

Office for Institutional Equity and Diversity

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Vice Provost

The Office for Institutional Equity and Diversity (OIED) is committed to fostering an inclusive, accessible and diverse intellectual and cultural campus experience related to the mission of NC State University.

Inclusive Excellence and Strategic Practice

IESP champions diversity and inclusion practices across various stakeholders of the university community through education, training, the development of relationships, enhanced understanding of diversity and equity issues, the utility of assessment and evaluation, facilitation of initiatives, cooperative accountability and collaboration.

Equal Opportunity and Equity

The Equal Opportunity and Equity unit of the Office for Institutional Equity and Diversity strives to make NC State University a discrimination-free, harassment-free environment for faculty, students and staff to work, live and learn. This unit is responsible for managing and monitoring the university's equal opportunity compliance activities, overseeing the university's equal opportunity policies, responding to complaints, conducting investigations, developing and delivering training and educational outreach to campus and consulting with supervisors, managers and unit equity officers regarding equal opportunity concerns and initiatives, including affirmative action and equitable hiring practices.

Bias Impact Response Team

The Bias Impact Response Team (BIRT) at NC State supports the campus community by providing a system through which a person can report incidents of bias on and around campus. BIRT seeks to effectively engage with impacted individuals and groups to achieve awareness, support, education and restoration. See the BIRT website at bias-incident.ncsu.edu (<http://bias-incident.ncsu.edu/>).

Campus Community Centers

NC State's Campus Community Centers report to the Office for Institutional Equity and Diversity (OIED). Collectively, the centers foster community; celebrate identity and culture; raise awareness; and support, empower and advocate for positive change for underrepresented and marginalized students, families and communities. They assist OIED in its goal of fostering an inclusive, accessible and diverse intellectual and cultural campus experience by creating spaces and activities that improve campus climate and enhance the overall educational experience for all students.

See **Campus Community Centers** under *Student Services for information on the African American Cultural Center, GLBT Center, Multicultural Student Affairs and the Women's Center, which report to the Office for Institutional Equity and Diversity.*

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