Transgender Day of Remembrance (TDOR) is an annual observance on November 20 that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence. The NC State community was invited to reflect on the individuals we have lost and discussed ways we can prevent further loss; 23 attended.

Volunteers

The campus community centers cultivate dedicated volunteers from the community to help support their programs and events. In particular, the Women's Center has increased volunteer engagement, communicating



African American Cultural Center
What's on the Table?
Sep. 27, 2019

regularly via a volunteer newsletter to 400 subscribers. Volunteers perform a range of duties within the center, from assisting with tasks and duties within the center to assisting with events.

What's on the Table?

"What's on the Table?" (WOTT), is an intergenerational conversation in which students, faculty, staff, alumni and community members can discuss anything and everything from current pop culture to global crises. They are semi-structured, organic conversations led by student facilitators using grounding pedagogical practices empower participants to own the space and share their opinions in constructive ways. The goal is to introduce "mattering," or cultivating an affirming culture of "existence as validity," and cultural competency practices to increase participants' ability to engage in civil discourse. The weekly conversations averaged 27 participants.

Window to Education (Ventanilla de Orientación Educativa)

In its final year of funding, the Window to Education provided information and resources to prospective NC State families through the Mexican Consulate in Raleigh. Since its beginning in 2018, the Window to Education made over 9,000 connections and hosted 81 programs.

Women of Welch Living and Learning Village

The Women's Center is the campus partner for Women of Welch (WOW) Living and Learning Village. NC State Women's Center Assistant Director Angela Gay served on the advisory board again this year. Bri Elum served as the community director for the Triad and lead for the WOW Village and after her departure, Tiffany Chan served in the interim. Building on last year's work, the Women's Center and the village director worked to create and implement learning outcomes for the village, an intentionally designed programming curriculum and the planning of retreats. Twenty-three students participated in the village this year.



Association of Latino Professionals For America Event, Oct. 22, 2019

Equal Opportunity Employment

The third core area in OIED's assessment model is Equal Opportunity Employment.

In 2019-20, the following OIED programs and initiatives supported this core area, working to ensure that NC State's employment practices are fair and equitable.

Faculty Hiring Process Improvement Group

NC State's Human Resources division hired an outside consultant to help review its processes and subsequently identified the mapping, assessment and redesign of the faculty hiring process as its first priority. OIED participated in the faculty hiring process core team meetings and subsequent workgroups for this process, providing guidance and feedback to help create efficiency and nuance the process for both applicants and university system users.

EHRA Waiver Process

In an effort to clearly define, automate and fully integrate the EHRA waiver process into PeopleAdmin, OIED worked together with Human Resources to announce an enhanced version of the waiver of recruitment procedure for EHRA positions. This improvement came as part of a broad suite of enhancements to the faculty hiring process that also resulted in a revised waiver of recruitment form, updated process maps and system workflow, and revised reasons that a waiver can be considered to be consistent with federal equal opportunity and affirmative action guidance and NC State business practices.

Equal Employment Opportunity and Affirmative Action (EEO/AA) Plan Enhancements

Equal Opportunity and Equity analyzed the university's EEO/AA planning process to clearly identify the goals of EHRA and SHRA recruitment efforts. In prior years, only data for SHRA employees was reported. The new process will result in two distinct plans for better management and analysis to reach the goals of each.

Search Committee Trainings and Guidebooks

This year, Equal Opportunity and Equity (EOE) updated its Search Committee Training presentation and is currently updating the online training for employees. This training educates NC State employees who participate on hiring committees how to conduct fair and equitable search processes for hiring new employees. EOE is also currently updating its recruiting and hiring guidebooks, to be completed in summer 2020.

See Training and Education for more information about workshops held during 2019-20.



Winslow Hall (above), Talley Student Union (left), two of OIED's campus homes

Institutional, Student, Faculty, Staff Excellence

The fourth core area in OIED's assessment model is Institutional Faculty, Staff and Student Excellence.

In 2019-20, the following OIED programs and initiatives supported this core area to foster the success of each of our broad communities.



Blacks in Wax, Feb. 22, 2020

Art Gallery Exhibitions and Talks

"When MLK and the KKK Met in Raleigh"

Sharing never-before-seen photos recently recovered from his archival research, Professor of English Jason Miller contextualized Martin Luther King, Jr.'s only appearance at NC State University, on July 31, 1966, within the framework of an 1,800 person KKK rally in downtown Raleigh. An accompanying art gallery exhibition, "When MLK and the KKK Met in Raleigh," traced the visit and march. The intentional counter-protest stole the headlines and continues to inform the fact that very few within the NC State community even know about Dr. King's appearance at Reynolds Coliseum. The event drew 122 attendees with over 350 visiting the exhibit during its run in the gallery.

