

UDAC Recommendations

The University Diversity Advisory Committee (UDAC) was asked by Chancellor Randy Woodson and Provost Warwick Arden to engage the campus community and make recommendations about improving cultural competence and the racial climate at NC State. This was included in the [NC State message in January 2016 - Strengthening Campus Unity](#).

After numerous group discussions, the racial climate town hall in January 2016, and meetings with student groups, UDAC recommended the following areas of focus to assist with improving cultural competence and the racial climate at NC State. These recommendations were accepted by the Chancellor and Provost at the start of the fall 2016 academic year.

It is our hope to continue enhancement of our campus community, culture, and climate. This will be a shared effort across campus as we work to celebrate our students, faculty, and staff with respect for cultural and intellectual diversity while fostering a welcoming environment. Over the course of the fall 2016 semester a work group assembled by Provost Arden will begin meeting to chart a plan of action moving forward.

The four areas of focus are:

- Cultural Competency (led by Dr. Linda Smith, OIED)
 - Adopt professional competency levels.
 - Develop and make available training and/or educational opportunities for the campus community.
 - Establish outcomes and expectations for those within the campus community, assessing progress individually and on a unit/division level.

- GEP Diversity Course Requirement (led by Dr. Mike Mullen, DASA)
 - Encourage discussion and review of the U.S. diversity course GEP requirement including:
 - What does it mean to qualify as a U.S. diversity course?
 - What courses currently are on the list?
 - What do we want to satisfy with a course requirement?
 - Determine the need for a stand alone cultural competency course for all undergraduate students.

- Communication (led by Mr. Brad Bohlander, University Communications)
 - Educate the campus community regarding the Bias Incident Response Team.
 - Incorporate cultural messaging broadly to reflect the diversity within our campus community.

- Facilitate marketing efforts regarding awareness campaigns and promotion of events like Diversity Education Week.
- Student Government Action Items (led by Ms. Justine Hollingshead, DASA)
 - Continue discussion of, and assist with implementation of key action items, where appropriate, as identified by the Student Government town hall that occurred in January 2016.

There will be opportunities for students, faculty, and staff to get involved as we begin this important work. If you have an interest in learning more or getting involved, please email Justine Hollingshead, Chair of UDAC, at jrhollin@ncsu.edu.