NC STATE THINK AND DO THE EXTRAORDINARY

Administrative Leadership Meeting

Randy Woodson
Chancellor

Tuesday, July 12, 2022

Upcoming ALMs

September 13	Accreditation Update	Talley: Piedmont/Mountains Ballroom
November 15	TBD	Titmus

Budget Update

- Integrative Sciences Building
- NIIMBL
- Plant Sciences Building Reserves
- NC Clean Energy Tech Center
- 1% Additional Salary Increase (3.5% total)

Questions

NC STATE UNIVERSITY

Office for Institutional Equity and Diversity

THINK AND DO THE EXTRAORDINARY

Support the Unit →

About | Community | Inclusive Excellence | Equal Opportunity | Safe at NC State | News & Events

Fostering an inclusive campus community of students, faculty and staff who value and inspire personal, academic and professional excellence.

Learn more →

CELEBRATING 50 YEARS OF TITLE IX

NC State Strategic Plan: Vision Statement

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.

NC State Strategic Plan: Vision Statement

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.

We should not seek a simple solution

What people think DEI issues are:
Representation
Trainings
BelongingAtWorkSummit.com

Just part of what DEI really encompasses EAB's DEIJ Framework

Manage vision & strategy	Reimagine Institutional Administration	Improve Student Success	Redesign Student Learning	Enhance Faculty & Staff Experience	Transform campus climate
Articulate Inclusive Vision	Develop Inclusive Faculty & Staff Policies	Update Strategic Enrollment Management	Review & Update Curriculum	Update Faculty Recruiting & Hiring Approach	Engage Student Activists
Develop Executive Understanding	Update budget processes	Align Student Support Services	Develop Inclusive Pedagogy	Onboard & Develop Faculty	Engage local community
Engage Governing Bodies	Update Procurement Processes	Transform Health & Well-Being	Integrate Academic & Career Development	Update Tenure & Promotion Policies & Processes	Develop Flashpoint Response Plan
Develop DEIJ Infrastructure & Resourcing	Transform Alumni & Volunteer Engagement	Deepen Student Engagement & Belonging		Foster an Inclusive Climate for Faculty	Develop Bias & Harassment Response
Integrate Stakeholder Voices in Planning	Update Campus Safety Policy & Practices	Revitalize Student Onboarding		Update Staff Recruiting & Hiring Approach	Engage with institutional heritage
Select Metrics & Outcomes				Onboard & Develop Staff	
Set & Communicate Accountability				Update Staff Evaluation & Promotion Processes	
				Foster an Inclusive Climate for Staff	

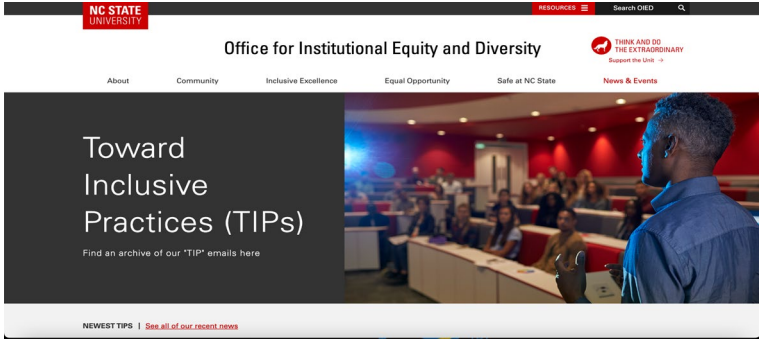
Current State of Doing

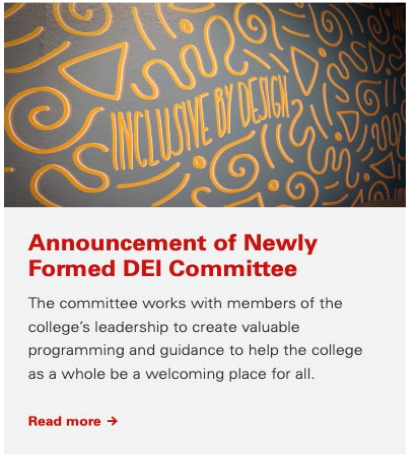
Dispersed DEI work structured around units

