Our vision

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.

Our Directive

The President’s Council for Diversity, Inclusion and Respect received directive from the President to provide NDSU administration with guidance on how to make NDSU a better community for historically underserved populations and to operationalize the diversity and inclusion goal of the strategic plan. A steering committee of members was assembled to further assist with coordinating efforts of the Council.

Our Work

To address the directive from the President, work groups were formed to discuss the University’s strategic plan and create action plans for the upcoming year. Work groups and their area of focus, as well as some of their action items for the next year, are indicated below.

**Awareness and Recognition of Best Practices.** This work group is assisting with recognizing accomplishments on campus and exploring ways in which to create more awareness on campus about inclusion activities, units, and accomplishments. Their action plan for the next year includes reviewing data collected from units on campus as to their diversity, equity and inclusion efforts, and to draft a semester newsletter.

**Campus Education and Engagement.** This work group is exploring educational opportunities for faculty, staff, and students, and ways to engage them on campus. The work group supported and promoted a campus Talk Back event and the Day of Silence. Their action plan for the next year includes planning programming for LGBTQ+ events on campus and creating a debate series to model civil dialogue.

**Data Exploration and Reporting.** This work group is working to identify needs for data collection concerning diversity issues and communicating data findings to the Council and campus. Their action plan for the next year includes making campus climate data more accessible, increasing communication to campus about survey results and available data to assist in addressing equity on
campus. They will also examine ways to collect and store voluntary data on gender identity and sexual orientation.

**DIR Advocates and Allies.** This work group is exploring the opportunity and possibility of an advocacy and mentoring group for international and underrepresented faculty and staff on campus. Their action plan for the next year includes data collection and literature review in preparation for applying for grant funds to support the program.

**Exploring Best Practices.** This work group is exploring best practices at other institutions to model on our campus and for opportunities to centralize resources. They will also explore comparing Council priorities with current and potential policies on campus. Their action plan for the next year includes efforts to define inclusion and equity on campus, exploring creating a community of practice, exploring ideas to expand existing efforts on campus, and exploring ways to increase opportunities for listening, and measuring and implementing diversity, equity and inclusion on campus.

**Recruitment and Retention.** This work group is exploring ideas for increasing efforts in inclusion with recruitment (e.g., during searches, student recruitment) and retention (i.e., efforts to keep more diverse and inclusive employees and students on campus). Their action plan for the next year includes gathering, collating, and assessing recruitment data, surveying campus on recruitment and retention efforts, recommend more intentional processes for recruiting students of color, and assessing and improving mentoring using a diversity lens.

The steering committee and the full council each met monthly. The work groups met during the full council meetings as well as outside of council meetings as necessary.

Throughout the year, the Council invited speakers to meetings to present information. Topics included NDSU’s strategic plan, President’s Crisis Task Force, data availability and how to request from the Office of Institutional Research and Analysis (ORIA), Ombuds annual report, OIRA data presentation on campus climate, NSSE, and opportunity gap report, LGBTQ+ Student Performance study, and lessons learned in the Disability Office during the last year. Council members were also invited to participate in an educational training on Native American Essential Understandings.

A website has been created for sharing information with campus (https://www.ndsu.edu/inclusioncouncil/). The website has information on members, agendas, work groups, Native American initiatives, culturally significant dates, and a list of key resources on campus.

**PCDIR Hosted, Sponsored or Endorsed Events**

The Council was actively involved with hosting, sponsoring or endorsing events on campus. In its first year, the Council supported the events noted below.

- February 24, 2021 Talk Back to Racism (PCDIR; Alison Bertolini lead)
- April 21, 2021 UndocuArtivism: Art and Resistance in Pandemic Times (co-sponsored with Anti-Racism Coalition, Vice Provost for Faculty & Equity, Dept of Sociology & Anthropology; Ellen Rubenstein lead)
- April 23, 2021 Day of Silence (PCDIR, Alison Bertolini lead)
April 28, 2021 Race-ing Fargo author, Jennifer Erickson (co-sponsored with Anti-Racism Coalition, Dept of Sociology & Anthropology; Ellen Rubinstein lead)

Our Membership

Active members during the 2020-2021 year included members from each of NDSU’s colleges, Student Affairs and Enrollment Management, Faculty and Equity, Finance and Administration, Information Technology, Libraries, Athletics, and the Ombuds office. Members included administration, faculty, staff, and students.

Joy Anne Annette, Upper Great Plains Transportation Institute
Lisa Arnold, English
Kristina Astrup, Human Resources
Jessie Bauer, Career and Advising Center
Scott Beaulier, Business
Emily Berg, Institutional Research and Analysis
Robin Besse, Institutional Research and Analysis
Canan Bilen-Green*, Faculty and Equity
Jason Blosser, Information Technology
Derisa Collymore*, Graduate Student, Residence Life
Amanda Jo Cordova, Education
Jim Deal, Human Development and Family Science
Alan Denton, Physics
Melissa Eslinger, Health Professions
Angela Fowler, Faculty Affairs
Alison Graham-Bertolini*, English
Kendra Greenlee, Biological Sciences
Colleen Heimstead, Athletics
Heather Higgins-Dochtermann, Equity
Carol Jergenson, Residence Life
Alicia Kauffman, International Student and Study Abroad
Heather Keeler, Admission
Mike Kessler, Engineering
Greg Lardy*, Agricultural Affairs
Jamee Larson, English
Seinquis Leinen, Admission
Jenny Linker*, Health, Nutrition and Exercise Sciences
Simone Ludwig, Computer Science
Hollie Mackey, Education
Emily McGann, Equity
Christi McGeorge, Human Development and Family Science
Joe Mocnik, Libraries
Julie Nash*, Faculty Affairs
Kjersten Nelson, Political Science
Tara Nelson, Graduate Student, Institutional Research and Analysis
Kimberly Overton, Education
Kristine Paranica, Ombuds
Kwangsoo Park, Apparel, Merchandising, Interior Design, and Hospitality Management
Laura Parson, Education
Michelle Pearson, TRIO
Casey Peterson, Student Affairs
Deirdre Prischmann-Voldseth, Natural Resource Sciences
Birgit Pruess, Microbiological Sciences
Scott Pryor, Engineering
Sheela Ramamoorthy, Microbiological Sciences
Chris Ray, Education
Jill Sackenreuter, Human Resources
Lisa Samuelson, Memorial Union Programming and Student Activities
Amolia Schumacher, Residence Life
Molly Secor-Turner, Nursing
Claudia Simon*, Disability Services
Kristi Steinmann, Information Technology
Jodi Tangen, Education
Tabitha Thomas, Faculty Immigration
Jaclynn Wallette, Multicultural Programs
Christopher Whitsel, Sociology and Anthropology
John Woolsey, Human Resources
[*Steering Committee Member, +Co-chair]