



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

Diversity and Inclusion Annual Report to Board of Trustees

Institution: UNC Asheville
Report Cycle: Fiscal Year 2020-21
Submission Date: Summer 2022

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.

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.

Institutional D&I Goal: Complete a review of UNC Asheville spaces, policies, and practices to identify areas that have created or perpetuated racial inequities, discrimination and bias.

Program/Activity: *Racial Justice Roadmap*

Brief Narrative Description of Program/Activity: In 2020, UNC Asheville published the first iteration of the Racial Justice Roadmap. The initial draft was created to provide structure and guidance in advancing the university's core strategic value of inclusion, equity and educational quality. It identified a number of key focus areas (curriculum, hiring and retention, student recruitment, onboarding and orientation, and promotional opportunities) for improvement as well as action steps for reaching institutional goals.

- Notable Data/Outcomes: From November to December, the University received over 100 responses from students, faculty and staff providing feedback on the document.

Program/Activity: *Discover and eliminate physical symbols of racism and oppression on campus.*

Brief Narrative Description of Program/Activity: The Building Renaming Working Group was charged with reviewing the names of campus buildings and providing the Board of Trustees with recommendations that were in alignment with the university's strategic commitment to diversity, inclusion, and equity.

- Notable Data/Outcomes
 - The working group conducted extensive research, collected data, and provided multiple iterations of feedback through a series of large and small group meetings, emails, phone calls, and surveys.
 - The working group received a total of 151 survey responses (37.3% current students; 24.1% alumni; 22.9% current staff; 12% current faculty; 3.6% other).
 - In April of 2021, the group submitted its findings and recommendations to the Board of Trustees for consideration.

Program/Activity: *Gardner Institute's Equity in Retention Academy*

Brief Narrative Description of Program/Activity: In February 2021, UNC Asheville applied and was accepted into the inaugural cohort of the Gardner Institute's Equity in Retention Academy. The Equity and Retention Academy was a structured, five-week academy that prepared institutional teams to conduct evidence-based, equity-focused student retention planning processes for their institution.

- Notable Data/Outcome:
 - UNC Asheville's Equity in Retention team spent several months assessing institutional data related to retention, attrition, and student success before producing a report on its findings. This report identified five key focus areas (funding, advising, curriculum/faculty, institutional structure/organizational capacity, and policy) important to improving student retention and persistence.

- UNC Asheville Student Retention & Graduation Rates

Institutional D&I Goal: Develop a valid and reliable dashboard of metrics to record progress on diversity initiatives and provide factual data related to campus demographics and trends.

Program/Activity Name: Equity and Retention Dashboards

Brief Narrative Description of Program/Activity: The University has developed dashboards to record progress on diversity initiatives. These dashboards enable viewers to access information about UNC Asheville including admissions, enrollment, student outcomes, and employee demographics. These dashboards also allow for limited filtering by sex, race/ethnicity, and job classification.

- Notable Data/Outcome:
 - <https://irep.unca.edu/institutional-facts/>

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 (eg, 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
Vice Chancellor of Human Resources & Institutional Equity	Human Resources/Institutional Equity/General Counsel	50%	The VC of Human Resources, Institutional Equity, & General Counsel is the institutional leader for the areas of Human Resources, Equal Opportunity and Compliance, Legal Affairs, and Diversity and Equity.
Director of Institutional Equity	Human Resources/Institutional Equity/General Counsel	100%	The Director of Institutional Equity develops and implements strategies to monitor and evaluate institution-wide progress toward creating a diverse and inclusive working and learning environment. The position collaborates with senior leadership, deans, department chairs, directors, and other campus leaders on all diversity-related matters.
Associate Vice Chancellor for Student/Affairs Title IX Coordinator	Student Affairs	50%	Serves as the campus Title IX Coordinator responsible for ensuring institutional compliance with Title IX, including education, training, and case management.
Director of Multicultural Affairs	Student Affairs	100%	The Director of Multicultural Affairs supports, advocates, and develops services and programs that foster educational and social success for students. The Director provides leadership in the articulation and development of student programs that serve the entire campus community and facilitate students' understanding of cultures and heritage.
Office Manager Multicultural Student Affairs	Student Affairs	50%	The OMA Office Manager serves as the primary point of contact for the Office of Multicultural Affairs. This position also supports the administrative needs

			of OMA, the Key Center and Cultural Events' through the management of event logistics, scheduling of meetings, and preparation of paperwork/contracts for vendors, speakers, and artists.
Director of Accessibility Services	Academic Affairs	100%	The Director of Accessibility Services provides direct support for students qualifying for services under ADA and Section 504 of the Rehabilitation Act of 1973 and serves as the campus ADA Coordinator.
Accessibility Specialist	Academic Affairs	100%	The Accessibility Specialist works closely with students, staff, and faculty to ensure equal access to university courses, programs, services and activities for students with documented disabilities.

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	\$318,046.80	\$161,001.89	\$479,048.69
Non-Personnel Expenditures	\$23,860.12	\$39,530.47	\$63,390.59
Total Expenditures	\$341,906.92	\$200,532.36	\$542,439.28

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.

Program: Racial Healing Circles

These two hour sessions provide a framework for how to engage in conversations about race and racism, and focus on building connections and affirming common humanity. The goal of this program is to prepare a cohort of racial healing circle practitioners to support the equity and healing work of the University.

