

**NC STATE
UNIVERSITY**



Office for Institutional Equity and Diversity

Annual Report 2023 - 2024



From the Vice Provost **Sheri Schwab**

Dear Colleagues and Community Members,

It is with great pride that I present to you the annual report from the Office for Institutional Equity and Diversity for the 2023-24 academic year. This report encapsulates our collective efforts and triumphs over the past year in fostering a culture of care and belonging at NC State.

This academic year was wrought with challenges as we continue to navigate how we operationalize our work. This report provides an overview of the significant impacts we have made in implementing strategic initiatives, enhancing support systems and creating opportunities for meaningful engagement across our campus community.

Our commitment to belonging is not just a core value of this institution but a continuous journey that requires dedication, creativity and, most importantly, collaboration. I extend my heartfelt gratitude to the entire OIED team for their exemplary work this year. Together, we will continue shaping a more inclusive future for NC State and setting a standard of excellence that resonates beyond our campus.

Thank you for your continued support,

Sheri L. Schwab, J.D.

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



Strategic Framework

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

- Enhancing equity, from both systems and individual treatment perspectives
- 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
- Facilitating skill-building and ownership by advising, supporting and implementing strategies to enhance DEI-related knowledge and capabilities
- Facilitating a sense of belonging and community at NC State by advising on DEIB strategies
- Committing to continual internal improvement of OIED’s practices, functions and strategies



Goal 1: Enhancing Equity

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 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, the Diversity Network Group and the DEI Collaborative. *(University goal 4) (OIED)*
2. In addition to the required training courses hosted by Equal Opportunity and Equity (EOE) each year, the team also hosted two voluntary training opportunities building on the basics learned during required training - *Fundamentals of Equal Opportunity and Applied Skills of Equal Opportunity*. 162 staff and faculty members participated in these courses, which delved deeper into areas of policy such as Title VII, Title IX and ADA policies, and included case study examinations and discussion opportunities. *(University goal 4) (EOE)*
3. Queer, Trans, Black, Indigenous, People of Color (QTBIPOC) counseling drop-in hours were reestablished in the spring semester this year. Planned in conjunction with the Counseling Center and the QTBIPOC student organization, counselor Orvon White hosted students every Friday from February through April. This important connection assisted the students in navigating micro and macro aggressions endured within and outside of the classroom. Students engaged support group dynamics, self-care practices and individual mental health modalities developed by the professional staff at the Counseling Center. Approximately 30 students dropped in per month and sought 1:1 services with the counselor intermittently. *(University goal 4) (CCC - Pride Center)*



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 continued to bring together diversity practitioners from across NC State through monthly meetings to lead and support the diversity and inclusion values of the university and to coordinate collective DEIB efforts across campus. *(University goal 4) (OIED)*
2. The Faculty LEAD Program, sponsored by NC State's Learning and Organizational Development, Office for Faculty Excellence and OIED is intended for faculty members who want to become better leaders. 20 faculty participants attended six core sessions, participated in the Faculty LEAD Reads discussion groups, and attended at least two one-hour facilitated Leadership Conversations, leading to a Faculty LEAD certificate. *(University goal 4) (IESP)*



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. 255 graduate students, faculty and staff members completed the Inclusive Excellence Certificate (IEC) program during the 2023-24 academic year. Of the participants who completed the post-workshop surveys, 100% indicated that they gained tangible skills, knowledge and practical applications as a result of the training workshops. *(University goal 4) (IESP)*
2. The Credential is a cultural competency certificate program for faculty and staff at the managerial level. Through this program, participants define and recognize obstacles to cultural competency and culturally responsive practices in their units and propose strategies to overcome them. Andaiye Qaasim, Ed.D., assistant director, African American Cultural Center, was one of nine participants who completed the 2023-2024 Credential Certificate Program. *(University goal 4) (IESP)*
3. 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 1,144 participants completing the Discrimination and Harassment Prevention and Response Training over the past year. *(University goal 4) (EOE)*
4. The Pack Survivor Support Alliance (PSSA), a four-part continuing education and engagement program for NC State faculty and staff, provides participants with valuable advocacy skills to support student survivors of interpersonal violence. In 2023-24, the PSSA program trained 49 faculty and staff and saw a record number of participants fully complete the required workshops. *(University goal 4) (CCC - Women's Center)*
5. The Pride Leadership Committee (PLC; formerly known as ColorGuard) is a student leadership initiative to increase queer leadership development and interconnectedness across campus. Under the guidance of the LGBTQ Pride Center assistant directors, PLC organized two large-scale events — Howl-o-week and Second Chance Prom — both with over 100 student participants. Building on the demand of LGBTQ-focused engagement opportunities, the Pride Center will host a leadership retreat in the fall for PLC committee members. *(University goal 4) (CCC - Pride Center)*



