

Positive, Supportive,
Equitable,
Accessible, and
Inclusive Campus

Positive, Supportive, Equitable, Accessible, and Inclusive Campus Culture

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Diversity and Inclusion at NDSU

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.

This page includes various diversity, equity and inclusion resources available on campus, including: [Councils](#), [Committees and Departments](#), [Student Organizations](#), [Programs and Initiatives](#), [Trainings](#), [Events and Important Dates](#), [Resources](#), [Scholarships and Awards](#), [Data and Reports](#), [Support](#) and [Contact](#).

REPORT BIAS

FILE A COMPLAINT

<https://www.ndsu.edu/about/inclusion>



Councils, Committees and Departments

- [Ag Affairs Diversity, Equity and Inclusion Council](#)
- [Center for Accessibility and Disability Resources](#)
- [Commission on the Status of Women Faculty](#)
- [Equal Opportunity and Title IX Compliance Office](#)
- [Faculty Senate Equity and Diversity Committee](#)
- [International Student and Study Abroad Office](#)
- [Multicultural Student Recruitment](#)
- [Office of Multicultural Programs](#)
- [President's Council for Diversity, Inclusion and Respect](#)



Data and Reports

- [Affirmative Action Plan](#)
- [Campus Climate Surveys](#)
- [Crisis Response Task Force Report](#)
- [DEI Annual Reminders and Updates](#)
- [Student Enrollment by Race/Gender /Disability](#)





Events and Important Dates

- [Culturally Significant Days](#)
- [Equity at the Intersections](#)
- [Including U Series](#)
- [Inclusion Fair](#)
- [Multicultural Religious Holidays](#)



INCLUDING U: DISCUSSIONS ON DIVERSE EXPERIENCES AND IDENTITIES IN HIGHER EDUCATION



Programs and Initiatives

- [ADVANCE FORWARD](#)
- [LGBTQ+ Resources](#)
- [Veteran Alliance](#)

AccessADVANCE

Increasing the successful participation and advancement of women with disabilities in STEM faculty careers

ADVANCE Partnership Award
2021 - 2025

ADVANCE FORWARD

Transforming a Gendered Institution

Institutional Transformation Award
2008 - 2016

ADVANCE Partnership

Joining Forces – A Midwestern Partnership for STEM Faculty Success

ADVANCE Partnership Award
2019

ADVOCATE FORWARD

Engaging Male Colleagues as Advocates and Allies for the Advancement of Women Faculty

Partnership for Learning and Adaptation Networks (PLAN) Award
2015 - 2020

Aspire Alliance

Institutional Change Initiative

IChange Network to Enhance Faculty Diversity and Inclusion
2019-2023

LGBTQ+ Resources



Trainings

- [Community of Respect \(levels 1-2\)](#)
- [Gender Equity Ally Training](#)
- [Microaggressions Community of Respect \(level 3\)](#)
- [Safe Zone Training](#)
- [Searching for Excellence Training](#)
- [Upstander Training \(level 4\)](#)
- [We Take a Stand Training for Students](#)



Equal Opportunity/Title IX/ Training (part of new faculty orientation)
Equal Opportunity/Title IX Supervisor Supplement
Promotion, Tenure, Evaluation Training



Scholarships and Awards

- [Advancing Inclusion Award](#)
- [Cultural Diversity Tuition Waiver](#)
- [International Student Scholarships](#)
- [New Beginning Native American Scholarship](#)
- [Scholarships and Tuition Assistance through Multicultural Programs](#)
- [Tapestry of Inclusion Award](#)

Student Organizations

- [American Indian Science and Engineering Society \(AISES\)](#)
- [Black Collegiate Women](#)
- [Black Student Association \(BSA\)](#)
- [Hispanic Organization of Latin Americans \(HOLA\)](#)
- [Muslim Student Association \(MSA\)](#)
- [National Society of Black Engineers](#)
- [Native American Student Association \(NASA\)](#)
- [oSTEM at North Dakota State University](#)
- [Pride Alliance](#)
- [Society of Women Engineers](#)
- [Somali Student Association \(SSA\)](#)
- [Women in Business](#)



Resources

- [Employee Accommodation Requests](#)
- [Family Restrooms](#)
- [Gender-Neutral Restrooms](#)
- [Lactation Rooms](#)
- [Multicultural and LGBTQIA Student Counseling](#)
- [Ombud](#)
- [Student Accommodation Requests](#)
- [Trio Student Support Services](#)





Support

- [College of Agriculture, Food Systems and Natural Resources](#)
- [College of Arts, Humanities and Social Sciences](#)
- [College of Business](#)
- [College of Engineering](#)
- [College of Graduate and Interdisciplinary Studies](#)
- [College of Health Professions](#)
- [College of Human Sciences and Education](#)
- [College of Science and Mathematics](#)
- [Land Acknowledgement](#)
- [NDSU Libraries](#)
- [Residence Life](#)
- [Counseling Center](#)

NDSU Land Acknowledgement

We collectively acknowledge that we gather at NDSU, a land grant institution, on the traditional lands of the Oceti Sakowin (Dakota, Lakota, Nakoda) and Anishinaabe Peoples in addition to many diverse Indigenous Peoples still connected to these lands. We honor with gratitude Mother Earth and the Indigenous Peoples who have walked with her throughout generations. We will continue to learn how to live in unity with Mother Earth and build strong, mutually beneficial, trusting relationships with Indigenous Peoples of our region.

Disability Accommodations

- Employees (staff and faculty) that wish to request an accommodation should contact Human Resources at (701) 231-8961 or ndsu.hr@ndsu.edu. Employees may also visit <https://www.ndsu.edu/hr/> for further information.
- Students that wish to request an accommodation should contact Center for Accessibility and Disability Resources at (701) 231-8463 or ndsu.cadr@ndsu.edu. Students may also visit <https://www.ndsu.edu/disabilityservices/> for further information.
- Faculty are responsible for providing the accommodations that are listed in the student's Notification of Academic Support Services, both in the classroom and for exams. If a faculty member has concerns about how an accommodation may apply in their class, please contact Center for Accessibility and Disability Resources.
- Required Syllabi Statement



What do we mean by “Climate”?

- “The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential.” *(Dr. Susan Rankin, Penn State Professor and lead consultant on UC campus climate study team, <https://campusclimate.ucop.edu/what-is-campus-climate/>)*
- In places where negative personal behaviors are rewarded, encouraged, or tolerated by ignored, misapplied, or missing policy, the long term climate can become ‘chilly.’

A Positive Workplace Climate

Is inclusive.

The workplace is one where the human rights principles of fairness, respect, equality, dignity and autonomy are promoted and are part of the organization's everyday goals and behavior.

Dimensions



Table Activity

- Please discuss the following questions:
 - Introduce yourself to your neighbors
 - What were the barriers in your previous workplace to a positive climate?
 - What was helpful in promoting a positive climate?
- Please be prepared to report back to the whole group what you discussed related to barriers and what was helpful in promoting a positive climate

Suggestions for a Positive Transition to NDSU

- Get to know people in your department - don't be afraid to ask your departmental colleagues to coffee or lunch (be proactive)
- Seek out opportunities to meet and forge friendships with faculty/staff outside your department
- Stay connected with the new people you've met (even when you get busy) – build that mentoring network!
- Keep a list of questions and ask those questions (like we always tell our students, there are no dumb ones).
- Avoid thinking you're the only one or that you're alone – there are lots of resources and people willing to help. We want you to succeed!

