



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

Diversity and Inclusion Annual Report to Board of Trustees

Institution: North Carolina Central University
Report Cycle: Fiscal Year 2020-21
Submission Date: 6-22-22

In accordance with the UNC (University of North Carolina) 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.

Introduction:

The year 2020-2021 was an exceedingly difficult year for everyone worldwide. We were deep in the COVID-19 pandemic and many higher education professionals and college students were struggling. Student Engagement was a challenge; between mastering online programming, and juggling a work/school balance, many people struggled with mental health difficulties in just 6 months into the pandemic. However, the Department of Diversity and Inclusion thrived that year and used technology, collaboration, and innovative programming to our advantage. We continued our educational DEI (Diversity, Equity, and Inclusion) workshops, had many virtual events, continued to empower our student leaders, and executed a phenomenally successful Diversity, Equity, and Inclusion Conference. The UNC System has asked us to present the 2020-2021 information almost a year after the completion of the fiscal year, so we have added brief updates to keep Chancellor Akinleye and the Board of Trustees updated with current information. The System-wide D & I metrics are still in development so at this point we do not need to report on them.

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 are not required to be reported for FY (Fiscal Year) 2020-21.

In the late Spring of 2021, the UNC System requested that the UNC system schools begin to discuss campus-wide diversity, equity, and inclusion goals. As a result, Chancellor Johnson Akinleye charged an 8-member committee with developing and measuring NCCU (North Carolina Central University) Diversity, Equity, and Inclusion strategic goals. This committee has representatives from departments across the campus. During the 2020-2021 fiscal year, the appointees were notified and made aware of their responsibilities as a part of the committee. To prepare the faculty, staff, and students to serve on the committee, Diversity and Inclusion will provide an orientation. After which, the committee will come together to grapple with the challenging questions about the path forward and determine the appropriate action steps to take to accomplish this task including but not limited to conducting focus groups and administering a survey to staff, faculty, students, and community members. The feedback that we obtain from these action steps will be used to inform the development of the strategic goals and objectives. We hope to begin to implement this University-wide diversity, equity and inclusion goals, objectives and strategies by the end of Fall 2022. The first committee meeting took place on July 8, 2021.

Update:

We facilitated successful and informative focus groups for the staff, faculty, students, and the community. We have developed draft goals and objectives and will be working on editing these goals and objectives and developing activities for each objective during the Summer 2022. We expect to implement these goals and objectives by late Fall 2022.

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. Service- or compliance-related activities should not be included (e.g., ADA accommodations compliance would not be included, but programming and outreach about or for disabilities communities would be included).*

Position Title	School/Division	Percent of Work Time Assigned to D&I Activities	Brief Description of D&I Related Activities
Director, Diversity, and Inclusion	NCCU/Diversity and Inclusion	100%	The Director of Diversity and Inclusion develops the long-range strategic planning and program development, including the assessment of such programs and services, consistent with the mission of North Carolina Central University. Develop programs and services designed to increase the recruitment, retention, matriculation, and ultimate graduation of students designated as under-represented enrolled at NCCU.
Coordinator of LGBT Resource Center	NCCU/Diversity and Inclusion	100%	The Program Coordinator serves as a resource for lesbian, gay, bisexual, transgender, queer, intersex, questioning, gender non-conforming and straight members of the University community.

2021-2022 Updates:

Jennifer Williams, the former LGBT Resource Center Coordinator, now the Director of the Women's Center. Eric Martin started as the new LGBT Resource Center Coordinator in November 2021. We opened the only Intercultural Center on an HBCU (Historically Black Colleges and Universities) campus however, we do not currently have funding for an Intercultural Center Coordinator, despite having an office space.

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	\$11,462.42	\$123,830.71	135,293.13
Non-Personnel Expenditures	0	29,453	29,453
Total Expenditures	11,462	153,283.71	164,746.13

2021-2022 Updates:

The Diversity and Inclusion Personnel Expenditures will be similar to last year however the fiscal year has not ended. Non-personnel expenditure has increased slightly by \$4,261 now that we are in person again.

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.

It should be noted that programming in 2020-2021 was entirely virtual due to the COVID pandemic. Although this was challenging, the department of Diversity and Inclusion excelled in a virtual space. We had a successful year despite the challenges including programming, events, workshops, and a conference.

The following are the goals and outcomes for the Diversity and Inclusion Department.