 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. 32 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 various heritage month celebrations, MLK Campus Commemoration; PrideFest; Sisterhood Dinner; Juneteenth; special recognition ceremonies within our Campus Community Centers and more. *(University Goal 4) (OIED)*
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 225 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) (CCC - MSA)*
3. The LGBTQ Pride Center hosted PrideFest in October and united over 500 students, staff and faculty, marking its largest turnout to date. The Pride Center staff was joined by a 15-member volunteer committee to organize and execute the event which included 15 vendors dedicated to health and wellbeing, food trucks, free haircuts and chair massages, a parade through campus and a visit from Chancellor Woodson. The Pride Center collaborated with various campus groups including the Counseling Center, Crafts Center, Poole College of Management, University Housing, WellRec, Prevention Services, NC State Libraries, and Campus Health on this endeavor, aiming to intentionally center student and community wellbeing. *(University Goal 4) (CCC - Pride Center)*
4. This year, the AACC hosted three art gallery exhibitions which welcomed over 400 participants. In the Fall semester, the AACC featured artist Britt Davis in a collaboration with the NC State Arts Village. In the Spring, the AACC featured Black Male Initiative (BMI) exhibit, “I AM: The Subcultural Experiences of Black Masculinity,” and the annual Black Book Blitz hosted by the AACC Library. *(University goal 4) (CCC - AACC)*



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 January, OIED introduced the first-ever Best Practices Forum, led by the Inclusive Excellence and Strategic Practice unit within OIED. The Best Practices Forum invited professionals from across NC State to a day of dynamic sessions geared toward promoting wellness within the campus community. Organized in three tracks for faculty, staff and students, sessions included: The Utility of Data for the Advancement of DEIB; Wellness and DEIB; Creating and Sustaining Efforts for DEIB for the Student Community; Sustaining a Culture of DEIB through HR Practice; and Positioning Yourself as a Change Agent to Advance DEIB. *(University goal 4) (IESP)*
2. This year, the Pride Center expanded its annual recognition of Trans Day of Visibility with a week-long "Spring Into Wellness" series that aligned with LGBTQ Health Awareness Week. The week included educational, celebratory and self-care-focused programs such as a cooking workshop with NC State registered dietitians, the university's first-ever health fair for queer and trans community members, and therapy workshops with LaVoya "V" Woods, a Triangle-based therapist specializing in genderqueer and neuroexpansive therapy. The week closed with a special panel dedicated to trans-centered experiences — "Finding Trans Joy and Community" — that garnered over 40 participants. *(University Goal 4) (CCC - Pride Center)*
3. The African American Cultural Center hosted its second Black State of Wellness Roundtable — a program centered around the mental and emotional health and wellbeing of Black students at NC State. 55 faculty, staff, students and community members participated in discussions and activities that inspired community connection and caretaking. *(University Goal 4) (ccc - AACC)*
4. 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, knowledge-building through case scenarios, staff well-being and retention, program improvement, and more. Two staff meetings (December and May) were focused on team connections and celebrations to help bolster retention. *(University Goal 4) (OIED)*

– 444 total reports of discrimination, harassment and/or retaliation reconciled in 2023-24.

Our unit works closely and in partnership with the Office of Student Conduct, CARES, Violence Prevention and Threat Management, Employee Relations, and the Office of General Counsel to provide the most timely and appropriate resources. Through the Sexual Assault Response Team (SART), which is a multidisciplinary team comprised of numerous campus partners, the EOE provides guidance and support to both Complainants and Respondents navigating sexual harassment-related complaints.

