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# UNC Annual Diversity and Inclusion Report 2021-2022

Emily Guzman  
Diversity Officer  
Director of Diversity and Inclusion

- 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.
- Feedback attained informs the development of strategic goals and objectives for implementation.
- The first committee meeting took place on July 8, 2021. Then Spring 2022 Focus Groups facilitated. Summer 2022 Draft Goals and Objectives Were Created. Fall 2022 and Spring 2023 Draft Goals and Objectives were edited.
- Spring 2023 Anti-DEI Bills in various states appeared. All 17 UNC Schools received a legislative data request concerning all DEI related events, workshops and trainings and their cost. We submitted the data.
- Summer 2023 The draft of the goals and objectives are in the process of being put before the focus group attendees from 2022 and to leadership and other faculty, staff, and students.
- We hope to present a final draft to University Conference in August 2023 and request action plans from all departments across campus.



# Diversity and Inclusion Personnel 2021-2022

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



Eric Martin  
LGBTQ Resource  
Center Coordinator

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## Diversity and Inclusion Expenditures

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<u>Type of Expense</u>	<u>State Funds</u>	<u>Non-State Funds</u>	<u>Total Expenditures</u>
Personnel Expenditures	\$14,318	\$143,023	\$157,341
Non-Personnel Expenditures	0	\$45,088	\$45,088
<b>Total Expenditures</b>	<b>\$14,318</b>	<b>\$188,111</b>	<b>\$202,429</b>





2021-2022

Diversity and  
Inclusion

Departmental Goals

# 2021-2022 Training – Goal One

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



Implemented 47 training sessions on topics:

## 21 Safe Zone Workshops Sessions

- Faculty: 52
- Staff: 118
- Graduate Students: 73
- Undergraduate Students: 330

## 17 Unconscious Bias Workshop Sessions

- Faculty: 7
- Staff: 27
- Graduate Students: 20
- Undergraduate Students: 316

## 4 TransZone Workshop Sessions

- Faculty 7
- Graduate Students 73
- Undergraduate Students 22

**Other workshops:** Microaggressions, Internalizing the Imposter, Pronouns in NEO, and NCBI Diversity and Inclusion Workshop had 16 students and 37 employees.

# 2021-2022 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

- One co-facilitated National Coalition Building Institute workshops
- Two co-facilitated Unconscious Bias and Safe Zone
- Two co-facilitated TransZone.
- One designed a presentation about Pronouns on Campus.
- One facilitated a workshop on identity with the Kaleidoscope Program.
- One planned and executed the Soaring Eagle Powwow.
- One organized LGBTQIA+ Support for Graduate Students.

## Undergraduate Students

- One co-facilitated Safe Zone.
- One facilitated a Queer Activism Panel.
- Five organized Around the World Fiesta from COLORS, ASFABA, NAISA, Raices Latino Student Org.
- Four Students organized the Latino Heritage Month Celebration 10:40.
- Three students organized a panel Love Your Body: Body Positivity and Fighting Sizism.
- Three students organized a Queer, Now What? Event to connect our students to the community in Durham.

Implemented 38 training sessions on topics:

**Safe Zone:**

94 % respondents reported learning new information from the training  
94% of respondents would recommend the training to peers.

**Unconscious Bias:**

88% of respondents strongly agreed have about terminology related to recognizing and working against unconscious bias.  
88% of respondents strongly agreed the training increased my knowledge about microaggressions.  
88% of respondents strongly agreed facilitators created an atmosphere that encouraged comments and questions.  
88% of respondents strongly agreed the training empowered me to slow my thinking and pause before I say or do certain things.

**A Sample of other Feedback:**

This was very engaging and open. Definitely had an amazing conversation with very open minded people. Loved it  
There are a huge amount of micro aggressions I never were aware of, but now I am. The staff giving the training was terrific!  
The training was really great and very engaging  
Thank you this was awesome!

## 2021-2022 Student Learning – Goal Three

In Diversity and Inclusion workshops, students will be able to acquire new information regarding diversity and inclusion.



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## 2021-2022 Student Learning – Goal Four

Student participants will be able to acquire basic information on a variety of cultures represented in the NCCU Annual CultureFest.

### Performance and Culture Booths

- Wiley Fosters
- 9 Culture Booths including Peru, Philippines, India, Womanism, Uruguay, Argentina, Muslim, Nigeria, Trinidad and Tobago
- Cultural Food provided by Aramark

### Attendees

36 Staff  
4 Faculty  
3 Graduate Students  
104 Undergraduate Students

### Surveys

78% of those surveyed got 100% of the Culture Quiz correct.  
100 % of those surveyed got at least 80% correct.