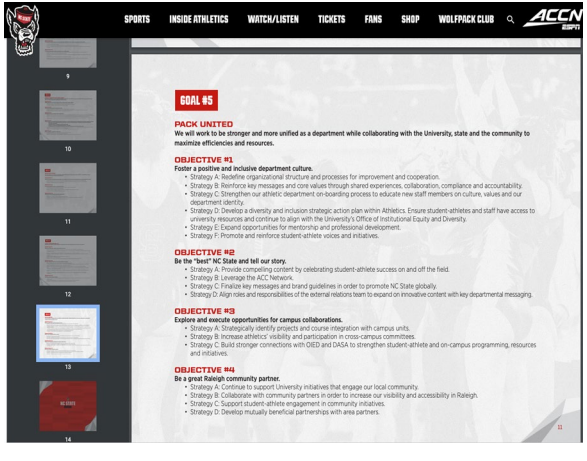
Desired State

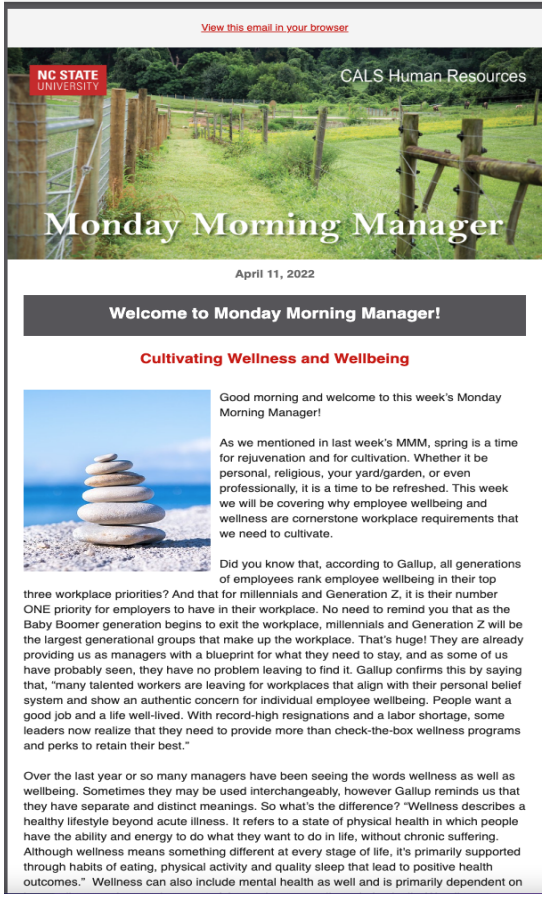
Balance of Local Efforts plus Collaborative Work and Collective Impact

Local culture is important!



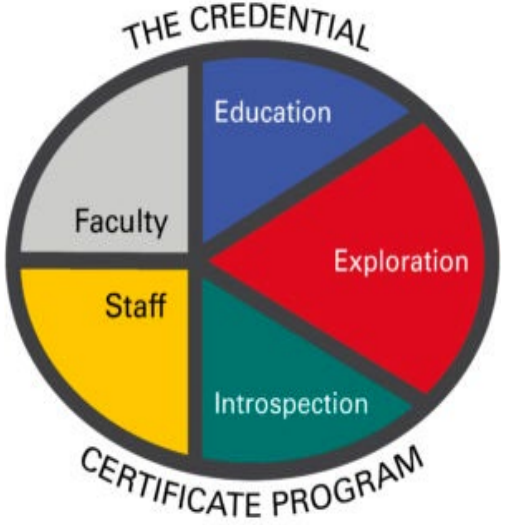






DEI Professional Development

DEI Summer Intensive: July 28th, 8:30 am – 12:30 pm.



Collective Impact

Leadership, Managers, Supervisors

Office of Faculty Excellence

University Human Resources

HR Leads

Diversity Directors and Assistant Deans

College/Division DEI Committees

Existing and new Affinity Groups

1. Shared goals, common agenda around an issue/initiative
2. Mutually reinforcing activities
3. Alignment of common measurements
4. Consistent and open communication
5. Strong “Backbone”

BOT DEI Annual Report

UNC Policy Manual Sections 300.8.5 and 300.8.5[R]

The UNC System requires constituent institutions to submit an Annual Report on their “diversity and inclusion operations and activities” (non-compliance related).

THE UNC SYSTEM

The Opportunity to Collaborate and Align

Supporting colleges/divisions in contributing more robust data → reliable, comprehensive, and transparent reporting on DEI activities will facilitate pathways for collaboration and/or replication of effective efforts; ability to communicate what we are doing collectively

Next Steps

- Framing “signature” programs, goals, metrics
- Tracking “non-signature” DEI-related programs
- Connecting with Divisions to assure all are applying/strategizing for DEI

SEA Change

A voluntary program that supports and recognizes institutions for action that measurably -- and progressively over time -- advances diversity, equity, and inclusion, particularly in STEM.

Rest assured, we are committed to equity for all disciplines!