Protected Class Status	Count by overall case numbers	Percentage
Reported Age Incidents	5	0.80%
Reported Color Incidents	5	0.80%
Reported Disability Incidents	26	4.18%
Reported Gender Identity Incidents	6	0.96%
Reported Genetic Information Incidents	1	0.16%
Reported National Origin Incidents	22	3.54%
Reported Race Incidents	51	8.20%
Reported Religion Incidents	11	1.77%
Reported Sex Incidents	26	4.18%
Reported Sexual Harassment Incidents	284	45.66%
Reported Title IX Sexual Harassment Incidents	126	20.26%
Reported Sexual Orientation Incidents	8	1.29%
Reported Veteran Status Incidents	2	0.32%
Reported Retaliation Incidents	10	1.61%
Reported IPR Violation Incidents	1	0.16%
Other Reported Discrimination	9	1.45%
Other Reported Harassment	29	4.66%
TOTAL	622	

- In 2023-2024, the EOE responded to 312 requests for reasonable accommodations and adjustments under the ADA, Religion, or pregnancy-related circumstances. This represents a 69% increase from the previous year. Of these, 90 (28.8%) were related to ADA, 199 (63.7%) to sincerely held religious beliefs, and 23 (7.4%) to pregnancy or related medical conditions.
- 543 staff and faculty members completed search committee training on legally equitable and inclusive hiring practices
- 17,655 individuals completed a Title IX awareness and prevention training, including 14,822 students and 2,833 employees.
- 255 faculty and staff completed the Inclusive Excellence Certificate (IEC) program and 106 faculty and staff completed the Strategic Practice Certificate (SPC) program for a combined 361 certificate finishers, a 10% increase from the previous year.
- Women's Center provided IPV education and training throughout the year to various campus groups and classes, including: 7,638 incoming students trained on IPV prevention, nearly 300 RAs, Orientation Leaders and Summer Start Mentors, tailored area trainings with University Libraries, department heads in the College of Sciences, Fraternity and Sorority Life, and Athletics.



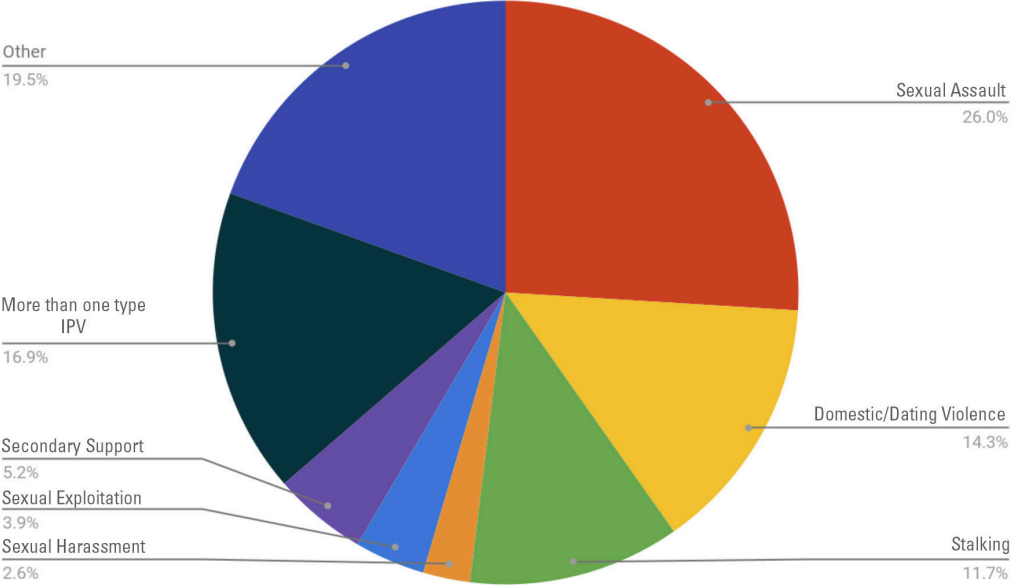
IPV Response and Support Services

Trained advocates in the Women’s Center provided a range of interpersonal violence (IPV) response services to 77 student survivors of domestic/dating violence, sexual assault, stalking and sexual harassment this academic year (July 1, 2023 - June 30, 2024).

Through the Women’s Center’s Survivor Fund, the Women’s Center can expand its support services to help students financially. The Women’s Center works closely with Pack Essentials Hub and other entities to ensure students’ needs are met through every phase of recovery.

The center has assisted survivors in multiple ways, including financially, for more than 25 years. According to data from the last seven years, the Survivor Fund has distributed more than \$62,000 to over 100 students. This academic year, dispersing \$7,000 in emergency funding to 14 student survivors. Over 20% of this year’s disbursements went toward counseling/therapy, followed by healthcare (14%) and food and basic needs, including housing (14%). Additionally, the retention rate for students who have received a Survivor Fund grant is over 90%. 100% of respondents said they felt supported by the center, felt that their expressed identities were supported and would recommend the Women’s Center as a resource to other survivors.

