



**THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM**

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## **Diversity and Inclusion Annual Report to Board of Trustees**

**Institution:** Fayetteville State University  
**Report Cycle:** Fiscal Year 2020-2021  
**Submission Date:** June 25, 2022

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In accordance with the UNC Policy Manual Sections 300.8.5 and 300.8.5[R], "Regulation on Diversity and Inclusion," the constituent institutions of the UNC System are required to present to their Board of Trustees (BOT) an annual report on the institution's diversity and inclusion (D&I) operations and activities.

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**PART 1: The impact of the institution's diversity and inclusion (D&I) programs and activities with respect to System-wide D&I metrics and institutional D&I goals**

*Describe institutional D&I goals and provide relevant available data on outcomes. If institutional D&I goals have not yet been developed or implemented, then describe the institution's plan to collect this data and expected date of implementation. The System-wide D&I metrics are in development and not required to be reported for FY 2020-21.*

One of the university's Core Values as outlined in the new 2020-2025 Strategic Plan includes "Diversity, Equity, and Inclusion": Working collaboratively and effectively in a global society.

Strategic Priority 3: Employee Vitality: Drawing upon the HBCU culture of giving back, the university will further develop a vibrant work environment that promotes, supports, and rewards excellence among faculty and staff. Strategic Goals include:

- Recruit and retain a talented workforce.
- Strengthen FSU's workforce through a broad range of innovative leadership and professional development initiatives.
- Foster a vibrant campus culture among the faculty and staff.

A senior level sponsor to lead the Diversity and Inclusion effort at FSU has been identified. Implementation of a campus Diversity and Inclusion Committee consisting of key stakeholders will allow the university to better define key Institutional D&I Goals. The committee will be formed in 2022.

Institutional D&I Goals: Goals at this time are division driven.

**PART 2: The number of positions and FTEs with D&I responsibilities, indicating the percentage of each associated with D&I responsibilities**

*Indicate the staffing provided to support the institution's D&I program. This includes positions that have designated D&I-related work duties, whether centrally administered or located in various schools, colleges, or divisions. This report is not intended to capture portions of positions less than half-time (0.50 FTE) unless the part-time position is fully dedicated to D&I functions. It is recognized that many faculty and staff throughout the institution may spend some degree of effort on or contribute to institutional D&I activities, even though these activities do not represent the primary focus of their position; however, these should not be included in this report.*

Position Title	School/Division	Percent of Work Time Assigned to D&I Activities	Brief Description of D&I Related Activities
Director	Division of Student Affairs Counseling and Personal Development Center	75%	-Reviews and approves reasonable accommodations for students who are registering with the Student Disability Services. -Counseling sessions can be utilized to address self-awareness and issues with inclusion when applicable. Provides workshops and/or presentations to address cultural relevant topics to include social justice, self-awareness activities and practicing inclusion.

**PART 3: An accounting of institutional budget expended on D&I operations and activities, broken out by personnel and non-personnel costs and by funding source**

*This section must include all staff included in Part 2 above. Personnel costs should reflect only the portion of the position's time associated with D&I activities over the fiscal year. Distinguish expenses by funding source.*

Type of Expense	State Funds	Non-State Funds	Total Expenditures
Personnel Expenditures	\$61,500		\$61,500
Non-Personnel Expenditures	\$62,000	\$31,475	\$93,475
<b>Total Expenditures</b>	<b>\$123,500</b>	<b>\$31,475</b>	<b>\$154,975</b>

**PART 4: A list of signature D&I programs that serve a critical role in helping the constituent institution accomplish its learning and D&I objectives, along with their purpose and any data on outcomes, including relevant participant feedback**

*This list is not intended to be exhaustive but should reflect the most significant D&I programming. If feedback or related data on outcomes is not available, indicate how this data may be captured in the future.*

## **HUMAN RESOURCES:**

**Program: Team Optimization (EQ and Extended DISC):** Team developmental program customized for FSU. The program allows leaders and employees the opportunity to create more effective communication in a safe and confidential environment. The program focuses on developing leaders and employees by identifying barriers to effectiveness (communication styles, interpersonal challenges, relationships, etc.) and the most productive ways to overcome those barriers. Feedback has been favorable and included such statements, such as “this is life changing”.

