



NORTH CAROLINA AGRICULTURAL  
AND TECHNICAL STATE UNIVERSITY

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***DIVERSITY AND INCLUSION  
BOARD OF TRUSTEES RETREAT***

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Dr. Ericka M. Smith  
July 19, 2018

AGGIES **DO**



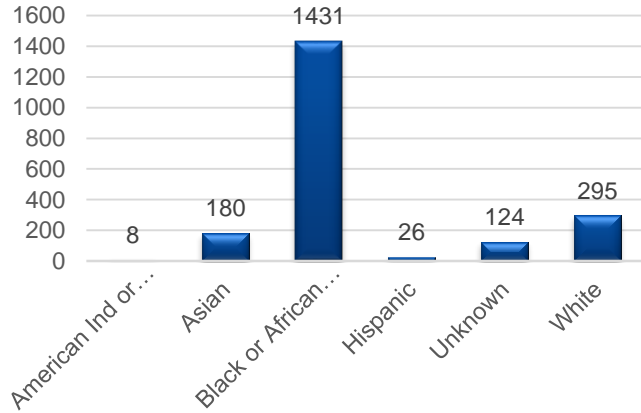
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# *Demographics*

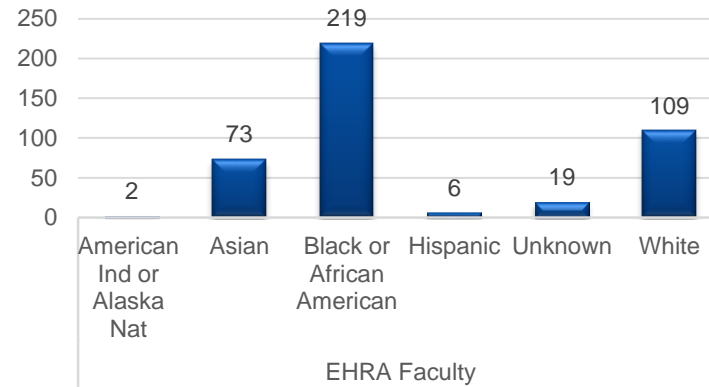
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# A&T Demographics N=2064