"Existence as Resistance: The Magic in Blackness"

The Women's Center, in partnership with the African American Cultural Center, curated an exhibit for Black History and Womxn's HERstory month entitled, "Existence as Resistance: The Magic in Blackness," featuring the photography of Jacqueline Perry combined with the artwork of the 32 subjects. Other partnerships included NC State Libraries for WolfTales and the GLBT Center for post-opening discussions and workshops. The exhibit showcased and centered the experiences of Black, African and African American faculty, staff and students at NC State through an Afrofuturistic perspective. The exhibit opened with a reception garnering over 160 people. After early closure due to COVID-19, the center created a virtual web-based version of the exhibit.

"Blacks in Wax" Live Museum

The African American Cultural Center, in collaboration with its AYA Ambassadors student group, presented its annual Blacks in Wax Live Museum during Black History Month. The event brings the past to life with key moments from Black history. Student reenactors performed on all three floors of Witherspoon Student Center to portray notable historic figures and interact with visitors. This year's museum attracted 671 visitors with 46 volunteers assisting throughout the day.

Chocolate Festival for Breast Cancer Awareness and Research

The Women's Center hosted the 17th annual Chocolate Festival combining breast cancer awareness and wellness with chocolate sampling and a silent auction. The event was part of Parents and Families Weekend and drew a crowd of over 1,300 parents, students, faculty and staff. Seventeen chocolate vendors and seven health, wellness and student groups worked with over 100 volunteers to raise \$11,605 for Women's Center programs, including \$3,000 for the Kay Yow Breast Cancer Fund.

Council on the Status of Women

The Council on the Status of Women (CSW) is a university standing committee that reports to the provost. Women's Center Director Lisa LaBarbera-Mascote serves as the resource person/advisor to this committee. During the 2019-2020 academic year, the council broke its advocacy work out across four working groups: a policy issues working group, which focused on continued advocacy for paid parental leave and an examination of lactation spaces on campus; a professional development working group, which hosted three different opportunities for development open to the entire campus community; and a campus climate working group, which collected resources regarding recruitment and retention of faculty and staff of color, mechanisms to support underrepresented faculty and staff, and campus-wide training recommendations to help with campus climate, recruitment and retention.

Equal Opportunity Officers

OIED conducted a national search and hired two experienced investigators to serve as equal opportunity officers. Equal Opportunity and Equity now has four equal opportunity officers who conduct investigations.

Equity for Women Awards

The Equity for Women Awards, given annually at the Sisterhood Dinner, recognize NC State students, faculty and staff for their work towards gender equity in the previous year. Of 22 nominations, this year's winners were Elizabeth Nelson (faculty), Delisha Hinton (staff), Kony Chatterjee (graduate student) and Jackie Lanning (undergraduate).

Freshman Convocation

Multicultural Student Affairs continued its tradition of recognizing academic excellence among multicultural students with a 3.0 GPA or higher in their first semester at Freshman Convocation.

GLBT Advocate Program

The GLBT Advocate Program is a continuing education and engagement program for faculty and staff that provides participants with ongoing opportunities to learn and show their support as allies and advocates of the GLBT community. Participants take workshops and attend events during the year; this year 389 registered and over 70% completed at least one of the two requirements.

Kwanzaa Celebration

Kwanzaa celebrates contributions of the African diaspora, family and the community through the seven principles of the *Nguzo Saba*. This year, we featured community contributions from the AACC artist-in-residence, an "Ask a Black Counselor" segment, DanceVisions, Uninhibited Praise Gospel Choir and Hip Hop Project. The *Karamu*, or feast, followed the performances in the African American Cultural Center.

Recognizing Excellence in Diversity Event, Chancellor's Creating Community Awards

The 14th annual Chancellor's Creating Community Awards, presented at the Recognizing Excellence in Diversity (RED) Event, honors outstanding faculty, staff, colleges, students and student organizations that have made exceptional contributions in the areas of equity, diversity and inclusion. On April 22, 2020, this event took place virtually for the first time via YouTube Premiere, attracting triple the audience of previous years. Awards were given in six categories: Joy Gaston Gayles received the Outstanding Faculty Award; Wesley Wade received the Outstanding Staff Award; Dani Davis received the Outstanding Student Award; the Wilson College of Textiles received the Outstanding College Award; the Student Veterans Association received the Outstanding Student Organization Award; and Samantha Warren received the Alumni Legacy Award, given for the first time this year.

