

NC STATE

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OFFICE FOR INSTITUTIONAL  
EQUITY AND DIVERSITY

# **Diversity, Equity, Inclusion, and Belonging at NC State University**

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# Our Vision

Old version	New Version	Highlighted Changes
NC State University will emerge as a preeminent technological research university recognized around the globe for its innovative education and research addressing the grand challenges of society.	As a preeminent public research university, NC State University will be increasingly recognized nationally and internationally for its innovation in education, research, scholarship and engagement that solves the world's most critical challenges. NC State will be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good.	As a <b>preeminent</b> public research university, NC State University will be increasingly recognized nationally and internationally for its innovation in education, research, <b>scholarship and engagement</b> that solves the world's most critical challenges. <b>NC State will be known as a diverse, equitable and inclusive community that has a transformative impact on society and advances the greater good.</b>

# Our Values

Old version	New Version
<div><div> Excellence</div><div> Integrity</div><div> Freedom</div><div> Stewardship</div><div> Respect</div><div> Responsibility</div></div>	<div><div><div><div> Excellence</div><div> Integrity</div><div> Freedom</div></div><div><div> Sustainability</div><div> Community</div><div> Inclusion</div></div><div> Collaboration</div></div><div data-bbox="1632 628 1845 849"><p>Stewardship, Respect and Responsibility were replaced, while Collaboration is an added value</p></div></div>

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

- Our strength comes from all of our amazing people and their diversity of thought and experience. Institutionalized inequality, including racism, is unacceptable.



# **Data Points That Inform Our Practice and Pedagogy**

An overview of a major data points that are utilized to inform our direction as we seek to sustain and reinforce our culture of belonging.

# Recurring Themes = Call to action

1. **Climate/culture**— Building a sense of belonging and inclusion
2. **Recruitment and retention of students, faculty and staff of color and other underrepresented identities.**
3. Creating visible, transparent mechanisms for communicating **progress and accountability** for equity based initiatives.
4. **DEI education and professional development** for all.
5. **Visibility and accountability for bias, discrimination, harassment and retaliation incidents.**
6. University values of inclusion, community and collaboration bolster the updated vision and goals.
7. Cultivation of **community-driven response.**

*“We seem to be **caught in this data-gathering phase**. There are **decades of research** on what it’s like to be a Black faculty, staff, student. There’s **retraumatizing** of them to educate the people that are traumatizing them on this trauma” - Faculty*

# DiversityEdu

## DiversityEdu Completions by College (as of May 2021)

College	Number of Completions	Percentage of Completions
Poole College of Management	131	87%
College of Natural Resources	82	79%
College of Agriculture and Life Sciences	239	80%
College of Design	50	63%
College of Education	146	85%
College of Engineering	310	76%
College of Humanities and Social Sciences	562	80%
College of Sciences	428	84%
Wilson College of Textiles	56	82%
College of Veterinary Medicine	94	78%

- Overall, 79% of faculty have successfully completed the DiversityEdu module.
- Increased engagement in understanding individual pedagogies.
- Faculty satisfaction with the method of delivery and engagement.

# Campus Climate Survey - 2019

Overall  
experience

Role of diversity  
in higher  
education

Shaping attitudes  
about diversity

Interacting with  
others who are  
different from you

Campus climate

Sexual  
assault/violence



## The Overview: Aggregate Data

- Generally, among students “overall,” results in most areas are trending in a positive direction.
- Support has grown for prioritizing diversity and inclusion as key priorities for NC State and the role of higher education overall.
- In some areas, such as the success and impact of NC State’s efforts related to diversity, ratings from historically marginalized student groups have grown less favorable over time.
- **Persistent, notable and critical differences exist in the campus experiences and opinions of historically marginalized students.**

# UNC Racial Equity Task Force



THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM  
RACIAL EQUITY TASK FORCE

- Equity in the student academic experience.
- Equity-minded faculty, staff, and administrators.
- Safe and inclusive campuses and communities.