IPV Cases by Type, AY 2023-2024



 **Accolades**

Through work led by Vice Provost Sheri Schwab and OIED, NC State received the 2024 SEA Change Institutional Bronze Award from the American Association for the Advancement of Science (AAAS). The SEA Change initiative offers a framework and community for colleges and universities as they undertake a rigorous, data-informed self-assessment and action-planning process to identify and begin to demolish barriers to opportunity and excellence in STEM. Award applications are peer-reviewed by a panel of experts in STEM higher education and accessibility.

The Equal Opportunity team received a Gold Award for Campus Security, Crisis Management, Student Conduct, Community Standards, Violence Prevention, and related from the National Association of Student Personnel Administrators (NASPA).

Campus Community Center Directors Charla Blumell, angela gay-audre and Jameco McKenzie curated a Pre-Conference event at the 2024 National Conference on Race & Ethnicity in Higher Education: *“This One’s for You! DEIWB Practitioners Pointing the Compass Towards Their Wellbeing”*

 **Awards**

Five OIED staff members were nominated for the NC State University Awards for Excellence

- April Baer, equal opportunity officer
- Shannon Bass, business services coordinator
- Charla Blumell, director, LGBTQ Pride Center
- Melissa Jackson, executive assistant to Vice Provost Sheri Schwab
- Brionna Johnson, library coordinator, African American Cultural Center Library. Brionna was also a Provost’s Unit Award recipient

Lisa LaBarbera-Mascote, senior director, Campus Community Centers, received an Equity for Women Award at the 2024 Sisterhood Dinner.

angela gay-audre, Ph.D., director, African American Cultural Center, received a 2024 Dissertation of the Year Award from the American Association of Blacks in Higher Education (AABHE).

 **Certifications**

Four OIED staff members completed the Professional Administrative Certification of Excellence (PACE) certification through the American Society of Administrative Professionals (ASAP)

- Shannon Bass, business services coordinator
- Leslie Cochran, administrative assistant, Multicultural Student Affairs
- Tracy Ferry, administrative assistant, LGBTQ Pride Center
- Staci Roseboro, administrative support specialist, African American Cultural Center

Jae Edwards, assistant director, LGBTQ Pride Center, completed the Disability Inclusion and Accessible Design Certificate Program at Michigan State University.

Carly Woolard, interpersonal violence response coordinator, Women’s Center, completed the Horticultural Therapy Certificate Program at UNC School of Medicine. Carly was also appointed Vice President of the Carolinas Horticultural Therapy Network this year.



Other Areas of Impact

Equity for Women Awards and Sisterhood Dinner

Each February, the Council on the Status of Women and the NC State Women's Center host the university's 39th annual Sisterhood Dinner. Ada Baldwin, director of housekeeping at NC State, delivered a rousing and emotional keynote speech to 592 attendees, culminating in a much-deserved standing ovation. Attendees spanned all 12 colleges and 52 departments across NC State.

The Equity for Women awards, presented at the Sisterhood Dinner, recognize students, staff and faculty for their standout efforts in advocating for gender equity. Seven members of the Wolfpack received awards this year across five categories:

- Haddy Njie, Faculty
- Lisa LaBarbera-Mascote, Staff
- Lauren Pharr, Student
- Femme Game Night Team, Group

Building Future Faculty

The 19th annual Building Future Faculty (BFF) program welcomed 31 doctoral and postdoctoral scholars from around the U.S. This three-day all expenses paid program aims to increase representation of diverse graduate students and postdoctoral scholars joining the professoriate and encourages applications from scholars who are underrepresented in their disciplines. Again this year, 100% of the program participants found the program as being beneficial towards their aspirations to lead as faculty in higher education.

Recognizing Excellence in Diversity

OIED hosted the 18th annual Recognizing Excellence in Diversity (RED) Event on April 9, presenting the Chancellor's Creating Community Awards to six winners and Diversity Equity and Inclusion (DEI) awards to two winners. More than 100 attendees gathered to recognize and celebrate the exceptional accomplishments and contributions of outstanding faculty, staff, students, colleges, student organizations and alumni who help to create a sense of community and belonging at NC State.

The welcoming atmosphere and genuine appreciation and acknowledgement expressed feels really good - makes me very proud to be part of this community. It makes me feel like there will be support when I need it and gives me ideas on how to support others. Very important. Really well done!

- Sisterhood Dinner Attendee