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## 2021-2022 Collaboration – Goal Five and Six

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The Department of Diversity and Inclusion will collaborate with on-campus and off campus partners.

### **On campus Collaborators:**

- Career and Professional Development and the Women's Center for So, You Want to Recruit at an HBCU.
- Women's Center, Counseling Center, the Men's Achievement Center for Gender Day.
- Student Accessibility Services to present a workshop on Microaggressions and Disability
- Women's Center for a Love Your Body Panel.
- Soaring Eagle Powwow with the NCCU Law School and Native American Law Students Association (NALSA)

**Notable Training Invitations:** Human Resources NEO and MDI, University College, Police Department, Social Work Department, Residential Life, Student Engagement and Leadership, Student Accessibility Services, Mass Communication, New Student and Family Programs and Mass Communication.

### **Off Campus Collaborators:**

- LGBTQ Center of Durham to bring forth Queer, Now What?
- North Carolina Society of Hispanic Professionals had Mi Exito, La Universidad



## 2021-2022 Programs, Events and Projects



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## You Belong Here Project Survey

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First year and transfer students who pay the enrollment fee are asked to complete the Before You Soar Checklist.

- 1944 Potential Students Completed
- Potential students are asked confidential questions about their race/ethnicity, sexual orientation, gender identity, family's nationality, faith, disability, veteran status, language.
- Informs programming and service.
- Acknowledges intersectional identities.



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- Native American and Indigenous Student Association (NAISA)
- Caribbean Student Association
- Raíces Latino Student Organization
- COLORS LGBTQ Student Organization
- ASFABA (Association of Students For a Better Africa)
- Asian Student Organization
- Muslim Student Organization
- Diversity and Inclusion Student Leadership
  - 1 Mosaic Intercultural Student Leaders
  - 3 Lavendar Liaisons
  - 3 Interns
  - Facilitated 6 Diversity and Inclusion programs and co-facilitated 6 workshops.
- D & I trained SGA, SAB, Royal Court and Greek life leaders, SOAR Leaders, Resident Assistants and Aspiring Eagles Mentors.

# 2021-22 Programs and Events

- So, You Want to Recruit at an HBCU
- Around the World Day Fiesta
- Love Your Body: Body Positivity, Fighting Sizeism
- Queer Now What?
- Loteria Night
- The Ultimate Homecoming Drag Show
- Soaring Eagle Powwow
- Kaleidoscope: Poetry Night
- Muslim Student Organization Interest Mtg and Game Night
- Pride Week Event Gender Day
- Hosting the Secretary of Education and Governor Cooper
- Pride Week: Passion to Action: A Discussion on Queer Leaders in Activism
- Muslim Student Association: Movie Night
- Queer Kickback
- Lavender Graduation
- CultureFest
- Black Indians NC and NAISA End of Year Gathering



INTEREST MEETING + GAME NIGHT

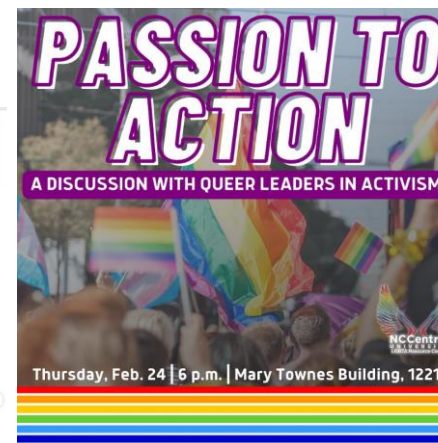
Hosted by Diversity and Inclusion

FEB. 18 3-5 PM

NCCU Student Center Intercultural Suite 2124

MUSLIM STUDENT ASSOCIATION

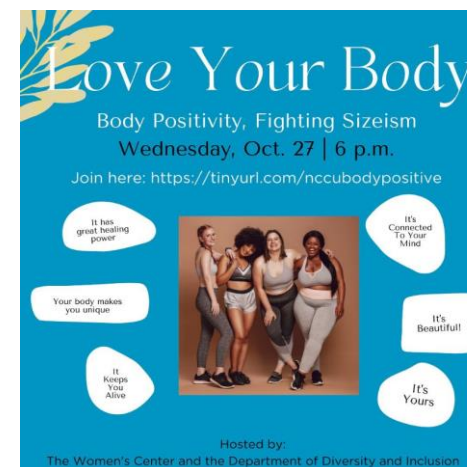
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**PASSION TO ACTION**

A DISCUSSION WITH QUEER LEADERS IN ACTIVISM

Thursday, Feb. 24 | 6 p.m. | Mary Townes Building, 1221



**Love Your Body**

Body Positivity, Fighting Sizeism

Wednesday, Oct. 27 | 6 p.m.

