



# Office for Institutional Equity and Diversity



## From the Vice Provost **Sheri Schwab**

Dear NC State students, faculty and staff,

It is with great pride that I share the progress of the Office of Institutional Equity and Diversity at NC State over the past academic year. This report signifies more than just numbers and statistics; it reflects the collective efforts of our entire campus community. It demonstrates our ongoing dedication to creating an environment where every individual feels valued, respected, and supported.

In reviewing this report, you will find evidence of our sustained efforts to recruit and retain a diverse student body, faculty and staff through outreach programs, community building, mentorship initiatives, professional development, policy compliance, accessibility resources, mitigation of discrimination and harassment and more.

We know that building diversity, equity and inclusion is the work of all of us at NC State, and we are deeply grateful for the ongoing support of the students, faculty and staff who accompany us on this journey and help illuminate a path for driving this important, and oftentimes, unrecognized work forward. I invite you to read this report carefully, reflect upon our collective achievements, and take pride in the role you play in furthering our commitment to inclusivity and belonging at NC State. We remain optimistic and look forward to accomplishing more together this academic year.

With gratitude,

A handwritten signature in black ink that reads "Sheri L. Schwab". The signature is fluid and cursive.

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

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



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We believe advancing diversity, equity, inclusion and belonging is the work of everyone. The Office of Institutional Equity and Diversity serves as the backbone of DEI efforts at NC State but relies on the collective impact of many units and departments to advance sustainable systemic change that improves our campus culture.

The framework for the Office of Institutional Equity and Diversity strategically aligns with the university goals outlined in the “Wolfpack 2023: Powering the Extraordinary” strategic plan. Our unit developed the OIED strategic plan in 2022 and published it in the spring of 2023. All staff from across OIED took part in designing the plan, which brought our diverse voices and perspectives to our strategy, and shaped a plan that will have transformational impact across campus over the next four years, 2022-23 through 2025-26. What follows in this report are the measured impacts we have made toward both the OIED and university strategic goals over the past year.

### OIED Strategic Plan Goals

1. Enhancing equity, from both systems and individual treatment perspectives
2. Framing the work of DEI for NC State, creating a structure within which all members of the community see their individual role in contributing to change and equity
3. Facilitating skill-building and ownership by advising, supporting and implementing strategies to enhance DEI-related knowledge and capabilities
4. Facilitating a sense of belonging and community at NC State by advising on DEIB strategies
5. Committing to continual internal improvement of OIED’s practices, functions and strategies



As NC State moves forward to further advance diversity, equity, inclusion, belonging and well-being, it is imperative that we uncover areas where systemic inequities hide and strive to correct them at an institutional level. Our division continues to lead the university through guidance and education efforts around its policies, systems and structures in an effort to enhance campus-wide equity.

1. By serving on a wide variety of university committees, OIED staff members help ensure that work progresses through the lens of equity and inclusion. Committees that OIED team members served on or led that focused specifically on identifying and addressing systemic inequities include: the Council on the Status of Women, Student Mental Health Task Force, Physical Master Plan Steering Committee, Equity Research Symposium, SEA Change and Black Faculty Representation and Success Task Force. *(University goal 4)*
2. Equal Opportunity and Equity (EOE) worked closely with campus partners including the Registrar, Campus Health, the OneCard office, DELTA and the LGBTQ Pride Center to address issues arising around preferred/chosen names. Currently in progress is a public web resource to guide campus community members through the name change process and provide support and direction in navigating this process. *(University goal 4)*
3. The African American Cultural Center, in partnership with NC State University Libraries and in collaboration with 25+ campus partners, delivered NC State's first Black Research Symposium in March 2023. The Black Research Symposium honored the contributions made by and/or for Black diasporic people, and offered sessions highlighting cutting-edge research, storytelling, creative works, discussion circles, community-based projects and industry initiatives. This multi-day event generated significant interest and attracted 228 total participants and 35 presenters, including presentations from award-winning NC State faculty Dr. Derek Ham, community activist and NC State alum Kamal Bell, and award-winning researcher, scholar and author Dr. Stephanie Toliver. *(University goals 2, 3, & 7)*

## Goal #2 - Framing the Work of DEI for NC State



Our unit collaborates with university partners to co-create a framework for diversity, equity, inclusion and belonging in which university leaders engage and embrace accountability and advocacy as measures important to the campus community.