- **Notable Data/Outcomes/Feedback:**

Enrollment Services Call Center Team: 2-Supervisors and 4-Employees

**Program: Media Partners:** “How Was Your Day?” Getting Real about Bias, Inclusion, Harassment and Bullying training on creating a respectful workplace and “Respectful Supervisor” training to equip supervisors and managers with needed knowledge and skills on coaching employees for success and creating a safe, inclusive, and diverse environment for all employees.

- The training modules are used for campus-wide, individualized training, as well as implementation as part of the new supervisor training program.

**Program: e-Cornell Diversity and Inclusion Certification:** This course provided an overview of the evolution of the management of diversity and inclusion and presented targeted and high-involvement diversity practices. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges.

During this course, participants completed a project to identify sources of inclusion, align inclusion to improve employee engagement and business results, and determined methods to assess the effectiveness of inclusion initiatives. One senior level administrator completed the course through HR Title III program for Training & Professional Development.

**Program: Employee Engagement Survey:**

- **2020 Employee Engagement Survey:** The second phase of the Employee Engagement Survey took place in February 2020 and gave employees an opportunity to share insight in various areas that impact employee engagement and satisfaction. At the conclusion of the survey, 50% of campus employees completed the survey. Survey results were shared with University leadership in November 2020.

## **STUDENT AFFAIRS:**

### **Student Disability Services**

Provides accommodations to students who qualify to receive these services. Sends out confidential accommodation notification emails to instructors on behalf of students. Provides guidance to Faculty/Staff regarding implementing accommodations. Facilitates campus collaboration amongst the various departments (i.e., Academic Affairs, Residence Life, ITTS, Auxiliary Services) to remove barriers and increase accessibility. Reviews university practices and procedures. Targeted population: All currently enrolled students. Undergraduate, Graduate, Residential, Commuters, Distance/ On-line, Adult Learners, Military Affiliated. 143 Registered with Student Disability Services.

### **Leadership Podcast**

During the Fall 2020 semester, the Office of Student Engagement launched a Leadership Podcast in collaborations with Bronco I-Radio. The iLead1867 podcast was designed to provide a space for students, faculty, and staff to dialogue about relatable topics of the world, social justice issues and leadership. There were four episodes launched during the Fall 2020 semester. They included:

- ILEAD1867 Episode 2: September 3, 2020, **Students & Campus Activism**  
This podcast featured Dr. Noran L. Moffett and Jarmel Baxter. Students had the opportunity to learn more about how they can leverage their voices on their respective college campus.
- October 28, 2020, ILEAD1867 Episode 3: **Voter Empowerment**  
NBA legends, Chris Paul, and Dennis Smith, spoke about the importance of voting and how they are using their platform to help individuals develop a plan to vote in the National Voter election and how elections impact the climate of the nation.
- November 7, 2020, ILEAD1867 Episode 4: **Women's Empowerment**  
Women in student leadership roles were able to discuss how they have cultivated positive relationships with their peers. Special guest were Angel Richardson, Miss Freshman, Aniya Smith, WAC Marketing Coordinator, and Jada Romulas, a member of the Women's Basketball Team.

### **Bronco's Mute Monday:**

The Division of Student Affairs sponsored Bronco's Mute Monday during the 2020-2021 academic year. Bronco's Mute Monday is a film series that offers perspectives of historical circumstances, protesting decorum, and the voices of our multigenerational and multicultural student body; where young people make their voices heard! The series explored Historical perspectives to identify circumstances that have impacted the journey towards justice for all; protest decorum that recognizes effects of marching, legal ramifications to freedom of speech, combating consequences, and etiquette while participating in demonstrations; and self-expression that acknowledges the voices of our multigenerational and multicultural student body with support from the Division of Student Affairs staff and guest panelist.

This campus-wide event is open to students, faculty, and staff as our community engages in a live chat that focuses on social and racial injustices. The series included the following:

Monday, September 14, 2020, **Da’Vinci**, actor from All American Netflix Series, hosted the event. He discussed his personal views about specific historical incidents that have impacted our journey towards justice. The conversation included dialogue that evokes one’s true feelings about issues such as freedom of speech, combating racial injustices, the etiquette of participating in demonstrations and ensuring our voice is heard will be discussed.