Goal 1: Department of Diversity and Inclusion will be able to implement training sessions for students, faculty, and staff on key issues regarding diversity and inclusion.

Implemented 38 (100%) training sessions on topics:

- 23 (68%) in Unconscious Bias
- 11 (21%) in Safe Zone (i.e., LGBTQIA intro training)
- 3 (9%) in Internalizing the Imposter
- 1 (3%) in National Coalition Building Institute Diversity and Inclusion Workshop.

Served 98 (100%) individuals (staff, employees, and community) of which:

- 76 (82%) were staff members
- 7 (9%) faculty members
- 6 (9%) community members.

Served 424 (100%) students:

- 407 (89%) at the undergraduate level
- 17 (11%) at the graduate level

Goal 2: Diversity and Inclusion student leaders will be able to develop leadership and facilitation skills through their participation in training sessions and one-on-one guidance from the departmental staff.

Of 5 (100%) graduate students developed marketing, facilitation, and programming skills:

- 2 (40%) co-facilitated a train-the-trainer workshop delivered by the National Coalition Building Institute. They also developed facilitation skills, diversity and inclusion knowledge, and the ability to engage in group dynamics
- 1 (20%) co-facilitated workshops on Unconscious Bias and Safe Zone.
- 1 (20%) learned about the LGBTQIA+ Community and created a training about Gender and another training about Sexual Attraction.
- 1 (20%) facilitated a panel about Polyamory and another about Queer Parenting.

Of 3 (100%) undergraduate students developed marketing, facilitation, and programming skills:

- 1 (33%) facilitated a panel with Women's Center and Public Health staff and faculty about pleasure
- 1 (33%) facilitated a panel with Women's Center, New Student and Family Programs and faculty from Psychology and Women and Gender Studies about Valuing vs. Protecting Black Women

- 1 (34%) facilitated a training on How to be an Ally to the LGBTQIA+ Community to the Business School.

Goal 3: In Diversity and Inclusion workshops, students will be able to acquire vocabulary in four key issues regarding diversity and inclusion.

Implemented 38 (100%) training sessions on topics:

- 23 (68%) in Unconscious Bias
 - 98% of participants indicated that they agree to strongly agree that the Unconscious Bias workshops increased their knowledge about ways to decrease their unconscious bias.
- 11 (21%) in Safe Zone (i.e., LGBTQA intro training)
- 3 (9%) in Internalizing the Imposter
- 1 (3%) in National Coalition Building Institute (NCBI) Diversity and Inclusion Workshop.
 - 98% of respondents indicated that they agree or strongly agree that the NCBI increased their knowledge about leading diverse groups through conflict.

Of 424 students, 407 (89%) were undergraduates and 17 (11%) graduate. Of the students who responded to the survey:

- 26 out of 28 students could identify 3 sexual orientations.
- 27 out of 28 students could identify 3 gender identities.
- 28 out of 29 students could identify a true statement about unconscious bias.
- 22 out of 29 students could identify the definition of a microaggression.

Shifted the in-person workshops to virtual due to COVID-19 restrictions.

Goal 4: Students will be able to acquire basic information on a variety of cultures represented in the NCCU Annual International Festival.

- Unfortunately, due to COVID the International Festival was cancelled due to COVID-19 restrictions.

Along with the Programs, Events, and Workshops above, we also executed the following events, workshops, and programs from 2020-2021.

2020-2021 Student Leadership Engagement

Diversity and Inclusion's student leadership program had 3 Mosaic Intercultural Student Leaders, 4 Lavender Liaisons, and 6 Interns from Public Administration, Psychology, and Social Work. They facilitated 6 Diversity and Inclusion programs and facilitated 7 workshops and educational videos including Safe Zone, education about the deaf community, How to Be an Ally, Virtually Done, Unconscious Bias and others. The Diversity and Inclusion staff trained SOAR Leaders, Resident Assistants and Aspiring Eagles Mentors in Safe Zone and Unconscious Bias. And the staff also advised the following student organizations: Native American and Indigenous Student Association (NAISA), Caribbean Student Association, Raíces Latino Student Organization, COLORS, the LGBTQ Student Organization, and ASFABA (Association of Students for a Better Africa)

