



NC STATE

THINK AND DO
THE EXTRAORDINARY

Administrative Leadership Meeting

Randy Woodson
Chancellor

Tuesday, May 11, 2021

Upcoming ALMs

July 13, 2021

Zoom



Return to Campus

- All offices, locations and services will be open during normal business hours and staffed to ensure the availability of in-person services.

Student and Alumni Success

- Churchill Scholar
- Knight-Hennessy Scholar
- NSF Graduate Research Fellow



Today's Topic



Racial Equity & Diversity, Equity & Inclusion Efforts at NC State

Administrative Leadership
Meeting

May 11, 2021





**#STOP
ASIAN
HATE**



2019 NC State Student Climate Survey

- Generally among students “overall” (aggregated data), results in most areas studied are trending in a positive direction.
- Support has grown in all groups for prioritizing Diversity and Inclusion as critical for NC State specifically and in 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.**

*Data analysis provided by Dr. Nancy Whelchel, Institutional Strategy & Analysis
Acknowledgments to Dr Christy Byrd, Dr. Stephanie Helms Pickett*

2019 Climate Survey - Notable Findings

Students who identify as female, transgender/non-binary, students of color (most notably Black students), GLBTQIA, poor/working class, and those with a disability are consistently:

1. Less satisfied with their overall campus experiences and slightly more likely to have negative experiences in the classroom and outside the classroom;
2. More supportive of diversity-related policies/practices and think D&I is an important activity for NC State and we should make it more of a priority;
3. Less likely to see the campus as very supportive of other marginalized groups.

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2020 & 2018 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	-

Fall 2020 UNC System Racial Equity Task Force



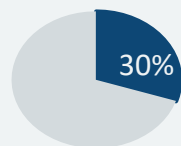
System-wide examination of the legacy of race and racism in the state's public higher education system and how that history shapes and impacts the lived experiences of our students, faculty and staff.

Charge: Meet with student, faculty and staff groups to discuss issues of race and equity in the UNC System and all tangible steps that can be taken across the UNC System in pursuit of equity and understanding.

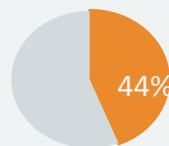
Data analysis by APCO Worldwide, Inc. to UNC Racial Equity Task Force, 10 Nov 2020

Many BIPOC participants say they have experienced microaggressions, discrimination and/or harassment

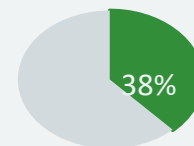
Personally Experienced Racial Harassment or Discrimination



BIPOC Students
(n=2,159)



BIPOC Faculty
(n=792)

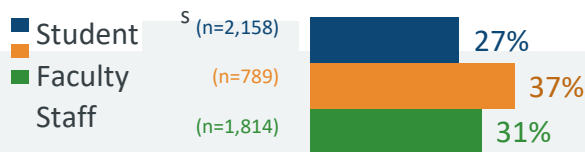


BIPOC Staff
(n=1,812)

Q9. Have you ever personally experienced an act you considered to be racial discrimination or harassment by another member of your institution?

Lack of comfort, confidence in current reporting structures

BIPOC Not Comfortable Reporting



Q10. Regardless of whether you have experienced or witnessed an event, how comfortable would you feel in reporting an act of racial discrimination or harassment to your institutional employer?

BIPOC Not Confident in Protection From Retaliation



Q12. If you reported an instance of racial discrimination or harassment, how confident are you that the institutional employer would [protect you from retaliation/hold those in the wrong appropriately accountable]? [Base on respondents not selecting "Not applicable/Don't know"]

BIPOC Not Confident Offenders Will be Held Accountable



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 to bolster NC State's vision and goals.

*"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



Wolfpack 2030: Powering the Extraordinary

Our Vision

NC State University will research and create knowledge that will be increasingly recognized nationally and internationally for its contribution in education, addressing 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.