Institutional, Student, Faculty, Staff Excellence

Sisterhood Dinner

The Women's Center and the Council on the Status of Women planned the annual Sisterhood Dinner on February 24, 2020. This year marked the 35th anniversary of the dinner. The event's theme was "Writing the Next Chapter." The program included a reading of Sonya Renee Taylor's poem, "The Body is Not an Apology" by graduate students Shantoneeka Zorn, Rasheeda Fletcher and undergraduate student James Daniels. The keynote speaker was Kendra Johnson, executive director of Equality NC. A special tribute was paid the employees who helped make parental leave possible, and the Chancellor was in attendance for the first time. Nearly 600 attended and the silent auction raised over \$3,000 for Women's Center programs.

Website Redesign

In January, OIED completed the migration of all of its websites to the NC State web platform. The migration improved web accessibility and SEO across all the sites, improved usability and the sharing of our information across the university and provided the opportunity to thoroughly review and substantially update all of the content. The new websites also integrate the new university calendar, providing more consistent and visible event management across OIED.

Year-End Celebrations

Due to COVID-19, we recognized our students virtually this year. In place of Lavender Graduation, the GLBT Center created a virtual yearbook. Multicultural Student Affairs also created a virtual yearbook in place of Multicultural Graduation. We look forward to resuming in-person celebrations in the future.



Sisterhood Dinner, Feb. 24, 2020

Mentoring and Leadership Development

The fifth core area in OIED's assessment model is Mentoring and Leadership Development.

In 2019-20, the following OIED programs and initiatives supported this core area to help facilitate student, employee and/or staff growth and success.

Building Future Faculty Program

The 2020 Building Future Faculty (BFF) program is a 2.5-day professional development workshop for dissertation students, candidates and postdoctoral scholars who are preparing for faculty careers. Attendees learn about what to expect and what is expected of a faculty member at a research-extensive institution; 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. The 2020 Building Future Faculty (BFF) program was scheduled for April 1-3, 2020. Unfortunately, as a result of COVID-19, and to ensure the safety of our participants and NC State faculty, we postponed the program.

The Movement Peer Educators

The Movement is a group of trained interpersonal violence prevention peer educators in the Women's Center that seeks to end interpersonal violence at NC State through peer education, advocacy and collaborative action to ensure a safe and equitable campus community. During the 2019-2020 academic year, The Movement completed a transition from a recognized student group to paid student staff members with the NC State Women's Center. This transition served to create long-term sustainability, increased training capacity for student peer educators and provided broader reach within the NC State community. In addition, the center piloted its first facilitator training open to any current member of The Movement. In March 2020, 14 returning members received advanced training to become trained workshop facilitators. In 2019-2020 The Movement's workshop facilitators led 21 workshops, reaching approximately 244 people with information and practical skills related to consent, healthy relationships, sexual violence, stalking, bystander intervention and supporting survivors. The Movement also hosted numerous awareness-raising events throughout the year. The Movement also accepted a new cohort of 22 members this year.

Read to L.E.A.D.

In its final year of funding, the Read to L.E.A.D. program culminated its community youth literacy initiative with 20 campus mentors for 22 youths. Offering a mentoring experience through Multicultural Student Affairs in partnership with AmeriCorps, the program used literacy as a tool to promote social justice, equity and diversity through weekly activities.

Student Leadership Retreats

In fall and spring, the GLBT Center hosted retreats with LGBT-identified student organization leaders in which we discussed campus climate, leadership development opportunities and assistance with student organization logistics, such as identifying an advisor. The two retreats engaged 48 total attendees.



The Movement, Oct. 31, 2019

Recruitment, Retention and Graduation

The sixth core area in OIED's assessment model is Recruitment, Retention, and Graduation.

In 2019-20, the following OIED programs and initiatives supported this core area to help strengthen our students' successful journey to, through and beyond NC State.



AfroPack
Oct. 19, 2019

AfroPack Festival

Held on October 19, 2020, the African American Cultural Center celebrated Black Joy in all its forms during AfroPack, a part music festival, part playground, and part free expression experience on Harris Field for 76 attendees throughout the day. The gathering reinforced the center's theme of the year: "Stories of Home" with an emphasis on community and the telling and retelling of narratives of Blackness, both local and global.