1. Under the guidance of Vice Provost Schwab, the DEIB Network group was created to bring together diversity practitioners from across NC State in order to lead and support the diversity and inclusion values of the university and to coordinate collective DEIB efforts across campus. *(University goal 4)*
2. NC State joined the SEA Change Initiative in 2020 to implement and measure sustainable change with regard to diversity, equity and inclusion in STEMM. OIED continues to lead the university through the SEA Change Bronze Award application process, with the intention to submit our application in Fall 2023. *(University goal 4)*
3. OIED is partnering with the Institute for Emerging Issues in executing a \$1.2 million grant from the NC Department of Information Technology to achieve the goal of a digital equity plan in place in all 100 counties by 2025. IESP will provide professional development support through the lens of equity and inclusion. *(University goals 3 & 4)*
4. The Intercultural Development Inventory (IDI) program aims to promote intercultural competence among students, faculty, and staff. This research-based initiative assesses and is designed to enhance individuals' ability to effectively navigate and engage with diverse cultural perspectives, values, and practices, and equip students, faculty, and staff with the necessary tools to navigate and appreciate cultural diversity. This past year, in addition to faculty and staff participants over the past two years, IESP conducted a pilot program for students that concluded in the spring, with expansion planned for the upcoming academic year. *(University goal 4)*

## Goal #3 - Facilitating Skill-Building and Ownership



OIED will build capacity in students, faculty, staff, and administrators to implement appropriate programs, strategies, and structures. Working toward this depth of culture shift requires the support, commitment, and action of its community members.

1. 269 graduate students, faculty and staff members completed the Inclusive Excellence Certificate (IEC) program (183 more participants than last year). Participants of the certificate program explore historical systems of oppression and their impact, and learn valuable skills to increase cultural competency and integrate inclusive practices into their workplaces and classrooms. *(University goal 4)*
2. EOE provides training sessions regarding the effective prevention and response to incidents of discrimination and harassment. These training sessions were offered to specific cohorts, including new employees and numerous departments, resulting in a total of 1,227 participants completing the Discrimination and Harassment Prevention and Response Training over the past year. *(University goal 4)*
3. The African American Cultural Center Library, an affiliate of the NC State Libraries, once a reading room, has rebranded itself as a full-functioning library where diasporic Black literature is circulated, technology is available for checkout, and scholarly communication is encouraged between students, researchers, faculty, and staff. The Library collaborated with campus partners including Campus Community Centers, the English Department, the College of Arts and Design, NC State Libraries, and more to deliver 8 student engagement events, including a visit from author and MacArthur Genius Grant recipient Dr. Tiya Miles. *(University goal 4)*
4. The Movement, a group of trained interpersonal violence prevention (IPV) student peer educators, in collaboration with the Women's Center, hosted 15 workshops for groups across campus, including Fraternity and Sorority Life and the School of Social Work, to provide IPV education and advocacy. *(University goal 4)*

## Goal #4 - Facilitating a Sense of Belonging and Community

Our actions in this area are driven by the principle that NC State must be a place where all individuals can learn, live and thrive to be successful on campus and in life beyond NC State. Below are new and ongoing programs that demonstrate a commitment to this goal.

1. 26 signature events were held throughout the academic year to engage, educate, inform and celebrate students, faculty and staff about the importance of belonging at NC State. This year, events included the MLK Jr. Campus Commemoration; Take Back the Night, an event to bring awareness to and support survivors of sexual assault; the first-ever Black Research Symposium, a three-day event spotlighting Black diasporic learning, scholarship and epistemologies; the annual Recognizing Excellence in Diversity (RED) awards ceremony; special recognition ceremonies within our Campus Community Centers and more. *(University Goal 4)*

2. The Symposium for Multicultural Scholars, a collaborative effort between the African American Cultural Center, the LGBTQ Pride Center and Multicultural Student Affairs, is held each August for incoming undergraduate first-year and transfer students of color (Black, African, African American, Latinx/Hispanic, Native American, Indigenous, Asian, Pacific Islander, South Asian, and Bi/Multiracial), as well as first-generation college students—all historically underserved populations at NC State. This year's Symposium brought 155 students together from a wide range of cultural backgrounds and courses of study to kick off their student experience and connect them to important academic and co-curricular resources. *(University Goal 4)*



