

Office for Institutional Equity & Diversity (OIED)

Annual Report, 2011-2012

Submitted by Joanne G. Woodard, vice provost for equity and diversity

The creation of the Office for Institutional Equity and Diversity (OIED), effective July 1, 2011, is an example of enhanced organizational excellence as described in the university's strategic plan, *Pathway to the Future*. The administrative reorganization and realignment that resulted in OIED capitalized on synergies between equal opportunity, diversity, and campus community centers advocating for specific, historically underrepresented populations. The new OIED was formed from the merger of the Office for Equal Opportunity & Equity with the Office for Diversity & Inclusion and the realignment of former Student Affairs units (Multicultural Student Affairs, the Women's Center, and the GLBT Center). For OIED, the past year has been one of transition as the unit worked to forge a new identity with mission, vision and goals consistent with the new university strategic plan. OIED staff designed a new office logo, revamped the diversity and equity website, and published weekly the *Diversity Digest*, OIED's electronic newsletter and campus source for news about diversity at NC State.

Thousands of faculty, staff and students participated in OIED programs during the past year. *Major new diversity and equity initiatives* undertaken by OIED include the following:

The *Chancellor's First Year Student Leadership Program*, a new program for first year students, is housed in the NC State Women's Center. The program focuses on women's leadership and 48 NC State male and female first year students were selected and completed this year's program. In addition to identifying and nurturing promising first year students, the goal of the program is to improve participants' self-efficacy, self-knowledge and leadership abilities through information sharing and relationship building. Some of the program sessions were held at the Chancellor's residence and included opportunities for participants to interact and learn from the Chancellor and Mrs. Woodson.

NC State was one of eight universities in the country selected by the American Council on Education to participate in the "*At Home in the World*" initiative, a two-year demonstration project funded by the Luce Foundation. The "deliverables" for NC State's participation in this effort to "marry" multicultural/diversity initiatives with international and globalization efforts include development of a course on cultural competence (ECD 296) and increasing the number of historically underrepresented students who participate in international activities such as study abroad and alternative spring break trips. This initiative aligns with Goal 1 (enhancing the success of our students) and Goal 3 (enhance local and global engagement through focused strategic partnerships) of the university's strategic plan. Joanne Woodard, vice provost for equity and diversity and Ingrid Schmidt, associate vice provost and director of Study Abroad are co-team leaders of the NC State "*At Home in the World*" effort.

OIED piloted a minority male mentoring program, *Pack's PACT*, to address the low persistence and graduation rates of minority males which lagged nearly 20% behind that of white males at NC State. Housed in Multicultural Student Affairs, this program will continue in 2012-2013 with enhanced efforts to provide mentoring and other support services for the targeted population. Thirty students participated in the inaugural program.

Major new appointments in OIED include Dr. Ashley Simons-Rudolph, director of the Women's Center; Roderick Bradley, director of the Office of Multicultural Student Affairs; Mark Newmiller, director of the Disability Services Office; and Dante James, assistant director of the African American Cultural Center. Dr. Deborah Luckadoo, former director of campus activities in Student Affairs at NC State, also joined OIED this year as director of staff diversity. Dr. Luckadoo will work collaboratively with other OIED diversity and inclusion experts and campus partners to provide leadership for the implementation of recommendations from Task Force on Staff Diversity Report.

OIED concerns for the future perennially center on the need for additional resources. It is imperative that OIED obtain additional fiscal resources to (1) maintain its current level of diversity and equity programs (e.g., Diversity mini-grants, Building Future Faculty Program, NCBI diversity workshops, Diversity Awards Program, Campus Dialogues on Diversity), (2) develop new initiatives to improve campus climate, and (3) engage in good faith affirmative action and equal opportunity compliance efforts (e.g., Title IX, ongoing OFCCP audit).

See the unabridged OIED Annual Report for 2011-2012 at: <http://oied.ncsu.edu/oied/reports.php>.