Alternative Spring Break

The GLBT Center established an Alternative Spring Break (ASB) trip to San Francisco that gives students the opportunity to observe, process and strategize about intersecting social justice issues, including homelessness, inadequate mental and physical healthcare, interpersonal and community violence, the school-to-prison pipeline, food deserts and targeted discrimination and harassment, among others. This year, 11 participated.

The Women's Center hosted its annual ASB trip to Guatemala again this year. Eleven students and a faculty advisor made the trip this year. The group celebrated International Women's Day on Mar. 8 by passing out flyers about womxn's rights and then joining Guatemalan activists in a march through the capital in support of a gender-equitable and socially-just world without violence. Throughout the rest of the week, participants met with local and indigenous womxn's rights groups to learn more about their experiences in overcoming trauma and adversity while leading their local communities in healing and recovery. During daily reflection activities, the ASB team explored traditional understandings of masculinity, femininity and non-binary gendered identities, the role of gender in contemporary society, how gender influences the daily lives of Guatemalans and how activists use their voices to create change through an examination of current and historical social justice movements across the globe. The group completed the trip and returned home just 48 hours before Guatemala closed its borders due to COVID-19.

Drop-In Counseling

The Campus Community Centers continued to host staff from the Counseling Center for weekly drop-in counseling hours to assist students in the centers who wished to speak with a trained counselor.

GLBT Center Holiday Potluck

Each year the GLBT Faculty and Staff Network hosts a potluck the week before Thanksgiving break. Network members provide all the food and host the event for current LGBT students. The event brings the LGBT community together and ensures that all students have the opportunity to celebrate the holidays with a safe and supportive "family." This year, 87 attended.

GLBT Symposium

The GLBT Symposium is a welcome and community-building experience that provides incoming students with information about the GLBT Center, annual events and ways to get involved. Students learn about LGBT student organizations on campus, opportunities to volunteer through the GLBT Center, and LGBT resources in the local community. Over 100 student attended.

Interpersonal Violence Advocacy Services

In 2019-20, direct survivor support continued to be a rapidly increasing area of focus for the Women's Center, with 92 students using survivor advocacy services, a slight increase from the previous year; however, COVID-19 interrupted the upward trend in cases. Advocacy services included support for sexual assault (36%), domestic/dating violence (10%), stalking (10%), secondary survivor support (9%), sexual harassment (7%), multiple reasons (7%) or other reasons such as sexual exploitation, childhood abuse, mental health concerns related to trauma and retriggered trauma (22%) or unknown reasons. Types of support included crisis intervention, emotional support, academic accommodations, safety planning and accompaniment to counseling, medical care, police, legal services, Title IX investigation interviews, student conduct hearings and/or court.

Sexual Assault Helpline

The Sexual Assault Helpline (919.515.4444) 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. Calls to the line continue to be low, though requests to the companion advocate email (ncsuadvocate@ncsu.edu) are increasing. Eight percent of students who sought support from the Women's Center this year did so using the helpline.

Multicultural Graduate Student Orientation

For the second year, Multicultural Student Affairs (MSA) hosted an orientation for multicultural graduate students. This year, 17 graduate students attended.

Symposium for Multicultural Scholars

The annual Symposium for Multicultural Scholars drew 99 incoming first-year students during Wolfpack Welcome Week. Symposium provides an opportunity for incoming students from traditionally underserved backgrounds to connect with campus. Students attend sessions about campus resources and services, meet NC State staff, faculty and alumni, and attend workshops and information fairs. Returning students welcome incoming first-year students by serving as program counselors and attending social events.

Undergraduate Course: ECD 225

This three-credit-hour course engages students in the process of working effectively with diverse populations. It was offered in fall 2019 and enrolled 30 students. Leah Young and Marcela Torres-Cervantes served as instructors.

Womxn of Color Retreat

The Womxn of Color Retreat provided an opportunity for undergraduate and graduate students who self-identified as womxn of color to challenge, explore and nurture themselves authentically through self-exploration with other womxn of color and create a community focused on finding meaning, healing, support and trust. The broad goal is to create a space where womxn of color can express themselves, explore their multiple realities and intersecting identities and discover and critically examine the intricacies of power, leadership, solidarity, sisterhood and scholarship. Forty-one attended the retreat, which took place at the Franklinton Center in Whitakers, NC.

