Positive, Supportive, Equitable, Accessible, and Inclusive Campus



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

- Canan Bilen-Green, Vice Provost for Faculty & Equity
- Jeremy Jackson, President-elect Faculty Senate, Ag Econ
- Mark Coppin, Center for Accessibility and Disability Resources
- Jaclynn Davis Wallette, Office of Multicultural Programs
- Angela Fowler, Faculty Affairs
- Julie Nash, Faculty Affairs















#### **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: <u>Councils,</u> <u>Committees and Departments, Student Organizations, Programs and Initiatives, Trainings, Events and Important</u> <u>Dates, Resources, Scholarships and Awards, Data and Reports, Support and Contact</u>.

**REPORT BIAS** 

FILE A COMPLAINT

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



#### Councils, Committees and Departments

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

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#### **Data and Reports**

- <u>Affirmative Action Plan</u>
- <u>Campus Climate Surveys</u>
- <u>Crisis Response Task Force Report</u>
- DEI Annual Reminders and Updates
- <u>Student Enrollment by Race/Gender</u>
  /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
- <u>LGBTQ+ Resources</u>
- <u>Veteran Alliance</u>

#### 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

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#### Aspire Alliance

Institutional Change Initiative IChange Network to Enhance Faculty Diversity and Inclusion 2019-2023

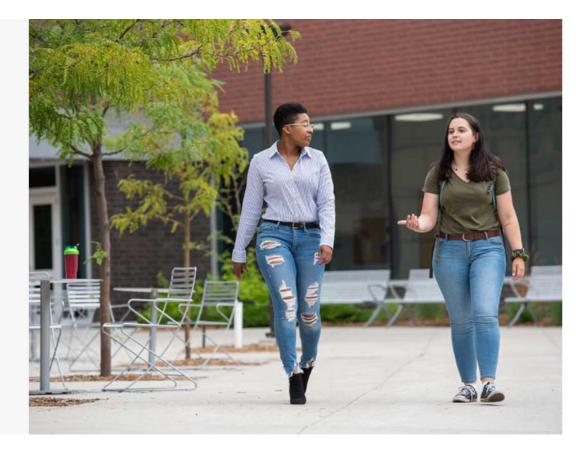
### LGBTQ+ Resources

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#### Trainings

- <u>Community of Respect (levels 1-2)</u>
- Gender Equity Ally Training
- <u>Microaggressions Community of</u> <u>Respect (level 3)</u>
- <u>Safe Zone Training</u>
- 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
- <u>Cultural Diversity Tuition Waiver</u>
- International Student Scholarships
- <u>New Beginning Native American</u>
  <u>Scholarship</u>
- <u>Scholarships and Tuition Assistance</u> through Multicultural Programs
- <u>Tapestry of Inclusion Award</u>

#### **Student Organizations**

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



### NDSU

#### Resources

- Employee Accommodation Requests
- <u>Family Restrooms</u>
- Gender-Neutral Restrooms
- Lactation Rooms
- <u>Multicultural and LGBTQIA Student</u>
  <u>Counseling</u>
- <u>Ombud</u>
- <u>Student Accommodation Requests</u>
- Trio Student Support Services





#### Support

- <u>College of Agriculture, Food</u>
  <u>Systems and Natural Resources</u>
- <u>College of Arts, Humanities and Social</u> <u>Sciences</u>
- <u>College of Business</u>
- <u>College of Engineering</u>
- <u>College of Graduate and</u> Interdisciplinary Studies
- <u>College of Health Professions</u>
- <u>College of Human Sciences and</u>
  <u>Education</u>
- <u>College of Science and Mathematics</u>
- Land Acknowledgement
- NDSU Libraries
- <u>Residence Life</u>
- <u>Counseling Center</u>

#### 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"?

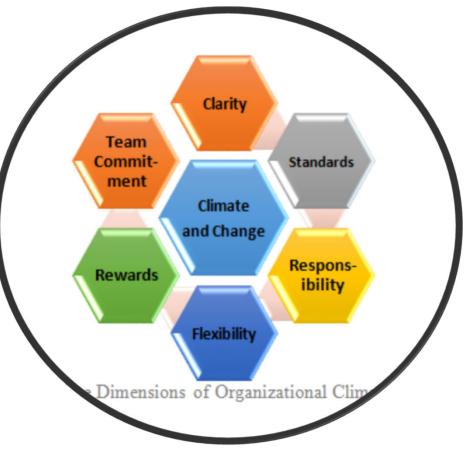
- "The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential." (Dr. Susan Rankin, Penn State Professor and lead consultant on UC campus climate study team, https://campusclimate.ucop.edu/what-is-campus-climate/)
- 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 <u>fairness</u>, <u>respect</u>, <u>equality</u>, <u>dignity</u> and <u>autonomy</u> 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).

NORTH DAKOTA

 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!