### **The Reunited States of America: How Can We Bridge the Partisan**

**Divide** documentary was shown on February 22 followed by a discussion on February 25, 2021. With a nation divided, this documentary followed four everyday heroes on the difficult journey of bridging our political divides. Susan Bro is the mother of Heather Heyer who was killed at the 2017 Unite the Right rally in Charlottesville. Independent politician Greg Orman believes the way to break polarization is to create a third force in our politics. Steven Olikara founded the Millennial Action Project to build a coalition of bipartisan lawmakers to transform government. Republicans David and Erin Leaverton pack up their family in an RV and travel around the country to increase their understanding of the difficulties all Americans face. Viewers were invited to take part in a virtual question and answer session with the filmmakers on Thursday, Feb. 25.

### **Black Lives Matter: Poetry Writing Series & Presentation**

The Rudolph Jones Student Center sponsored a four-week Black Lives Matter: Poetry Writing & Presentation Series hosted by the Poetry Café of Greensboro, NC. during the Fall 2020 semester. Students were given the opportunity to learn more about racial injustice and the Black experience in America, capture their idea and express their voices through poetry.

### **Black Voters Matter Bus Tour**

On October 2, 2020, OSE collaborated with Common Cause NC, a nonpartisan grassroots organization, to host the Black Voters Matters Bus Tour. Students were able to register to vote, collect literature on the candidates running for office, and get free giveaways.

### **Project 68 Voter Engagement Tour with Chris Paul & Dennis Smith**

On October 28, 2020, OSE collaborated the Project 68 & the Chris Paul Foundation to launch a full afternoon of activities related to Voter Engagement. Chris Paul & Dennis Smith had the opportunity to meet with staff, participate in the iLead1867 Podcast, discuss the power of the students’ voice with student-athletes and coaches, and lead a march to the early voting site at Smith Recreation Center.

### **November 1, 2020: Dr. Lamont Hill, Journalist, Political Contributor & Activist**

Dr. Marc Lamont Hill is one of the leading intellectual voices in the country. He is currently the host of BET News and VH1 Live, as well as a political contributor for CNN. Dr. Hill is Distinguished Professor of African American Studies at Morehouse College. Prior to that, he held positions at Columbia University and Temple University. Dr. Hill is the author or co-author of four books.

### **November 2, 2020: Black & Corporate America**

Jermaine Pittman serves a Senior Technology Specialist for Microsoft and has held numerous positions in various fortune 500 companies. A graduate of Fayetteville State University, Mr. Pittman, an experienced Senior Technology Specialist with a demonstrated history of working in the computer software industry shared his experiences in corporate America as an African American.

**November 3, 2020: Unity, Networking, Inclusion, Transparency, and Encouragement**

Sydney Harris, Student Body President, lead a discussion about her platform for the 2020-2021 academic year **U.N.I.T.E.** which stands for Unity, Networking, Inclusion, Transparency, and Encouragement.

**November 4, 2020: Black & Entertainment: Affion Crockett, '95**

Affion Crockett, an American actor, writer, dancer, rapper, comedian, music producer and FSU graduate, has appeared in many films and television shows. Mr. Crockett led a discussion about the challenges he has faced as an African American in the entertainment field.

**November 6, 2020: Melissa Butler, American entrepreneur**

Melissa Butler, a HBCU grad of Florida A & M State University and an American entrepreneur who founded the cosmetic brand The Lip Bar, a non-toxic, vegan, and cruelty-free line of colorful matte lipsticks shared her journey as an African American woman who skillfully and strategically turned the Lip Bar into a nationwide phenomenon.

**February 28, 2021: Driving While Black**

Fayetteville Police Chief Gina Hawkins and FSU Police Chief Renard Earl lead an open discussion about the documentary, "Driving While Black," and the several topics depicted, including slavery, policing and how it came about, Jim Crow law, The Great Migration, the Green Book and the similarities in the treatment and quality of life of Black people from the past to present day.

**Marc 30, 2021: Kemba Smith**

Kemba Smith, known as the social justice warrior and a nationally and internationally speaker who speaks about the devastating social, economic and political consequences of current drug policies, lead a campus discussion about social justice. She addressed a variety of criminal justice issues including drug sentencing, women, and incarceration, voting rights and re-entry.

**April 7, 2021: Eric Thomas**

Drawing from his personal experiences as they relate to homelessness, the absence of his biological father, scholastic struggles, and various other obstacles, Eric Thomas shared information about his life and commitment to community activism.

**April 21, 2021: Tamika Mallory**

Tamika D. Mallory, an esteemed social justice leader, advocate, activist and mother, enlightened students about her experiences. A New York City native, Ms. Mallory has remained a consistent fixture in the civil rights movement for over 20 years. Tamika focused on civil and human rights issues including her extensive work around equity for women, economic empowerment, gun violence prevention, criminal justice reform and police accountability.