Womxn of Color Support Group

The Women's Center co-created and co-led a support group for womxn of color with Prevention Services. The program provided a space for womxn of color to authentically and holistically discuss their individual experiences on campus. Through fellowship, discussion and shared experiences, participants developed a deeper understanding of themselves, cultivated a space to question and challenge ideas and developed tools to reflect their internal voices, all while practicing vulnerability and working to support each other. Participants ranged from 2-10 attendees biweekly. The group met virtually during COVID-19.

Research and Inquiry

The seventh core area in OIED's assessment model is Research and Inquiry.

In 2019-20, 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.

African American Cultural Center and Library and Media Room

Located on the second floor of Witherspoon Student Center, the African Cultural Center Library and Media Room houses over 7,000 volumes. A total of 358 patrons visited the AACC Library in 2019-20. On average, 3 to 4 patrons visited the library every day.

Asian Pacific Islander Desi American Heritage Month

Asian Pacific Islander Desi American (APIDA) Heritage Month, nationally recognized in May but celebrated from March 15 to April 15 at NC State, celebrates the collective accomplishments, stories and experiences of Americans from Asian, Pacific Islander and Desi heritage. During APIDA Heritage month, we pay tribute to the generations of APIDA-identified individuals who have had an impact on American society, history, and culture. This year's theme was "Our Story: Unraveled," reflecting the many histories of the APIDA community that weave together to make a beautiful tapestry known as "Asian." For this year's Asian Pacific Islander Desi American month, we adjusted our plans in response to current COVID-19 safety measures. However, highlights included a virtual keynote address from Amy Zhong and the launch of NC State's Asian and Asian American Historical Timeline by NC State Libraries fellow Victor Betts. The month included 21 events, 13 student groups participated in the kick-off, and 180 people viewed the virtual keynote address.

Black History Month

Each February, Black History Month nationally celebrates the achievements of and by Black Americans and recognizes the central role of African Americans in U.S. history. However, for NC State's 2020 celebration, we wanted to create space to honor the legacies, histories

and contributions of Black people across the Diaspora. The theme for 2020 was "The Future is Bright Black." Attendance across 10 events was 7,230 with 157 of those at the AfroFunk event.

Collegial Conversations

In an effort to provide NC State employees with relevant topics and timely and valuable information following campus' closure, coupled with racial protests, Inclusive Excellence and Strategic Practice elected to host a virtual professional development series. The topics were: Facilitating Inclusive Meetings; Safety, Productivity and Stress: Managing Self, Work and Family Amidst a Pandemic; and Identities Beyond Athlete. The sessions averaged over 70 attendees.

Domestic Violence Awareness Month

The Women's Center raised awareness for domestic and dating violence throughout the month of October for Domestic Violence Awareness Month. The Movement hosted two peer-led trainings focused on healthy relationships and supporting survivors, interacted with the campus community at a Halloween-themed DVAM table event focused on consent, and hosted *Escalation*, a film-based discussion focused on identifying and understanding the unhealthy relationship behaviors depicted in the film. Additional events included partnering with the GLBT Center for a workshop on IPV in the community, expressive arts therapy focused on gardening with the Counseling Center and a lunch and learn in partnership with the Masculinities Project and The Movement on masculinity, sexual violence and shifting culture through education.

From Theory to Praxis

For the second year, the Women's Center held "From Theory to Praxis," an ongoing collaboration with the GLBT Center that bridges gaps between theoretical discussions and actionable change by emphasizing the authenticity and the truths that participants bring to conversations. Each event averaged 2-6 students. 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 of critiquing and making accessible, challenging theoretical literature. This year's sessions focused on *The Radical Potential of Queer Politics*.

Gender and Equity Research Symposium

The Gender and Equity Research Symposium spotlights research that promotes a more equitable and justice-oriented society. The theme for vGERS 2020 was "Amplifying the Value of Lived Experience in Scholarship." An initiative of the Women's Center, the symposium provides scholars an opportunity to present their research. Participants submitted proposals for posters and oral presentations. Additionally, students engaged in roundtables. The focus of all presentations was to address gender, intersectional identity and equity in research. The symposium moved to a virtual format due to COVID-19. Over 225 people registered and 63 researchers and scholars presented their research.