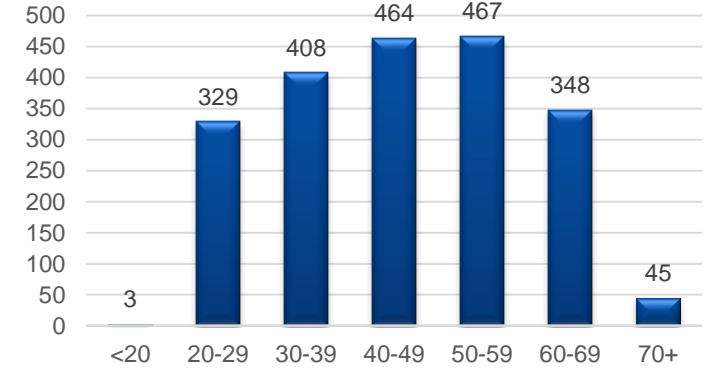
**Race**



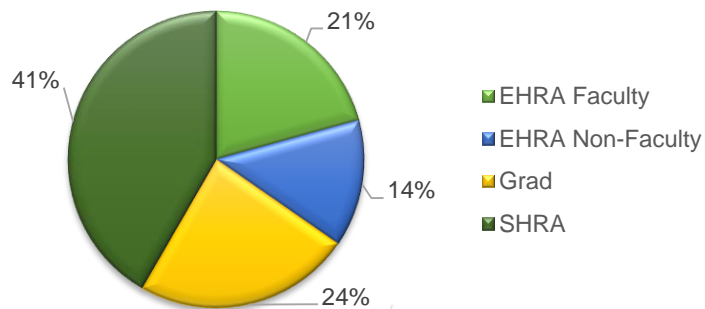
**Faculty Race**



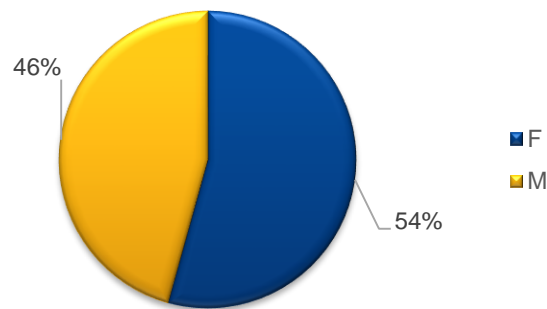
**Age**



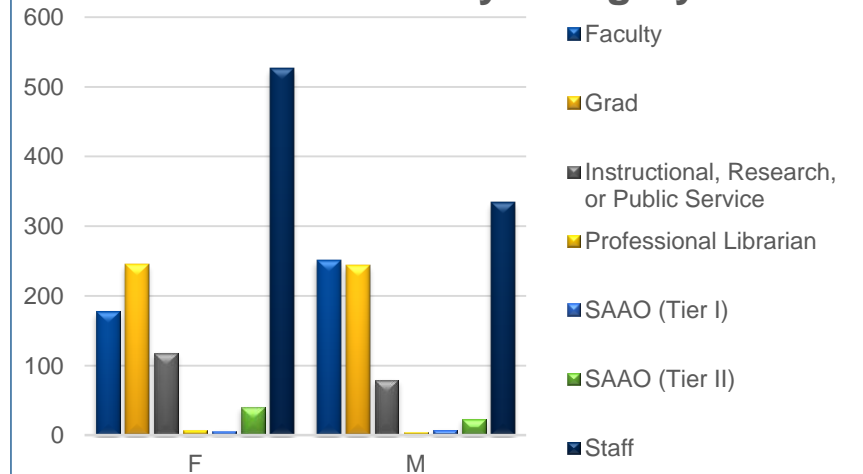
**Classification**



**Gender**



**Gender by Category**





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*How are we doing?*

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# At this institution, people are supportive of their colleagues regardless of their heritage or backgrounds

- 64% provided a positive response; 14% provided a negative response
- 22% are somewhere in the middle



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# *Our Response*

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# Deployment Team

- Diversity and Inclusion Committee
  - » Beryl McEwen, Provost and Executive Vice Chancellor
  - » Melody Pierce, Vice Chancellor for Student Affairs
  - » Ericka Smith, Vice Chancellor for Human Resources
  
- Members include faculty, administrators, staff and students (15 - 20 members)

## What is Diversity at NC A&T?

- Diversity is defined at A&T as the processes, programs, and initiatives that are conducive to faculty, staff and students feeling accepted, valued, supported and educated (*inclusion*) on issues concerning diversity that may be defined through, but not limited to age, color, disability, ethnicity, gender, generation, language, race, sexual orientation, veteran status, thought, experience and religion.



## Strategic Initiatives

- Collected comprehensive list of activities and programs already provided to faculty, staff and students along with measuring the impact and reach of these programs.
  
- Initial focus groups conducted to develop themes:
  - » Gender-based equality
  - » “Elitism”
  - » Religion
  - » Generation Differences

## Strategic Initiatives

- Provided opportunity for *Safe Zone* training of committee members to increase *Safe Zone* spaces across campus (LGBTQ+).



- » Student Health Center Staff
- » Multicultural Student Center
- » Student Affairs
- » Housing and Residence Life
- » Counseling Center Political Science
- » Athletics
- » Human Resources
- » University Event Center
- » Dept. of Social Work
- » Department of Nursing
- » Dean of Students
- » TRIO Program
- » International Program
- » Career Services
- » Student Activities
- » ROTC
- » English Department
- » NCAT Campus Police

## Strategic Initiatives

- Development of Strategic Plan for Diversity and Inclusion
- Creating partnership with the National Building Coalition Institute to train the committee on how to provide training the university community, including faculty, staff and students.
- Production of web page that will include the following links & content:
  - » Academics (Study Abroad)
  - » Campus Resources (Disability, International Programs, Multicultural Student Center)
  - » Human Resources
  - » Events/Program
  - » Training
  - » Safe Zone Locations

\* Indicates new program

## Strategic Initiatives

- Created of Diversity and Inclusion Digital Credentialing Badge to include courses such as:
  - » Together We Make it Work
  - » \*Unconscious Bias
  - » \*Transgender Inclusion in the Workplace
  - » \*Defining and Designing Quality in Global Learning
  - » \*Assessing Global Learning
  - » \*Communicating Across Cultures
  - » Green Zone
  - » Safe Zone

\*New training course introduced