Self-assessment

- Use detailed framework as guide
- Gather info: what's missing?
- Answer as many questions as possible
- Should be complete but not all info needed in application

Narrative

- Tell institution's story, provide context
- Make clear the understanding gained from self-assessment
- Discuss what's included in action plan, what isn't, and why

Action Plan

- What are plans moving forward?
- Why and how were issues prioritized?
- Are actions SMART?
- Do the actions reflect findings from the self-assessment?

Internal use only
Creates complete picture ***critical*** for success

Submitted for peer-review

	Bronze	Silver	Gold
A thorough self-assessment using qualitative and quantitative analyses	☑	☑	☑
Identifies key issues	☑	☑	☑
Actions in place to address key issues and carry the institution forward	☑	☑	☑
Demonstrates impact of previous activity and expands action plan to continue progress		☑	☑
Serves as a beacon in the sector and beyond			☑

SEA Change Phases

Reconceptualizing the Process in Phases:

- Phase 1: Inventory & Issue Identification (*December 2021-April 2022*)
- Phase 2: Issue-Specific Analysis (*Summer 2022-Spring 2023*)
- Phase 3: Application Compilation, including internal review (*Spring-Fall 2023*)
- Phase 4: Implementation (*Fall 2023 and beyond*)

Equal Opportunity & Equity

- Equal Employment & Diversity Fundamentals (EEODF)
  - All new supervisors/managers since Jan 2021
- Discrimination & Harassment Prevention and Response
  - All new employees within first 6 months
- Title IX - Responsible Employees & Designated Officials
- Search Committee Orientation

New Title IX proposed regulations

Title VI

Breadth of DEI Initiatives

Digital Access and Literacy Project

IT/Digital accessibility

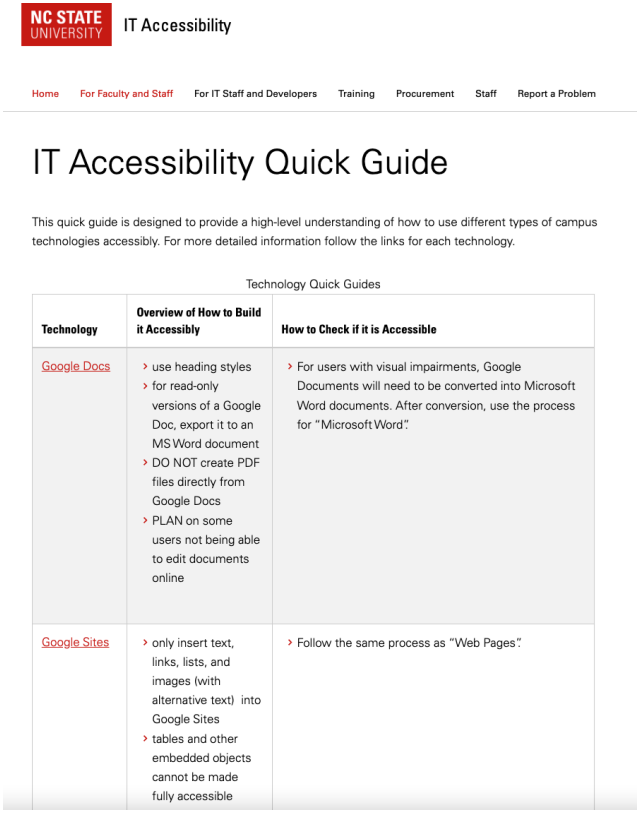
Physical Master Plan - Accessibility of space, movement
Lactation spaces (Title IX)
Community & hallowed spaces, “safe” spaces
ADA Transition Plan, applying Universal Design

Curriculum review - change in the definitions used by CUE for what constitutes meeting US Diversity course

Inclusive Teaching Certificate

Land acknowledgement

Coming out this week: Signature Programs, Fall 2022



NC STATE UNIVERSITY IT Accessibility

Home | For Faculty and Staff | For IT Staff and Developers | Training | Procurement | Staff | Report a Problem

IT Accessibility Quick Guide

This quick guide is designed to provide a high-level understanding of how to use different types of campus technologies accessibly. For more detailed information follow the links for each technology.

Technology Quick Guides

Technology	Overview of How to Build it Accessibly	How to Check if it is Accessible
Google Docs	› use heading styles › for read-only versions of a Google Doc, export it to an MS Word document › DO NOT create PDF files directly from Google Docs › PLAN on some users not being able to edit documents online	› For users with visual impairments, Google Documents will need to be converted into Microsoft Word documents. After conversion, use the process for “Microsoft Word”.
Google Sites	› only insert text, links, lists, and images (with alternative text) into Google Sites › tables and other embedded objects cannot be made fully accessible	› Follow the same process as “Web Pages”.

A few closing thoughts

Questions??