32 Programs and Events

Some of the virtual programs and events executed in 2020-2021 were Dr. Joi's Discussion on Social Justice, Self-Care and Belonging, Polyamory, Queer Parenting, Inauguration Watch Party, Protecting vs. Valuing Black Women series, Culture of Horror, Ace in the Park, Culture Corner, Mi Exito, La Universidad, Lavender Graduation, Virtually Done Part 1 and Part 2, Wind Beneath My Wings: Parental Support Strategies, What About Pleasure, Where is the Black Love? And Latino Advisory Committee Facebook Live events (listed below). The participants of these programs were:

328 Students

57 Employees

149 Community Members

NCCU Latino Advisory Committee Programs via Facebook Live

The programs were as follows: Admisión a la Universidad (Admission to the University), Different Pathways after High School, Cómo Financiar tus Estudios Universitarios (How to Finance Your University Studies), Should I go to Graduate School? Latinx Professionals Discuss Their Journey, NC Countdown to College: Pasos a Tomar para Empezar tu Camino Hacia la Universidad (Steps to take to Begin your Path to the University and Journey to College: From the Lens of Latinx Students). These programs had 3628 Facebook live views.

Collaborators

NCCU Collaborations included the Women's Center, Women and Gender Studies, Student Engagement and Leadership, Public Health Department, Social Work Department, New Student and Family Programs, Psychology Department, Collegiate Recovery Program, and the Counseling Center. The community collaborations include the LGBTQ Center of Durham, El Centro Hispano, and North Carolina Society of Hispanic Professionals College Foundation of North Carolina, Durham Technical Community College, Latinx Ed, El Centro Hispano and Mexican Consulate.

2020 Conference

Diversity, Equity and Inclusion Conference Virtual- July 30-31, 2020

This conference was designed for continuing education for DEI Professionals in the higher education field. The virtual conference had 9 workshops and a keynote speaker. The workshops and keynote included topics like Native American students, equity in data, internalized racism, Black gender variant college students, equity initiatives, QTPBIPOC staff and faculty in conservative departments, career readiness for Black male students, inclusive spaces for staff of color, safe spaces for LGBTQ survivors of trauma, and yoga.

Community, Staff, Faculty, and Students – 158 Attendees

89% of participants strongly agree and agree that the information provided in the workshops was valuable to their work.

2021-2022 Updates:

The Department of Diversity and Inclusion moved to the NCCU Student Center in January 2022. We opened the new Intercultural Center and reopened the LGBTQA Resource Center. The Intercultural Center is the only one of its kind on a HBCU campus. The LGBTQA Resource Center is one of 4 LGBTQs on 107 HBCU campuses. Currently, we do not have funding for a Coordinator for the Intercultural Center. The Centers had 481 visits in the Spring 2022 semester.

21-22 DEI Workshop attendees (As of April 30, 2022) including Unconscious Bias, Safe Zone and our new TransZone included:

Faculty 52

Staff 123

Students 673

21-22 Programs, Events, and the Conference had 1664 Attendees.



NCCU DIVERSITY AND INCLUSION



2020-21 NCCU DEI Annual Report

- UNC System Diversity, Equity, and Inclusion Committee
- Required report for Board of Trustees
- UNC DEI Metrics
- COVID
- Virtual Programming and Events
- Technology
- Student Engagement
- D&I thrived with technology, programming, and collaboration



NCCU DEI Institutional Goals

- UNC System requested institutions to address campus-wide diversity, equity, and inclusion (DEI) goals.
- 18 members were charged to serve on NCCU's DEI committee.
- Appointees were made aware of their responsibilities through an orientation.
- The early goals of the committee included addressing the steps needed to accomplish diversity including involving students, faculty, and staff in focus groups and surveys.
- The feedback obtained from these action steps will be used to inform the development of the strategic goals and objectives.
- Feedback attained informs the development of strategic goals and objectives for implementation.
- The first committee meeting took place on July 8, 2021.



Diversity and Inclusion Personnel 2020-2021

Position Title	School/Division	Percent of Work Time Assigned to D&I Activities	Brief Description of D&I Related Activities
Director Diversity Officer Diversity and Inclusion	NCCU/Diversity and Inclusion	100%	The Director of Diversity and Inclusion develops the long-range strategic planning and program development, including the assessment of such programs and services, consistent with the mission of North Carolina Central University. Develop programs and services designed to increase the recruitment, retention, matriculation, and ultimate graduation of students designated as under-represented enrolled at NCCU.
Coordinator of LGBTQ Resource Center	NCCU/Diversity and Inclusion	100%	The Program Coordinator serves as a resource for lesbian, gay, bisexual, transgender, queer, intersex, questioning, gender non-conforming and straight members of the University community.



