

# CAMPUS CLIMATE & INCLUSION

## ANNUAL REPORT 2022-23

### IBELONG

The iBelong Project was launched in Spring 2019 with the administration of a campus climate survey to inform how we can better promote a climate at UNCG where everyone feels supported and welcomed. Since the 2019 survey, the iBelong implementation team has focused on increasing students' sense of belonging. In 22-23, the iBelong projects supported 24 projects totaling \$10,250 in funding for projects that enhanced belonging. Projects support topics like supporting students career development, supporting international students, disability awareness campaign, and support to students being kind. In Spring 2023, the second administration of the iBelong survey was administered to graduate and undergraduate students. There were 7,000 students sampled with a 12% response rate, which includes 687 undergraduates and 226 graduate students.

### IDENTITY BASED SUPPORTS

The Office of Intercultural Engagement (OIE) created a new initiative focused on academic and out-of-the-classroom support to Black students. In collaboration with the Academic Recovery Office, OIE delivered 1:1 sessions throughout the Spring 2023 semester for Black students in need of academic assistance. In the 2023 Spring semester, students not receiving direct service from the other units in the Division of Student Success were placed in one of three tiers based on their level of academic need (see below). These students either received an academic warning, academic or continued probation, failed a course during Fall 2022, or had a cumulative GPA lower than 2.5.

Tier I is for students with the most heightened risk of academic dismissal. Nine students were in this category for Spring 2023. These students received multiple email communications and completed cultural coaching, which included four 1:1 sessions throughout the semester and weekly email or text check-ins.

Tier II is for students on Academic Warning. Two hundred thirty-five students were in this category. These students received invitations to 1:1 sessions with cultural coaches and invitations to all cultural support events offered by this program within the OIE. These students have a 2.0 cumulative GPA but earned less than 67% of their credits in Fall 2022.

Tier III is for students in good standing but who failed at least one class in Fall 2022. Three hundred forty-seven students were

in this category for Spring 2023. These students received email communication from cultural coaches and invitations to all cultural support events offered by this program within the OIE.

All students in these tiers received personalized invitations to attend events planned to create a sense of belonging and positive academic social environments for Marginalized students.

### UNCG CHANCE PROGRAM

UNCG's CHANCE Program has been cited as one of the major campus-wide diversity initiatives that has earned UNCG five consecutive (2018-2022) Higher Education Excellence in Diversity (HEED) awards by Insight in Diversity Magazine. In 2019, CHANCE Camp was featured as a "Program to Watch" by the national advocacy organization Excelencia in Education.

CHANCE attendance and enrollment

YEAR	CAMPERS	APPLIED	ADMITTED	ENROLLED
2017	60	39	35	18
2018	116	67	52	29
2019	153	78	64	51
2021	49	28	19	10

### BIAS TEAM

The Bias Education Support Team affirms and promotes anti-bias work in alignment with the mission of UNCG to create an inclusive, collaborative, and responsive student community. The team educates, supports, and advocates by working to enhance the overall campus climate for students, faculty, staff, and friends of the University. The Team presented to various student groups, departments, and classes. The goals of these presentations were to increase both the awareness of the Bias Education & Support Team, its reporting tool, and to provide education about the negative impacts of bias and hate. There were 19 total events with 1296 total attendees.

50 bias reports were submitted in 23-24. Of those reports, only about half of the reports were classified by the Team as bias. The months with the highest frequency of reports occurred around the same time as the Team's major programmatic and outreach efforts. Religion was the highest nature of bias in the reports submitted. There were multiple drawings of the anti-Semitic symbol (((ECHO))), which the Anti-Defamation League defines as a "typographical practice used by some antisemites online.