GLBT History Month

GLBT History Month is an annual series of events held each October that engage students, faculty and staff in learning about the intersections of LGBT history and activism. This year's programs included the annual Pride celebration in Durham that paid homage to the Stonewall Riots and celebrated the self-acceptance, achievements and determination of the LBGT community; a history panel with representatives from LGBTQIA+ organizations, businesses and agencies offering their perspectives and knowledge about the history of LGBT communities in the Raleigh area; *Upstairs Inferno*, a documentary screening and shared discussion about LGBT history and the future of the community with The Smokin' Cardinal Sisters of Perpetual

Latinx Student
Event Oct. 22, 2019



Research and Inquiry

GLBT History Month, continued

Indulgence; and *Paris is Burning* documentary screening that provides a vibrant snapshot of the 1980s through the eyes of New York City's African American and Latinx Harlem drag ball scene, from fierce contests for trophies to house mothers offering sustenance in a world rampant with homophobia and transphobia, racism, AIDS and poverty. Nearly 100 participated in the month's events.

Latinx Heritage Month

At NC State, we name our annual celebration Latinx Heritage Month to be inclusive of the experiences and identities of our students, staff, faculty and community. This year, a committee of students came together to develop the theme, "LatinXistence: Estamos Bien," which centered current realities of being a young Latinx person in the U.S. The month included 19 events. Ten student groups participated in the kick-off event, and 68 attended the keynote address by BloomHomie.

Love Your Body Day Summit

Supported by the National Organization for Women, National Love Your Body Day (LYBD) brings attention to beauty myths and stereotypes that have been ingrained into dominant media and dialogue. In collaboration with campus partners, including the GLBT Center, Multicultural Student Affairs, Women's and Gender Studies, the Oaks Scholars Program, the National Pan-Hellenic Council and the College of Agriculture and Life Sciences, the Women's Center organized a day-long Love Your Body Day Summit, concluding with keynote by Natalie Bullock Brown. The LYBD Summit shifts the narrative around body positivity to be more inclusive, decolonized and intentional. The theme was "Revolutionizing All Bodies: Finding Space in Institutions Not Made for You." Approximately 144 people engaged in workshops throughout the day.

Native American Heritage Month

Native American Heritage Month began on Nov. 1, 2019 with a kick-off that featured performers Alexis Raeana and the Castle Street Blues. Among the approximately 10 events of the month, the Native American Student Association (NASA) celebrated the 15th year of Culture Night. Additionally, MSA partnered with Dining Services to host "A Taste of Native American Cuisine," and hosted inaugural Indigenous Scholar-in-Residence Malinda Maynor Lowery.

Sexual Assault Awareness Month

Throughout the month of April, the Women's Center furthered the national conversation surrounding sexual assault prevention through its programs and trainings. While all in-person programming was canceled, including The Movement's peer educator workshops and a Supporting Survivors Training for faculty and staff, the Women's Center transitioned some SAAM programming to a virtual format, including "Interpersonal and Sexual Violence in the GLBT Community," a two-hour workshop with 35 attendees, and "Survivor Expressive Arts Therapy: Creating our Way into Resilience," an ongoing partnership with the Counseling Center open to self-identified survivors of IPV. This trauma-informed event was limited to 10 students.

The Clothesline Project

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. Previously, 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. Shirts were displayed in the Talley Student Union atrium, as well as in each of the four campus community centers, the Office of Fraternity and Sorority Life and Student Involvement. Due to COVID-19 and the closure of campus, the Women's Center moved the Clothesline Project to a virtual format. Members of the campus community designed t-shirts digitally or by hand; designs were then shared with the larger community via social media on Instagram and Facebook, creating greater outreach than previous years even though the in-person component did not occur.

Take Back the Night

Take Back the Night is an annual event on campus that serves as both a primary and tertiary prevention effort focused on awareness-raising about sexual assault as well as campus and community resources. It is generally comprised of a rally, a march and a survivor speakout to create a space for survivors to connect and heal. Due to COVID-19, the rally moved to an online format while the march and survivor speakout were canceled. The online rally focused on honoring the strength, courage, and resiliency of NC State activists, advocates and survivors. The rally highlighted a video documenting the history of Take Back the Night by graduate student Samantha Aamot. The keynote focused on resilience of survivors of color and ways to move forward during this challenging time by Dr. Stephanie Helms Pickett, associate vice provost, OIED/ A panel of NC State student leaders from The Movement

spoke on leadership and self-care during COVID-19. The rally, with approximately 50 attendees, ended with an overview of how to access resources from campus and community partners.

Womxn's Herstory Month

The theme for this year's Womxn's Herstory Month was "Our Voices, Our Bodies, Our Stories: Strategies for Radical Self-Love." The Women's Center and offices and departments across NC State hosted events. The keynote speaker was Sonya Renee Taylor, author of *The Body is Not*

an Apology: The Power of Radical Self-Love. Taylor also engaged 25 campus student leaders in a workshop and did a meet-and-greet with approximately 30 people from the spring semester book club. After the speech for about 250 attendees, Taylor signed copies of her book. Due to COVID-19, some programs did not take place.

