

Office for Equal Opportunity (OEO) Annual Report, 2010-11 (revised)

OEO's compliance activities promoting the health and well-being of the university community included Discrimination & Harassment Prevention and Response (DHPR) workshops for 2,131 participants during the past year. OEO staff provided 48 search committee orientations to departments hiring new faculty and staff and worked with college deans in developing unit action plans for hiring a diverse workforce as part of the university's equal opportunity plan. OEO continued implementation of the action plan developed in response to the U.S. Department of Energy's Title IX compliance review of NC State's Department of Electrical & Computer Engineering. OEO's enhanced Title IX activities include the development and posting of new Title IX posters in campus buildings, a workshop on Title IX compliance, and Title IX training for administrators at Fayetteville State University. OEO staff developed and launched an online survey in which 2,271 faculty, staff and students were invited to complete a brief questionnaire about the office's services, programs and activities. Survey results revealed the majority of the 400 respondents held very favorable opinions concerning OEO's programming and outreach efforts.

OEO's outreach programs are supportive of the university's efforts to produce leaders for the state, nation and the world. OEO's signature program, *Equal Opportunity Institute*, completed its twelfth year and, to date, this 30-hour certificate program has produced 312 graduates. OEO sponsored the campus affiliate of the National Coalition Building Institute (NCBI), trained 7 new facilitators to present the "*Building Bridges*" diversity workshop and presented 36 *Building Bridges* workshops to 1004 participants in 2010-12. OEO continued its efforts to provide NC State employees with the state-mandated EEOI training. OEO provides EEOI training on campus to facilitate employees' ease in attending the workshop and to reduce costs associated with the program. This year, the largest number of EEOI participants in the state of North Carolina was trained at NC State by OEO. In April, OEO hosted a technical assistance seminar with participants from eight UNC system schools, UNC-GA, OSP, the Office of Federal Contract Compliance Programs, and PeopleClick Authoria to discuss affirmative action planning software and the requirements of the federal government and state government in developing equal employment opportunity plans.

There were several significant personnel changes and noteworthy staff accomplishments in 2010-11. Ursula Hairston began employment as an assistant equal opportunity officer. NC State's Student Diversity Council recognized Beverly Williams, coordinator of outreach and education, with an award for her work with the NCBI campus team. Amy Circosta earned her certification as a Certified Affirmative Action Professional (CAAP) through the American Association for Affirmative Action. Cheryl Branker and staff from the Disability Services Office (DSO) participated in the Access Computing Capacity Building Institute in Arlington, VA with other universities to discuss how to increase the participation and success of students with disabilities, including post-9/11 veterans, in computing and IT academic programs and careers. The DSO enhanced the success of NC State's students through educational innovation by procuring, demonstrating, and encouraging students to use assistive technology in their course work. Such technology includes: LiveScribe pens, small format technologies such as Tablet/I-Pad, Read&Write Gold software, and the use of E-Books.

Effective July 1, 2011, the Office for Equal Opportunity will merge with the Office for Diversity and Inclusion to form the new Office for Institutional Equity and Diversity. The new office will be led by Joanne Woodard who will become the vice provost for institutional equity and diversity. Three units from the Division of Student Affairs (the Office of Multicultural Student Affairs, the GLBT Center, and the Women's Center) will also become part of the new office.

The full version of the *Office for Equal Opportunity Annual Report, 2010-11* is available on the OEO website at http://www.ncsu.edu/equal_op/pubs.html.