Join here: <https://tinyurl.com/nccubodypositive>

It has great healing power

It's Connected To Your Mind

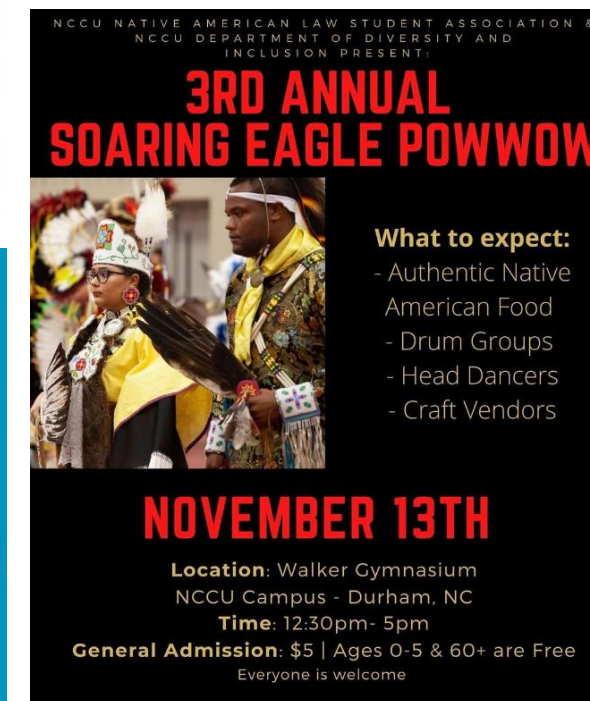
Your body makes you unique

It's Beautiful!

It Keeps You Alive

It's Yours

Hosted by: The Women's Center and the Department of Diversity and Inclusion



NCCU NATIVE AMERICAN LAW STUDENT ASSOCIATION & NCCU DEPARTMENT OF DIVERSITY AND INCLUSION PRESENT:

**3RD ANNUAL SOARING EAGLE POWWOW**

**What to expect:**

- Authentic Native American Food
- Drum Groups
- Head Dancers
- Craft Vendors

**NOVEMBER 13TH**

**Location:** Walker Gymnasium  
NCCU Campus - Durham, NC

**Time:** 12:30pm- 5pm

**General Admission:** \$5 | Ages 0-5 & 60+ are Free  
Everyone is welcome

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# NCCU Student Center Space

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## Visits:

474 by students, staff, and faculty  
December 2021-June 30, 2022

## Participants:

1225 attendees for Events  
209 attendees for Programs

## Programs and Events:

17



WE HAVE MOVED!

# DIVERSITY AND INCLUSION

Diversity and Inclusion and the LGBTA Resource Center has a new expanded location.

We now have a brand new Intercultural Center!

Visit us in the Student Center in Suite 2121 and 2124!



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So You Want to Recruit At An



- July 20-11, 2021
- Employers
- Eight virtual workshops and a keynote speaker
- Collaborated with Career and Professional Development Services and the Women's Center
- Increase cultural humility and understanding of DEI topics amongst corporations, non-profits and organizations that hire our students.
- Pre-conference: 48 attendees
- Day 1: 170 attendees
- Day 2:152 attendees

**Feedback:**

Congratulations on an amazing and successful conference!!

I was totally impressed from beginning to end!

I wanted to reach out directly to say how impressed I was with this entire conference and pre-conference.

Every session was informative and educational, and every speaker, moderator, and panelist was great!

I can't think of one thing I would change. It's obvious how much work and intentionality y'all put into the conference, and it's very much appreciated.

Thank you for all you do for your students and employers!  
Your love and passion show. I can't wait to attend next year's conference!

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# Brief Updates 2022-2023

## Personnel Changes and Needs

- Office of Spiritual Development and Dialogue in D & I
- Coordinator in the Office of Spiritual Development and Dialogue
- Intercultural Center Coordinator

## New Programs

- Crear Futuros Mentoring Program
- IME Becas Mexican Consulate Scholarship
- Civic Engagement
- Muslim Student Association Collaboration

## Concerns

- Anti- DEI and Anti LGBTQ Bills
- NC Legislative Data Collection





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Division of Student Affairs