## **ATHLETICS**

The Department of Athletics continues to work collectively and individually to advocate for a culture of equity and inclusion in all aspects of sports that lead to racial, economic, and social justice. The following lists a number of videoconference and virtual forums attended that involved the review of issues related to the interests and advocacy of student-athletes, coaches and administrators who are ethnic minorities, LGBTQ or who have disabilities.

### **June 2-4, 2021: NCAA Inclusion Forum: A Vision for Change: Empowering Voices and Rising to Action**

#### **DAY 1**

- Concurrent session topics included gender equity, foundational concepts related to diversity, equity, and inclusion and exploring diverse recruiting, hiring, and retention practices

#### **DAY 2**

- Concurrent session topics included Title IX and gender equity, supporting international student-athletes, and exploring partnerships between campus disability offices and athletics. Concurrent session topics included supporting mental health through an inclusive lens, transgender, and nonbinary student-athlete participation, and exploring the multiplicity of racial/ethnic identity.

#### **DAY 3**

- The Evolution of the Diversity Conversation
- Brave Conversations: Racial Justice Lens
- Championing Change: Using Your Platform for Social Justice
- The Next Play: Elevating Activism for Sustainable Social Change

### **May 27, 2021: NCAA Videoconference for Division II Implementation Teams for the Inclusion Forum**

- Advancing Diversity and Inclusion on Your Campus Playbook

### **May 24, 2021: Minority Opportunities Athletic Association Subcommittee**

- Development of MOAA Toolkit for HBCUs and Minority-Serving Institutions
  - The purpose of the MOAA Toolkit is to provide an online resource that will benefit the HBCU & Minority-Serving Institutions in the support of education, promotion, and empowerment. Toolkit provided information in the following areas:
    - Professional Development
    - Hot Topics
    - Grants & Funding
    - Organizations

### **January 19-20, 2021: One Love Educator Certification Program**



- Two-day professional development and certification program designed for educators who are interested in learning how to bring relationship health education to the next generation. This program provided training on the following:
  - How to hold One Love workshops
  - Inclusive facilitation
  - 10 Signs of Healthy and Unhealthy Relationships
  - Strategy mapping techniques

**September 16, 2020: CIAA-SIAC Senior Woman Administrators Connect**

- **Find Your Color**—Deep dive into four types of personality identified by color
- **#HerVoice Social Media Campaign**—A campaign in honor of International Women’s Day and National Women’s History Month called Raise Her Voice: Untold Stories of Women in the Workplace, a special initiative focusing on the personal stories of women about grit, innovation, failure, success, inequalities, and allies

**July 21-22, 2020: CIAA Student-Athlete Advisory Committee Summer Virtual Meeting**

- Diversity & Inclusion Goal Planning and Strategy Discussion
- The Leaders Circle – Leadership Development Session

**July 28, 2020: One Love and the NCAA Student-Athlete Engagement Committee**

- 2020 DII Award of Excellence Entry Recognition of FSU Student-Athlete Advisory Committee Participation in Healthy Relationship Programs
  - SAAC leaders and Title IX Office linked together for One Love designated games for the 2020 basketball season
  - 2020 College Athletics Challenge One Love Challenge
  - Spearheaded the idea to add One Love as a conference-wide initiative for next year

**December 14, 2020: CIAA Diversity and Inclusion and Student-Athlete Advisory Committee**

- Survey Current Climate/Challenges
- Invisible Women in Sports Discussion

## **ACADEMIC AFFAIRS**

### **Office of International Education Programs**

The Office of International Education Programs will develop opportunities that promote global learning and intercultural understanding for faculty, staff, and students. This will be done by focusing on the inclusion of general education core-learning outcomes and upper division experiences, expansion of study abroad and other high impact practices, growing international presence on campus, intercultural programming, virtual engagement, and strategic partnership development. Opportunities provided will be inclusive in design to help accommodate a diverse audience and provide transformative experiences to shape change agents and global citizens that can expand outreach into their communities and beyond.

### **August 2020 – May 2021: Fulbright Foreign Language Teaching Assistants (FLTA) Program**

- Fayetteville State University hosted two FLTAs to assist in teaching foreign language courses (Mandarin and Yoruba) to promote cultural exchange. The program is sponsored by the U.S. Department of State Bureau of Educational and Cultural Affairs (ECA).