Emily Guzman
Diversity Officer
Director



Jennifer Williams
Associate Director
LGBTQ Center
Interim Director
Women's Center

Diversity and Inclusion Expenditures

<u>Type of Expense</u>	<u>State Funds</u>	<u>Non-State Funds</u>	<u>Total Expenditures</u>
Personnel Expenditures	\$11,462.42	\$123,830.71	\$135,293.13
Non-Personnel Expenditures	0	\$29,453	\$29,453
Total Expenditures	\$11,462	\$153,283.71	\$164,746.13



2020-2021 Diversity and Inclusion Departmental Goals



2020-2021 Programming – Goal One

Department of Diversity and Inclusion will be able to implement training sessions for students, faculty and staff on key issues regarding diversity and inclusion.

Implemented 38 (100%) training sessions on topics:

- 23 (68%) in Unconscious Bias
- 11 (21%) in Safe Zone (i.e., LGBTQA intro training)
- Three (3) (9%) in Internalizing the Imposter
- One (1) (3%) in National Coalition Building Institute Diversity and Inclusion Workshop.

Served 98 (100%) individuals (staff, employees, and community) of which:

- 76 (82%) were staff members
- Seven (7) (9%) faculty members
- Six (6) (9%) community members.

Served 424 (100%) students:

- 407 (89%) at the undergraduate level
- 17 (11%) at the graduate level



2020-2021 Student Facilitation Skills- Goal Two

Diversity and Inclusion student leaders will be able to develop leadership and facilitation skills through their participation in training sessions and one-on-one guidance from the departmental staff.

Students developed diversity and inclusion knowledge, marketing, facilitation, and programming skills:

Graduate Students

- Two (2) co-facilitated National Coalition Building Institute workshops
- One (1) co-facilitated Unconscious Bias and Safe Zone.
- One (1) created and facilitated a workshop about gender identity and another workshop about asexuality.
- One (1) facilitated and organized a panel about Polyamory and another about Queer Parenting.

Undergraduate Students

- One (1) facilitated a panel in collaboration with Women's Center and Public Health staff and faculty about pleasure and health.
- One (1) facilitated a panel with Women's Center, New Student and Family Programs and faculty from Psychology and Women and Gender Studies about Valuing vs. Protecting Black Women
- One (1) facilitated a training on How to be an Ally to the LGBTQIA+ Community to the Business School.



2020-2021 Student Learning – Goal Three

In Diversity and Inclusion workshops, students will be able to acquire vocabulary in four key issues regarding diversity and inclusion.

Implemented 38 (100%) training sessions on topics:

- 23 (68%) in Unconscious Bias
- 11 (21%) in Safe Zone (i.e., LGBTQA intro training)
- Three (3) (9%) in Internalizing the Imposter
- One (1) (3%) in National Coalition Building Institute (NCBI) Workshop.

Some of the feedback for the workshops said:

- 98% of participants indicated that they agree to strongly agree that the Unconscious Bias workshops increased their knowledge about ways to decrease their unconscious bias.
- 98% of respondents indicated that they agree to strongly agree that the NCBI increased their knowledge about leading diverse groups through conflict.



2020-2021 Student Learning – Goal Three (*cont'd.*)

- Of 424 students, 407 (89%) were undergraduates and 17 (11%) graduate. Of the students who responded to the survey:
- 26 out of 28 students could identify 3 sexual orientations.
- 27 out of 28 students could identify 3 gender identities.
- 28 out of 29 students could identify a true statement about unconscious bias.
- 22 out of 29 students could identify the definition of a microaggression.



2020-2021 Student Learning – Goal Four

- Students will be able to acquire basic information on a variety of cultures represented in the NCCU Annual International Festival.
- Unfortunately, due to COVID the International Festival was cancelled due to COVID-19 restrictions.