3. In April, Multicultural Student Affairs hosted NC State's 33rd annual Powwow – one of the largest in the state – in a continued effort to connect our campus with Indigenous communities in North Carolina. This year's Powwow gathered over 16 vendors and more than 300 attendees and showcased the rich Indigenous culture of our state through food, drum groups, dancing and more. *(University Goal 4)*
4. The LGBTQ Pride Center united over 200 participants to its annual Pride Walk. Attendees followed an ADA accessible 1.4 mile route throughout NC State's main campus, concluding with a festival featuring food, games and community resources from across campus and the greater Raleigh area. The Pride Center collaborated with various campus groups including the Counseling Center, Athletics of Sports Psychology, Crafts Center, Poole College, Housing, WellRec, Prevention Services, Libraries, and Campus Health on this endeavor, aiming to intentionally center student and community wellbeing. *(University goal 4)*



## Goal #5 - Committing to Continual Improvement



Our unit continues to assess its internal functions and practices to ensure progress toward intended outcomes, and that outcomes are in alignment with NC State's strategic priorities.

1. In April, under the advisement of the Office of Assessment and Accreditation, the Campus Community Centers underwent a program review of the unit as a whole as well as the individual centers. Four external and one internal reviewer spent two days on campus meeting with campus partners, OIED colleagues and Center staff to help provide recommendations for the unit. Themes extracted from the program review included: Structure–Organization Chart and Roles, Mission, Vision and Goals at the Unit level and Center Level, Culture, Political Climate and History, Resources, Programs and Services, Communication and Assessment. Over the course of the summer, OIED leadership will work to review and respond to the recommendations provided and submit these to the Provost. (*University Goal 4*)
2. Under the guidance of director angela gay-audre, the African American Cultural Center engaged with Jameco McKenzie for his doctoral consultancy project – *Advancing the African American Cultural Center through the Principle of Sankofa*. Through 80+ engagements with students, staff and faculty of NC State, the project explored the relationship between the AACC and the campus community, identified recommendations related to Center programming, the physical environment, staff structure and more, and provided a roadmap to guide the future work of the Center. (*University Goal 4*)
3. Throughout the year, OIED's full staff meetings were focused on building the team's connection with each other and with how their work contributes to the goals of NC State's strategic plan. Monthly staff meetings focused on topics such as program development and assessment, interpersonal violence prevention efforts, staff well-being and retention, program improvement, and completing the development of OIED's unit-level strategic plan. Two staff meetings (December and May) were focused on team connections and celebrations to help bolster retention. (*University Goal 4*)

## Recognizing Excellence in Diversity



Our unit hosted its 17th annual Recognizing Excellence in Diversity (RED) Event on April 17, presenting the Chancellor's Creating Community Awards in six categories and the inaugural DEI Awards. Over 100 in-person and 40 virtual attendees gathered to recognize and celebrate the exceptional accomplishments and contributions of outstanding faculty, staff, students, colleges, student organizations and alumni in the areas of equity, diversity, inclusion, belonging and well-being throughout the course of the academic year.

***“Receiving the Chancellor’s Creating Community Award is deeply meaningful to me. Such a prestigious recognition, particularly from the Chancellor, is especially significant given the current political climate, as it legitimizes my efforts to advance diversity, equity, inclusion, and belonging (DEIB) in all aspects of my work. The award also helps position me as a leader in the area of DEIB. I am grateful to work at a University that recognizes and actively seeks to advance diversity, equity, inclusion, and belonging in the realms of research, teaching, Extension, and service.”***

Chancellor’s Creating Community award winner

## Building Future Faculty

In collaboration with 19 academic departments at NC State, the annual Building Future Faculty (BFF) program, hosted by IESP, welcomed a group of 26 participants composed of doctoral students and postdoctoral scholars and representing 13 states and 20 higher education institutions. BFF encourages applications from groups that are underrepresented in their disciplines. The two-day, all expenses paid workshop aims to increase representation of diverse graduate students and postdoctoral scholars joining the professoriate.

According to the event evaluation survey, 100% of the program participants found the program to be beneficial toward their aspirations to lead as faculty in higher education.

