

## **UNC Charlotte Diversity & Inclusion**

### Fact Sheet

**UNC Charlotte is the first nonprofit recipient of the Belk Innovation in Diversity Award, presented by the Charlotte Chamber and Belk Inc.**

The Charlotte Chamber cited the creation of the University's Diversity Plan in 2008, which has impacted the recruitment and retention of a diverse student population and workforce. Other initiatives mentioned included the development of the Chancellor's Diversity Challenge Fund, which provides grants to create a broader understanding of diversity and inclusion; institutional support for diverse partnerships with businesses and the community that resulted in the Good Faith Award from the state Office for Historically Underutilized Businesses; and the enlistment of diverse board and advisory groups across the campus that mirror the community's population.

**Chancellor's Diversity Challenge Fund supports faculty, staff, and student initiatives promoting the daily value of diversity in the intellectual life of the campus.**

Proposals may include educational activities that promote understanding of diversity; projects that enhance the campus climate for diversity, and foster a culture of inclusion and respect; and efforts to promote diversity through relationships with the Charlotte community. Because of the unique perspectives students bring to the University community, student groups are encouraged to submit proposals. Funding is intended only to support demonstration projects or to seed new initiatives. Projects needing continuing operational funds cannot be supported.

### **Crossroads Charlotte**

In 2008 the University partnered with Crossroads Charlotte, a community-wide effort to foster access, inclusion, and social justice, to develop scenarios for the future of UNC Charlotte that incorporated the changing demographics that the University anticipated seeing over the next 10 years.

**The ADVANCE Faculty Affairs Office provides programming that supports the diversity goals by promoting diversity and equity for the faculty.**

The Faculty Recruitment Workshops are designed to help faculty search committees use best practices in their searches so departments can conduct fair, inclusive, and effective searches – consistent with University and department goals. Spring 2010 participants were surveyed about their opinion of the workshop and 84% of respondents agreed or strongly agreed with the statement that they became more aware of potential bias in the search process that they had not recognized prior to the workshop.

**The Division of Student Affairs makes diversity education widely available to students.**

The Office of Student Activities presents workshops that explore a wide range of diversity topics throughout the academic year. More than 40 workshops offered through the Multicultural Resource Center, Religious and Spiritual Life, and the Center for Leadership Development, include a diversity component.

**The Office of the Provost at UNC Charlotte offers the Summer Diversity Institute**, which teaches faculty members how to infuse diversity and multiculturalism into course curricula. The Institute has enrolled 40 to 50 faculty members each summer, beginning in 2005.

### **Heritage Month Celebrations & Cultural Displays**

These monthly programs honor the range of heritage months and cultural celebrations including Hispanic Heritage Month, LGBTQ History Month, **Native American Heritage Month**, Black History Month, Women's History Month, and Asian/Pacific American Heritage Month, among others.

### **Minority Student Services**

The SAFE Program is a peer mentoring program designed to help students successfully transition through their first year of college. SAFE minimizes academic, social, and economic challenges by providing information about UNC Charlotte support services to facilitate a smooth transition for students.

SAFE combines academic support with personal development programming to encourage your academic achievement, positive self-concept and increased personal growth. Participation in SAFE helps students achieve not only the UNC Charlotte degree of choice but also a degree of excellence in your future.

### **Office of Multicultural Academic Services**

<https://mas.uncc.edu/>

This office is committed to assisting undergraduate and graduate students, with emphasis on students from traditionally underrepresented populations in the awareness and availability of academic support services that aid in retention and graduation from the University of North Carolina at Charlotte.

Multicultural Academic Services consists of a variety of distinct programs collaborating to reach a singular objective: to provide academic support services that foster the recruitment, retention, and graduation of students, especially underrepresented students at UNC Charlotte. Services rendered include but are not limited to academic advising, academic issues workshops, peer counseling and tutoring, and personal counseling. Moreover, the office serves as a clearinghouse for information and referrals to other university resources and academic support services.

## **Native American Student Organization**

Native American Student Organization named outstanding student organization program in 2012-13

**The International Festival** has been a UNC Charlotte tradition since 1975. For over 35 years, the Festival has provided an opportunity for University students, faculty, and staff and members of the Charlotte community to come together to share an international experience. Cultures of more than 50 nations were represented at the 2013 festival.

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