Multicultural
Student Affairs
Native American
Heritage Month
Nov. 25, 2019





NC State University's Annual Sisterhood Dinner, Feb. 24, 2020

Strategic Planning

The eighth core area in OIED's assessment model is Strategic Planning.

In 2019-20, 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.

Advancing Inclusion and Well-being to Enhance Excellence Task Force

The Advancing Inclusion and Well-Being to Enhance Excellence Task Force, led by Vice Provost Sheri Schwab and Executive Director, Counseling Center and Prevention Services Monica Osburn, advises the provost as part of the university's next strategic planning process. This university-wide group created a presentation outlining central challenges facing NC State, a brief overview of where we stand relative to facing those challenges, a prospective model for NC State's advancement in these areas, and held virtual listening sessions. Findings will guide the creation of a report outlining themes to be addressed in the next strategic plan as well as initiatives and strategies that will create progress within those themes.

NC State
Belltower



Training and Education

The ninth core area in OIED's assessment model is Training and Education.

In 2019-20, the following OIED programs and initiatives supported 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.

Equal Opportunity and Equity Workshops

Equal Opportunity and Equity workshop topics include Discrimination, Harassment Prevention and Response (DHPR), Search Committee, Fundamentals and Applied Skills in Equal Opportunity and the Americans with Disabilities Act (ADA). This year, EOE conducted a total of 49 in-person training sessions for 242 students and 860 employees for a total of 1,102 individuals trained.

EOE also provides online opportunities for training, with topics including Search Committee, DHPR and Title IX. This year, 609 employees and 6,963 students took advantage of online training opportunities with EOE.

EOE presents a number of training programs across campus; this year the EOE facilitated trainings for New Employee Orientation, New Student Orientation, Quick Start, Cultural Competency, the North Carolina Office of State Human Resources EEO/DF program and the Leadership Development Program.

Foundations of Cultural Competence and Inclusivity Certificate Program

In 2019-20, OIED launched the Foundations of Cultural Competence and Inclusivity Certificate Program for Faculty, comprised of the following components.

DiversityEdu Online Training for Faculty

DiversityEdu for Faculty is an online training course, newly implemented in the fall 2019 semester. The 1.5 hour course for faculty focuses on engaging with diversity and growing an inclusive culture by providing information and skills for building inclusive environments. The course had an allotted 500 seats for online participation, at no cost to participants, and 38.6% (193 participants) of those seats were filled for the 2019-2020 academic year.

Cultural Intelligence (CQ) Assessment Workshop

The Cultural Intelligence (CQ) Assessment is the second component of the new Foundations of Cultural Competence and Inclusivity Certificate program managed by Inclusive Excellence and Strategic Practice. This three-hour workshop introduces the cultural intelligence model using the CQ instrument with an emphasis on communication across cultures as it relates to participants' roles within NC State. There were a total of two offerings in-person and two sessions offered in a virtual format due to COVID-19.

Building Cultural Competence Knowledge and Skills Workshop

The Building Cultural Competence Knowledge and Skills workshop is the third component of the Cultural Competence and Inclusivity Certificate program. This three-hour course is offered at no cost to participants, traditionally in person but due to COVID-19, one session occurred in a virtual format. The course allows participants to practice skills for engaging effectively across differences and explore identities and the impact of socialization on identities. There were four sessions in 2019-20.

Introduction to BIRT and Restorative Circles

NC State's Bias Impact Response Team offered two workshops, Introduction to BIRT and Introduction to Restorative Circles, to introduce the campus community to the principles that guide the restorative bias impact response process from reporting and referring to understanding how restorative practices can be integrated into daily operations, relationship management and instruction. The workshop series engaged 64 participants.

National Coalition Building Institute

NC State has had a National Coalition Building Institute (NCBI) Affiliate Team for 20 years. This team facilitates the NCBI National Leadership for Diversity model for faculty, staff and students. The team facilitated 24 workshops in 2019-20 to 688 participants in colleges, departments, classes, and student groups. The team facilitated 24 workshops in 2019-20 for 688 participants. Groups that received training this year included: University Housing, College of Natural Resources, CHASS, Campus Enterprises, College of Engineering, GLAM, Buildings and Grounds, College of Veterinary Medicine, Wake STEM Early College, WISE, and College Advising Corps.