***“This opportunity has given me a great deal of additional perspective and allowed me to interact with amazing people that I would have never connected with otherwise. All of these individuals, and the various speakers, have taught me so much about how to be a better instructor and person, and how I might be able to implement better practices at [my home institution] (before I leave) and beyond.”***



Building Future Faculty participant

## Inclusion Through Art

NC State's value towards inclusion speaks to promoting the personal excellence of the NC State community. This is the unyielding goal of the AACC's gallery which promotes exhibitions that tell stories of Black, African, and African American diasporic identities.

During the 22-23 AY, the AACC exhibited 6 gallery exhibitions and art talks which welcomed over 400 participants. In the Fall semester, the AACC featured artists Bryce Cobbs and Alexis Lawson. In the Spring, the AACC featured NC State homegrown exhibitions featuring an exhibit from the AACC library, "28 Days of Love," a Black History Month Exhibit, "The Love Letter Project" and an exhibit curated by director, Angela Gayaudre, "Ethereal: Boundless Black Femininity". Lastly, generating art from our campus community, the Black Male Initiative curated and featured an exhibit, "I AM: The Subcultural Experiences of Black Masculinity".

***"With this gallery ("I AM") following the "Ethereal: Boundless Black Femininity" [exhibit], it was very emotional for me to show both sides of who I am as a person. From channeling my inner divine femininity to expressing who I am through poetry, it was a defining moment for me to know my purpose and role in this world and my community".***

Dae Melvin, Senior, Science Education and Resident Advisor, Black Male Initiative Village



# Accolades and Staff Spotlights



## 15 Years of Pride at NC State

This year marked the 15 year anniversary of NC State's GLBT Center. A celebration was held in January 2023 with over 100 people attending the event. In addition, the center changed its name to the LGBTQ Pride Center, or the Pride Center for short, to kick off a new era and better reflect the totality of programs and services provided.

## NASPA Award-Winning Certificate Program

The Inclusive Excellence Certificate (IEC) program, a cultural competency certificate program available for faculty and staff, was selected for the Bronze distinction in the Equity, Inclusion and Social Justice category, awarded by NASPA Student Affairs Administrators in Higher Education, the nationally recognized leading voice of student affairs.

**79** faculty and staff completed the Strategic Practice (SP) Certificate in its first year

**70**

Staff and faculty members participating in the Diversity Network Group



**12,050**

Title IX awareness and prevention trainings completed by students and employees

**161**

Faculty and Staff completed the Inclusive Excellence Certificate



**783**

Faculty and Staff Trained on Equitable and Inclusive Hiring Practices

# Accolades and Staff Spotlights



**April Paul Baer**  
*Equal Opportunity Officer*  
*Equal Opportunity and Equity*  
NC State University Awards for Excellence  
nominee, Equity for Women Award nominee



**Jewel B. Davis**  
*Equal Opportunity Officer*  
*Equal Opportunity and Equity*  
Order of the Longleaf Pine Award



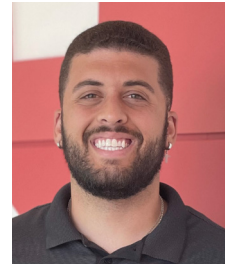
**David Elrod**  
*Associate Vice Provost*  
*Equal Opportunity and Equity*  
2023 Pride of the Wolfpack Award  
Recognizing Excellence in Diversity Award



**angela gay-audre**  
*Director*  
*African American Cultural Center*  
Recognizing Excellence in Diversity Award  
Don C. Locke Multicultural and Social  
Justice Scholarship



**Janine Kossen**  
*Director*  
*Women's Center*  
Recognizing Excellence in Diversity Award



**Gavin Bell**  
*Assistant Director,*  
*Multicultural Student Affairs*  
Recognizing Excellence in Diversity Award  
2023 MSA Game Changer Award



**Stephanie Helms Pickett**  
*Associate Vice Provost*  
*Inclusive Excellence and Strategic Practices*  
Recognizing Excellence in Diversity Award