- Notable Data/Outcomes/Feedback
 - 19 staff, faculty, and senior administrators composed the 1st cohort of racial healing circle participants.
 - A total of 56 employees participated in at least one Racial Healing Circle.
 - 25 employees went on to participate in an intensive two-day train-the-trainer program specifically for those interested in leading Racial Healing Circles.

Program: Bulldog Anti-Racism Council (BARC)

In the aftermath of the George Floyd murder, the UNC Asheville Athletics department began hosting a Zoom series entitled “Break the Silence - Humanity Talks”. The goal was to provide a safe and supportive space to unpack the fear, pain, and anxiety our community members were experiencing. These conversations led to the creation of the Bulldog Anti-Racism Council (BARC). BARC’s primary focus areas have been education/training around social justice, facilitating conversations that raise awareness, and increasing leadership opportunities for student-athletes, coaches, and staff members of color.

- Notable Data/Outcome:
 - Hosted 4 “Break the Silence - Humanity Talks”
 - Partnered with Secure the Ballot, a nonpartisan voter registration initiative focused on engaging young voters across the South.
 - As a result of this initiative, 99% of student-athletes registered to vote.
 - Partnered with Rise to Win, to host and participate in the following leadership development opportunities:
 - The Racial Equity Virtual Learning Series
 - Two Bias and Anti-Racism Workshops
 - Two Rise to Win culture discovery/needs assessment

Program: Diversity, Equity, & Inclusion Lecture Series

Dr. Martin Luther King Jr. Commemoration with Dr. Brittney Cooper; Reimagining Black Liberation

Brittney Cooper, Associate Professor of Women’s and Gender Studies and Africana Studies at Rutgers, delivered the virtual keynote address – Reimagining Black Liberation – for UNC Asheville’s annual commemoration of Martin Luther King Jr. Cooper is the author of the memoir *Eloquent Rage: A Black Feminist Discovers Her Superpower*, and *Beyond Respectability: The Intellectual Thought of Race Women*, winner of the 2018 Merle Curti Intellectual History Award from the Organization of American Historians.

- Notable Data/Outcomes/Feedback:
 - 150+ students, faculty, staff and community members attended Dr. Cooper's virtual keynote lecture.

Social Justice as Science Fiction: The Queerness of Liberation with adrienne maree brown

UNC Asheville hosted author and science fiction scholar adrienne maree brown for a master class, “Emergent Strategy in Social Justice” and keynote lecture, “Social Justice as Science Fiction: The Queerness of Liberation”. These virtual events explored organizing in the context of science fiction. Brown is writer-in-residence at the Emergent Strategy Ideation Institute, and author of *We Will Not Cancel Us, Other Dreams of Transformative Justice*, and New York Times best-sellers, *Pleasure Activism: The Politics of Feeling Good* and *Emergent Strategy: Shaping Change, Changing Worlds*.

- Notable Data/Outcomes/Feedback:
 - 120+ students, faculty, staff and community members attended the virtual keynote
 - 300+ views on Youtube.

Program: Sexuality & Gender Education (SAGE) Program

The Office of Multicultural Affairs coordinates the SAGE Program (previously known as “Safe Zone”) at UNC Asheville. SAGE is a program aimed at educating the campus community on LGBTQIA+ identities and experiences. In addition to increasing overall understanding, this program aims to create a comprehensive network of support and allyship for students, faculty, staff, and community members.

- Notable Data/Outcomes/Feedback
 - 19 students participated in the first-ever student cluster

Program: 7th Annual African Americans in WNC and Southern Appalachia Conference

The African-Americans in Western North Carolina and Southern Appalachia Conference illuminates the African-American experience in Southern Appalachia including history, culture, community, and enterprise. The three-day conference seeks to eradicate incomplete and false narratives about African-Americans in this region, while creating new possibilities for the future. Due to Covid-19 restrictions, in 2020 the conference took place virtually as a one-day webinar symposium.

- Notable Data/Outcomes/Feedback
 - 300 attendees
 - 11 Presenters
 - 3 undergraduate student researchers/presenters featured. Undergraduate student research is used to help inform/develop curriculum materials for use in the local school system
 - The first 5 years of the conference has been included in the online conference journal (<http://libjournals.unca.edu/aawnc/>). Efforts are currently underway to include years 6 and 7 of the conference

Program: President of Association of Governing Boards Presentation to Board of Trustees

Henry Stoeve, President and CEO of Association of Governing Boards (AGB), presented the AGB Board of Directors’ Statement on Justice, Equity, and Inclusion and Guidance for Implementation to UNC Asheville’s Board of Trustees during their May 2021 meeting. The publication was released in April 2021 to serve as a catalyst for asking questions and seeking answers to solving the justice, equity, and inclusion challenges faced by the UNC Asheville and the local and regional communities. The Board of Trustees will play a large role in finding the avenues where positive impacts and changes can be found, established and strengthened. The presentation of the publication was done as part of a broader presentation about the top strategic issues for Boards and Trustees.

- Notable Data/Outcomes/Feedback
 - All Trustees and UNC Asheville senior staff were present
 - Each Trustee received a copy of three AGB publications:

- Board of Directors' Statement on Justice, Equity, and Inclusion and Guidance for Implementation
- Top Strategic Issues for Boards 2020-2021
- Principles of Trusteeship