### **August 2020 – May 2021: Study Away Activities**

- Dr. Sharmila Udyavar provided travel opportunities for up to 10 students at a time for trips to Atlanta, New York City, and Washington, D.C. The trips offered enriching experiences with diverse others involving cultural centers, museums, and the arts.

### **August 2020 – December 2020: Global UGRAD Program**

- Fayetteville State University hosted several non-degree-seeking international students to facilitate cultural exchange. The students participated in classes, presentations on campus, and community service. The Global UGRAD program is sponsored by the U.S. Department of State Bureau of Educational and Cultural Affairs (ECA).

### **November 2020: International Education Week**

- Virtual events were held during International Education Week to promote intercultural understanding and share global perspectives. International students on campus, including FLTAs and Global UGRADs, participated in events.

### **April 2021: IIE American Passport Project**

- The International Education Program, under the leadership of Dr. Sharmila Udyavar, obtained a grant from the Institute of International Education, Inc. (IIE) in the amount of \$3,625.00 to participate in the IIE American Passport Project. The grant assists students, who are in their first year and eligible for Pell grants, in obtaining a U.S. passport, and to facilitate international experiences as part of their post-secondary education.

### **Office of Civic Engagement & Service Learning**

The Office of Civic Engagement & Service Learning (CESL) supports student engagement in civic life and academically based service learning and provides opportunities to all student demographics. Research suggest service learning is a high impact practice impacting student success, (i.e. GPA, retention and graduation). The office connects faculty and students with community organizations through service-learning courses and volunteer opportunities and

provides resources, assistance, and training to faculty who teach service-learning courses and/or Ethics and Civic Engagement courses. Through such, the office works to develop and maintain mutually beneficial relationships with community partners, provide students with opportunities to make a positive difference in the local community by assisting with various identified needs, and increase applied learning experiences and cross-sector collaborations. During Spring 2021 a virtual event, “Resilience During A Time of Uncertainty” was held to recognize our community partners, faculty and other stakeholders for their unwavering dedication and support during the prior year during global pandemic and logistic challenges. Three community partners were recognized for their innovation in developing virtual and other opportunities for our students.

Despite being at the height of the pandemic, this office successfully implemented several impactful programs that reached our students, staff, and faculty. A few are noted below:

### **Voter Registration Initiative**

The CESL office collaborated with the National Alumni Association HBCU Foundation on the HBCU Student Voter Registration, Education, Mobilization and Get Out The Vote initiative from 9/2020 thru 6/30/2021. Several voter awareness forums, town hall sessions and numerous activities were coordinated to address voter awareness as it relates to social justice and awareness. For example, FSU was a stop during Justice Beasley’s “Road to Justice” tour which provided all campus and local community members the opportunity to learn more about issues in our local and state communities and actions they may take to resolve them. Several faculty members participated in the tour and follow-on discussions through the FSU Bronco IRadio’s Bottom Line program. Of the students that might be eligible to vote 5,364 (based on public director information supplied by the Office of the Registrar), 83.5% of them were registered to vote. Also, of the students that might be eligible to vote 5,364, 70.1% voted in the 2020 Presidential election. As a result of the success of the project the collaboration was extended thru 2022 and measured success continues.

### **Social Justice Initiative**

On March 30, 2021, the CESL office in collaboration with the Division of Student Affairs and the collegiate chapter of the National Association in Blacks in Criminal Justice hosted a social justice forum with guest speaker Kemba Smith Pradia: **Social Justice Warrior- From Federal Prisoner to Reform Advocate.**

Our data suggest that students who have participated in service-learning courses/activities generally average a cumulative GPA of 3.1 (3.091). In terms of outcomes such as graduation rates, retention and persistence, our data also suggest the following:

- students who participate in service learning have slightly higher graduation rates as compared to the general population.
- Students who participate in service learning have higher retention rates.
- Students who participate in service learning have higher overall persistence rates.

## **RECOMMENDED FUTURE PATH:**

Establish a Fayetteville State University Diversity/Inclusion Committee of key stakeholders.  
The committee's charter should include:

- a. Assessment of climate on campus and community.
- b. Review 2022 Employee Engagement Survey data and identify areas for improvement.
- c. Review Affirmative Action Program.
- d. Review Strategic Plan.
- e. Review Performance Management Process.
- f. Develop a Diversity and Inclusion plan for the university.