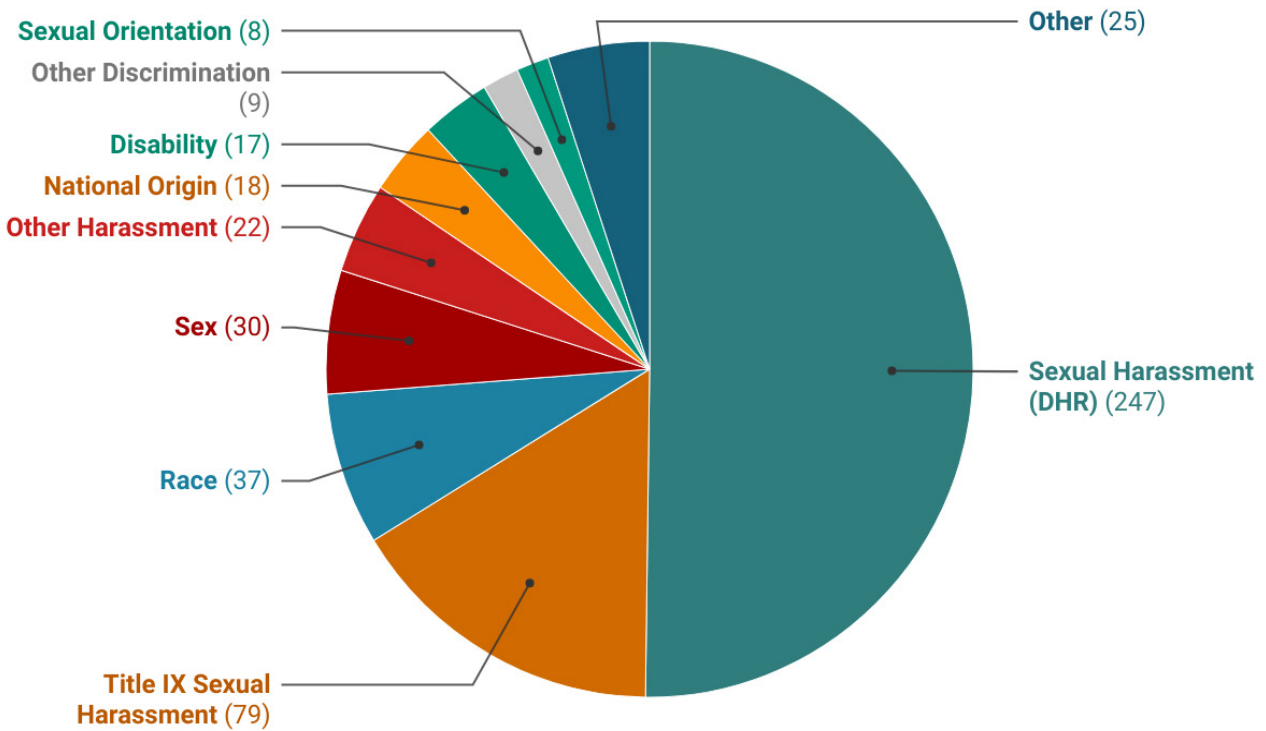


**Melissa Edwards Smith**  
*Director, Education and Campus Engagement*  
*Inclusive Excellence and Strategic Practices*  
Provost's Unit Award, NC State University  
Awards for Excellence nominee

## Investigations and Resolutions

This year, Equal Opportunity and Equity reconciled 492 total reports of discrimination, harassment and/or retaliation across students, faculty and staff.