2020-21 Programming, Engagement, Events, and Conference



NCCentral
UNIVERSITY

Division of Student Affairs

Student Engagement and Organizations

- Diversity and Inclusion Student Leadership
 - 3 Mosaic Intercultural Student Leaders
 - 4 Lavendar Liaisons
 - 6 Interns
 - Facilitated 6 Diversity and Inclusion programs and co-facilitated 7 workshops and 3 educational videos.
- D & I trained SOAR Leaders, Resident Assistants and Aspiring Eagles Mentors
- Native American and Indigenous Student Association
- Caribbean Student Association
- Raíces Latino Student Organization
- COLORS LGBTQ Student Organization
- ASFABA (Association of Students For a Better Africa)
- Asian Student Organization



2020-21 Programs and Events

- Dr. Joi's Discussion on Social Justice
- Dr. Joi's Self-Care and Belonging
- Wind Beneath My Wings: Parental Support Strategies
- Inauguration Watch Party
- Culture of Horror
- Protecting vs. Valuing Black Women Series
- How to be an Ally to the LGBTQIA+ Community
- Ace in the Park
- Culture Corner
- Mi Exito, La Universidad
- Lavender Graduation
- Polyamory
- Queer Parenting
- What About Pleasure
- Where is the Black Love?
- CRC Live: Cannabis Addiction
- Latino Advisory Committee Facebook Live Events (next slide)

Participants:

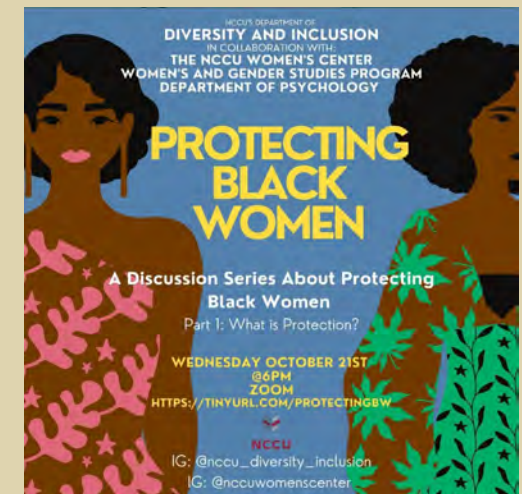
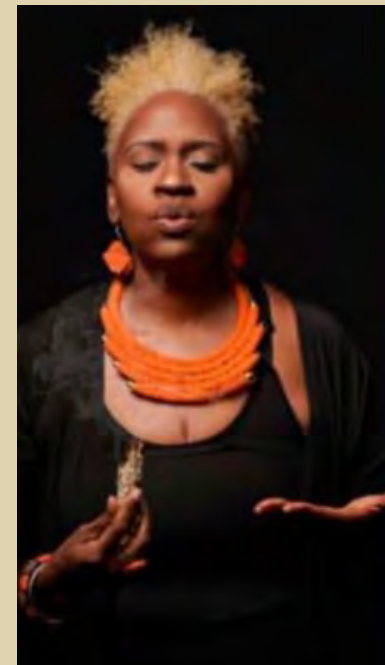
328 Students

57 Employees

149 Community

Programs:

32



2020-2021 Latino Advisory Committee Facebook Live Programming

- Admisión a la Universidad (Admission to the University)
 - Different Pathways after High School
 - Cómo Financiar tus Estudios Universitarios (How to Finance Your University Studies),
 - Should I go to Graduate School? Latinx Professionals Discuss Their Journey
 - NC Countdown to College: Pasos a Tomar para Empezar tu Camino Hacia la Universidad (Steps to take to Begin your Path to the University)
 - Journey to College: From the Lens of Latinx Students
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- 3628 Facebook live views.