Our Values



Excellence



Sustainability



Integrity



Respect



Freedom



Responsibility



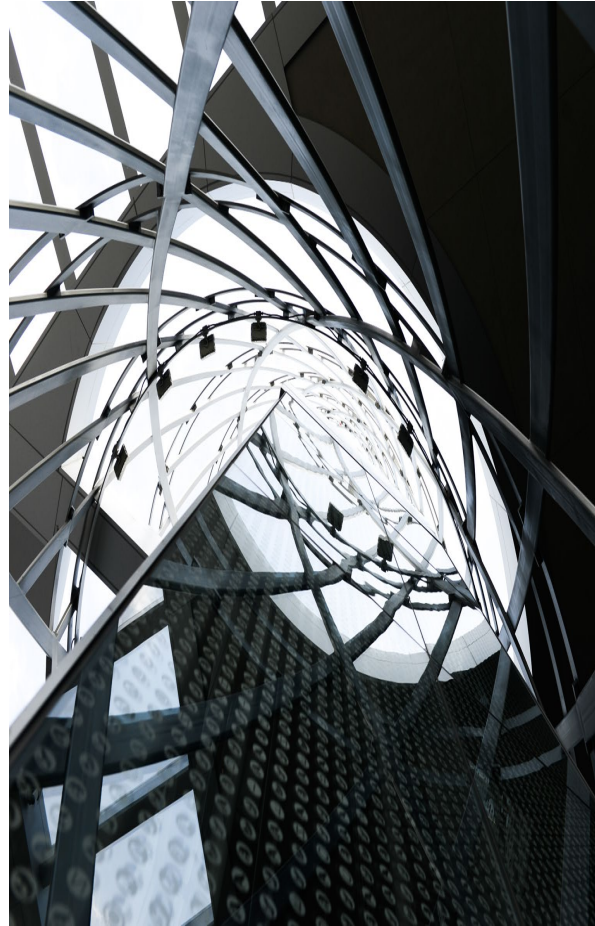
Collaboration

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.



NC STATE UNIVERSITY





Fall 2020 NC State Racial Equity Summit

Appreciative Inquiry Process:
How do we ignite
Authentic
Racial Equity?

Summit - Key Actions Named

1. Improve Sense of Belonging, Well-Being
2. Ensure strong & consistent leadership, investment/capacity building and risk-taking
1. Provide ongoing, regular opportunities for personal connections to support a welcoming and inclusive environment.
 Suggestions: Dialogue events, mentoring and networking events, employee affinity groups, conversation about climate and culture
1. Enhance intentional recruitment and retention of BIPOC employees and students
2. Deliver impactful DEI coursework for students and professional development for employees
3. Communicate clearly, regularly and transparently about progress towards tangible action items



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

- 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

Next Steps: Naming a team for review and application in Fall 2021.

Intercultural Development Inventory



2021 Pilot Units

WCOT

Graduate School

Office of Global Engagement

COS

CVM

Facilities Division

Soon: 30 Certified Facilitators

Community Care & Response



restorative practices – community-focused processes designed to equip individuals and groups to process, and hopefully resolve, interpersonal conflict & reduce social inequity.

BIRT, EOE, Cares, BAT, SART, UPD, Prevention Services, Counseling Center, UHR, Ombuds offices

Next Steps: OIED & Partner Initiatives

- Inclusive Excellence Certificate Program (OIED)
- Incentivizing Inclusive Teaching Certificate (OFA)
- Reviewing Faculty/Staff recruitment, retention (UHR)
- Employee Affinity Resource/Networking Groups (UHR)
- Bolstering Alumni and friends connections (Alumni)
- Celebrating, incentivizing - Chancellor's Creating Community Awards
- Global Cultural Competence Programs (OGE)
- Student co-curricular DEI learning opportunities (DASA)
- Fundraising for DEI, scholarships (Advancement)
- Recruitment/yield of undergrads, grads (EMAS, Grad School)

Next Steps

Collaborative Community Building

- 2021-22 Racial Equity and DEI University-Wide collaborative event
- Focus on Belonging, Well-Being, and Equity

Organizing and Aligning DEI Work

- Revamping UDAC
- Aligning w/ college/division DEI Professionals, Committees

Bolstering Community Care & Response, building capacity