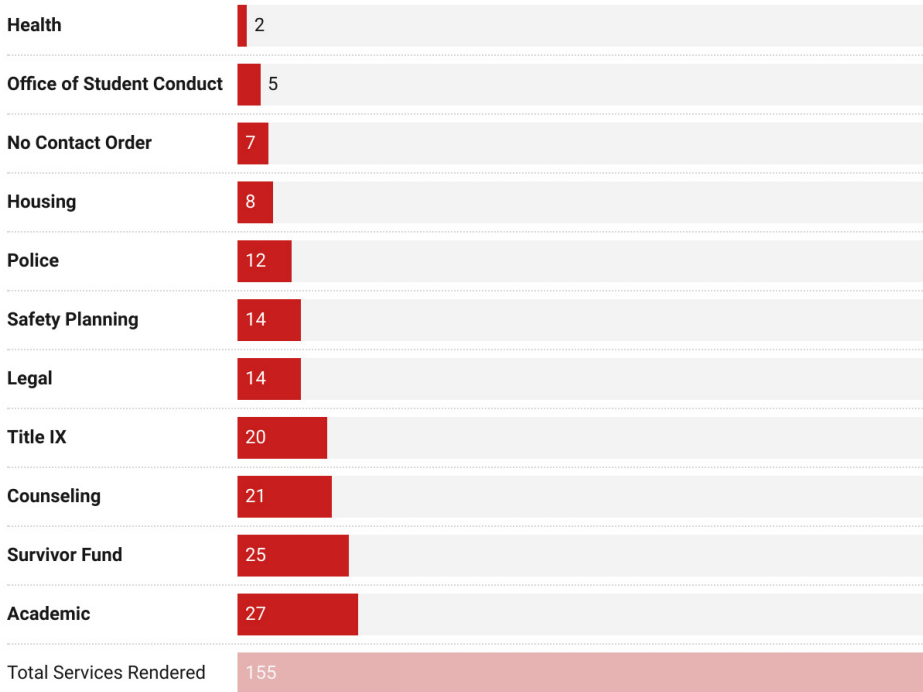
### 2022 - 23 Complaints by Protected Class



## Accommodations

EOE responded to 177 requests for reasonable accommodations and adjustments under the ADA, religion, or pregnancy related circumstances. Of these, 72 (40.7%) were related to ADA, 90 (50.8%) were due to sincerely-held religious beliefs, and 15 (8.5%) due to pregnancy/parenting.

## 2022 - 23 Resource Distribution by the Women's Center



### Making a Difference through the Women's Center

Trained advocates in the Women's Center provided a range of interpersonal violence (IPV) response services to 92 student survivors of domestic/dating violence, sexual assault, stalking and sexual harassment.

Support services included: crisis intervention and emotional support, academic accommodations, safety planning, emergency housing, financial support, referrals to counseling and accompaniment to medical care, police, legal services, and providing support during Title IX investigation interviews, student conduct hearings and/or court appearances. The most common resources requested this past year, aside from crisis intervention and emotional support, were academic accommodations, financial support and counseling.

 **\$22,000** in funding dispersed to diversity-related programs and activities

 **\$750** Disbursements to students in need from the Spitz Dream Fund

 **\$10,000** Survivor support funds distributed to student survivors of IPV

**\$41,109**  
Funds raised for OIED's diversity-related funds during the 2023 Day of Giving, an increase of 35% from 2022.



# OFFICE FOR INSTITUTIONAL EQUITY AND DIVERSITY

## **Inclusive Excellence and Strategic Practice**

231 Winslow Hall  
919.515.3148

[diversity.ncsu.edu](http://diversity.ncsu.edu)

[inclusive\\_excellence@ncsu.edu](mailto:inclusive_excellence@ncsu.edu)

## **Equal Opportunity and Equity**

231 Winslow Hall  
919.513.0574

[diversity.ncsu.edu](http://diversity.ncsu.edu)

[equalopportunity@ncsu.edu](mailto:equalopportunity@ncsu.edu)

## **Impact Response**

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

## **Communications**

Diversity Digest: [go.ncsu.edu/diversitydigest](http://go.ncsu.edu/diversitydigest)

Twitter, Instagram and Facebook: @NCStateOIED;

LinkedIn: @ncstate-oied

## **Campus Community Centers**

### **African American Cultural Center**

355 Witherspoon Student Center  
919.515.5210

[www.ncsu.edu/aacc](http://www.ncsu.edu/aacc)

Twitter and Facebook: @ncsuaacc, Instagram: @aaculturalcenter

### **LGBTQ Pride Center**

5230 Talley Student Union  
919.513.9742

[www.ncsu.edu/pridecenter](http://www.ncsu.edu/pridecenter)

Twitter: @ncsulgbtqcenter, Instagram: @ncstatelgbtqcenter,

Facebook: @NCStateLGBTQCenter

### **Multicultural Student Affairs**

4261 Talley Student Union  
919.515.3835

[www.ncsu.edu/msa](http://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](http://www.ncsu.edu/womens-center)

Twitter: @ncsuwomensctr, Instagram: @ncsuwomenscenter,

Facebook: @NCSUWomensCenter