# 2020 Employee Engagement Data

## 2020 Employee Engagement Survey

### EES Diversity Trends

	2020 Overall	2018 Overall
	Positive Response	Positive Response
Total number of survey respondents	5,096	4,633
At this institution, people are supportive of their colleagues regardless of their heritage or background.	74	77
This institution places sufficient emphasis on having diverse faculty, administration and staff.	69	73
This institution has clear and effective procedures for dealing with discrimination.	71	74
All things considered, this is a great place to work.	75	76
I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	63
Promotions in my department are based on a person's ability.	47	50
This institution's policies and practices ensure fair treatment for faculty, administration and staff.	61	60
This institution's culture is special - something you don't find just anywhere.	57	56
My institution is committed to building a culture that actively promotes diversity and inclusion for students, faculty, and staff. (Diversity and inclusion means the intentional efforts undertaken to create an institutional culture and a working and learning environment that offers acceptance, support, and respect for a diversity of individuals.) †	73	-

# **Resources to Support Faculty in Creating and Sustaining Diversity, Equity, Inclusion, and Belonging**

A small subset of the resources available to faculty to provide support, engagement, and education.



**NC State is proud to be 1 of 3 [Charter Members](#).**

The process, inspired by the Athena SWAN and Race Equality Charters (UK), includes:

- Voluntary self-assessment using criteria based on SEA Change Principles
- Identification of barriers preventing inclusion and equity in STEM across institutions and departments
- Focus: Development of an action plan to address barriers
- Action plans and progress independently assessed by a panel of experts to receive appropriate recognition

# Intercultural Development Inventory



- To measure the development of intercultural competence
- Use as a tool to develop, train and/or mentor faculty, staff or students;
- To solidify a unit's diversity, equity, and inclusion goals; and
- To use as an instructional tool in the classroom.

# Inclusive Excellence Certificate

Complete the foundational learning components in one academic year to receive certification and recognition at the Recognizing Excellence in Diversity (RED) Event in April.

## Starting Fall '21 Four Required Courses

- Unconscious Bias: Insights for Inclusivity
- Macro of Microaggressions
- Foundations of Equal Opportunity

*(coming soon: Applied Cultural Identity (self-paced))*



# The Credential

Integrating cultural competency training into our pedagogy:

The Credential			
Faculty Track			
September 2021	Application opens in REPORTER	\$30/pp	Letter of interest and support from supervisor
October 2021	Notification of Selection	Begin 8 hours of training - complete by December 2021	Foundations of D.E.I. Course; EverFi and First Amendment and Impact Response are required
November 2021	IDI Assessment	IDI Debrief	DEI Audit assigned
January 2022	Cohort Kickoff	Cohort Case studies	
February 2022	IDI@NC State Cohort debrief	Cohort Case studies	
March 2022	Special Guest Lecture	Cohort Case studies	
April 2022	Completion of Diversity Audit	Diversity Audit presentation by Cohort	RED Event





# Advocate/Ally Certificates



**Veteran and Military  
Friendly Space**



# Campus Community Centers



- Our community centers, committees and affinity groups help students, faculty and staff find a welcoming home on campus.
- Our community efforts also play a role in increasing participation, retention, and success of students, faculty, and staff from historically underrepresented groups.

# Community Care & Response



- Restorative practices – community-focused processes and exchanges designed to equip individuals and groups to process, and hopefully resolve, interpersonal conflict; and reduce social inequity.
- BIRT, EOE, Cares, BAT, SART, UPD, Prevention Services, Counseling Center, UHR, both Ombuds offices

# Partnership Initiatives Across Campus

- Incentivizing Inclusive Teaching Certificate (OFE)
- Reviewing F/S recruitment, retention (UHR)
- Employee Affinity Resource/Networking Groups (UHR)
- Bolstering Alumni and friends connections (Alumni)
- Celebrating, incentivizing DEI - Creating Community Awards (many)
- Global Cultural Competence (OGE)
- Student co-curricular DEI learning opportunities (DASA)



## Questions and Comments