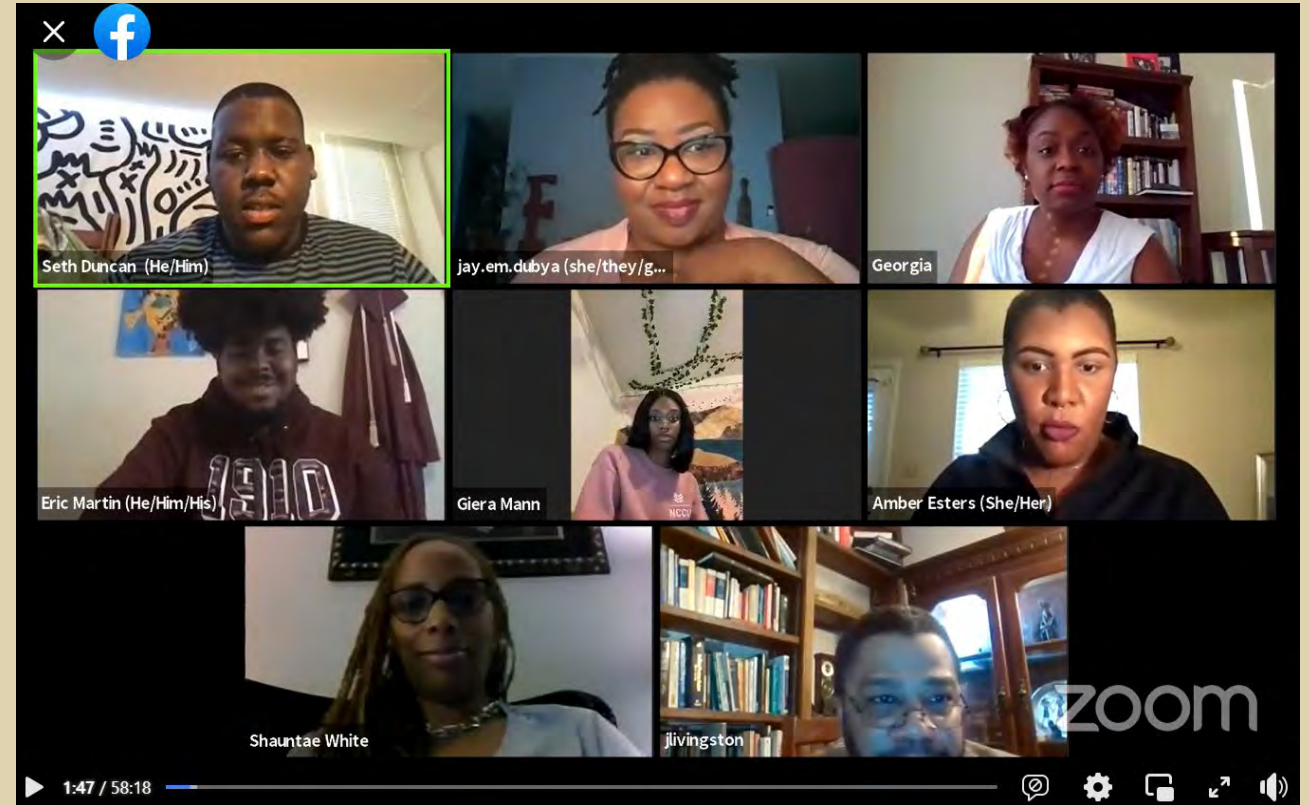
Collaborators

NCCU Collaborators

- Women's Center
- Women and Gender Studies
- Student Engagement and Leadership
- Public Health Department
- Social Work Department
- New Student and Family Programs
- Psychology Department
- Collegiate Recovery Program
- Counseling Center

Community Collaborators

- LGBTQ Center of Durham
- North Carolina Society of Hispanic Professionals
- College Foundation of North Carolina
- Durham Technical Community College
- Latinx Ed
- El Centro Hispano
- Mexican Consulate



2020 Diversity, Equity and Inclusion Conference

- July 30-31, 2020
- Continuing education for Higher Education DEI Professionals
- Nine (9) virtual workshops and a keynote speaker
- 158 Attendees
- Workshops included topics on equity in data, internalized racism, Black gender variant college students, equity initiatives, QTPBIPOC staff and faculty in conservative departments, career readiness for Black male students, inclusive spaces for staff of color, safe spaces for LGBTQ survivors of trauma, and yoga.
- 89% of participants strongly agree and agree that the information provided in the workshops was valuable to their work.



D & I Brief Updates 2021-2022

DEI Committee

- Four (4) Focus Groups Staff, Faculty, Students, and Community
- Draft Goals and Objectives developed
- Activities are in process
- Implementation planned for late Fall 2022

Personnel Changes and Needs

- Jennifer Williams, Women's Center Director
- Eric Martin, LGBTA Resource Center Coordinator, November 2021
- Intercultural Center Coordinator

Expenditures

- Personnel Expenditures Similar to 2020-21
- Non-personnel expenditures increased \$4,261

NCCU Student Center

- 481 Visits Spring 2022
- LGBTA Resource Center visibility
- Intercultural Center Only HBCU Intercultural Center

DEI Workshop attendees

- Faculty 52
- Staff 123
- Students 673

Programs, Events, and the Conference

- 1664 Attendees



WE HAVE MOVED!
DIVERSITY AND
INCLUSION



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