Beyond facilitating the workshops, the NCBI Affiliate has the responsibility to develop a strong team of facilitators. Monthly team meetings allow facilitators to practice skills and explore topics such as empowerment, active listening, from shame to reclaiming joy, seeing and talking about race, and gratitude. Five new facilitators joined the team after attending the Carolina Coalition Leadership for Diversity Train-the-Trainer in October 2019 at Wofford College in South Carolina.

New Employee Orientation

OIED delivers two modules in NC State's New Employee Orientation, one pertaining to equal opportunity and one about diversity and inclusion. During spring semester, these modules were converted to virtual training sessions.

New Student Orientation

The Women's Center takes the lead in organizing and implementing the Title IX sessions during New Student Orientation. This year, the center delivered 30 sessions of the interpersonal violence (IPV) presentation. 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 support and resources for student survivors and use the Safe at State website for reporting and resource referral. We connected with 6,573 students through these orientation sessions.

Open Enrollment Workshops

In 2019-2020, OIED offered 30 open enrollment workshops to 510 participants of the campus community. These workshops focused on compliance topics such as Fundamentals of Equal Opportunity, Affirmative Action, the Americans with Disabilities Act and Applied Skills in Equal Opportunity. Developed in partnership with NC State University Police, Unconscious Bias has continued to be a highly requested workshop. It was offered 8 times this year. Groups that requested this training this year included Admissions, University Libraries, College of Textiles, North Carolina Board of Elections and the NC Museum of Natural Science.

Additionally, customized educational opportunities were designed and implemented after consultation for the College of Natural Resources, the College of Agricultural and Life Sciences (Business Officers and Human Resources), the Physics department and the Chemistry department.

Racial Justice Resources

OIED curated and published racial equity and social justice resources in the wake of national and local turmoil following the killing of George Floyd in May 2020. These resources are available on our website and shared via our newsletter and social channels.



Title IX Trainings

In coordination with Fraternity and Sorority Life (FSL), Equal Opportunity and Equity (EOE) and the Women's Center conducted Title IX training sessions for individual Greek organizations. Organizations could request a session facilitated either by EOE or the Women's Center. EOE also attended the FSL annual Leaders Retreat, and delivered a session to 85 student leaders of NC State FSL organizations. Additional planned trainings were canceled due to the university response to COVID-19.

Students in the
Campus
Community
Centers
Oct. 18, 2019



GLBT History Month, October 2019

2019 – 2020

Womxn of Color Retreat
October 2019

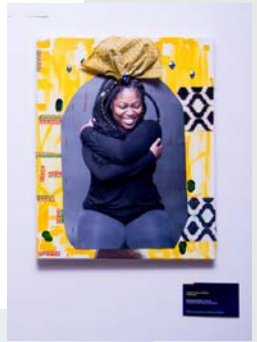


Native American
Culture Night
November 2019

AfroPack, October, 2019



Existence as
Resistance
Art Gallery
Exhibition
February 2020



Kwanzaa
December
2019



NC STATE
UNIVERSITY

OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY

NC STATE
UNIVERSITY

Equal Opportunity and Equity

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919.513.0574
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equalopportunity@ncsu.edu

Inclusive Excellence and Strategic Practice

231 Winslow Hall
919.515.3148
diversity.ncsu.edu
inclusive_excellence@ncsu.edu

Campus Community Centers

African American Cultural Center

355 Witherspoon Student Center
919.515.5210
www.ncsu.edu/aacc
Twitter and Facebook: @ncsuaacc, Instagram: @aaculturalcenter

GLBT Center

5230 Talley Student Union
919.513.9742
www.ncsu.edu/glb
Twitter: @glbtcenter, Instagram: @ncstateglbtcenter, Facebook: @NCStateGLBTCenter

Multicultural Student Affairs

4261 Talley Student Union
919.515.3835
www.ncsu.edu/msa
Twitter: @NCState_MSA, Instagram @ncsstatemsa, Facebook: @NCStateMSA

Women's Center

5210 Talley Student Union
919.515.2012
www.ncsu.edu/womens-center
Twitter: @ncsuwomensctr, Instagram: @ncsuwomenscenter, Facebook: @NCSUWomensCenter

Bias Impact Response Team

bias-impact.ncsu.edu

Communications

Diversity Digest: go.ncsu.edu/digest
diversity.ncsu.edu
Twitter, Instagram and Facebook: @NCStateOIED