

OFFICE FOR DIVERSITY AND INCLUSION (ODI)

2010 – 2011 Annual Report

This year, NC State University was once again recognized as a Role Model Institution for Diversity and Inclusion by Minority Access, Inc. In addition to promoting a more welcoming and inclusive campus, ODI partnered with several campus and external partners to successfully implement a number of new and continuing diversity and inclusion programs in three of our core focus areas; student diversity, faculty and staff diversity and the African American Cultural Center.

To increase student diversity in our graduate programs at NC State through campus visitation program and through undergraduate research and faculty engagement, ODI once again led a collaborative project with the Graduate School and the United Negro College Fund Institute for Capacity Building that involved hosting students from five Historical Black Colleges and Universities. This year we increased student participation from three to five institutions and implemented a faculty engagement component to include a collaborative research project with CHASS, School Psychology and Johnson C Smith Community College. ODI also secured \$17,000 in matching funds from UNCF- ICB. The Campus Dialogues on Diversity provided an opportunity for the campus community to explore issues related to the immigration debate and confronting hate. In collaboration with the Student Government Diversity Commission, ODI helped develop and implement a week long series of Diversity programs to enhance cultural awareness. ODI also established a partnership with the North Carolina Commission on Indian Affairs to support educational access of Native Americans to postsecondary education by providing leadership for an American Indian Youth Unity Leadership Conference, a Native American Education Summit and an American Indian Advisory Council.

This year, ODI implemented a significant expansion of the Building Future Faculty Program. Thirty five graduate students and post-docs from around the country participated. The Building Future Faculty program is a three day all-expenses paid workshop for doctoral students and post-doctoral scholars who are interested in pursuing academic careers. The ADVANCE Developing Diverse Departments Project Leadership Development Workshop Series involved a series of seven workshops for women faculty helping prepare them to pursue campus leadership positions. The Climate Workshop Series for Department Heads included a series of four workshops built around a confidential survey of department faculty and staff to assess the department climate. The Developing Diverse Departments (D3) Annual Retreat included deans, department heads, and faculty attended this one-day retreat designed to disseminate information learned through our ADVANCE D3 project and connect with other ADVANCE projects in the region and the country. Ten (10) Faculty and Staff Diversity Mini-Grant Awards of up to \$3,000 each were also awarded this year.

The African American Cultural Center (AACC) hosted a total of four gallery exhibits. The Saturday Program for Academic and Cultural Education (SPACE) curriculum was changed to a project based experiential model for the fall and spring terms and expanded to include cohorts at Wayne Community College and Rocky Mount. Program services and delivery in the AACC were significantly improved and expanded with the implementation of the Event Management System. The on-line service and request time was reduced and a broader range of organizations and clubs utilized the resources during the fall and spring semesters.