

## What is the Equal Opportunity Institute?

The Equal Opportunity Institute is a program designed to provide NC State faculty, staff, students, and the general public a means for developing a comprehensive understanding of equal opportunity and diversity issues. Institute participants broaden their knowledge base and learn how to apply this knowledge in their day-to-day activities and interactions. Through their individual and collective efforts, Institute participants help our community build a better place to learn, work, and live.

NC State faculty, staff, and students university-wide, including the Colleges of Agriculture & Life Sciences, Humanities & Social Sciences, Education, Engineering, Management, Natural Resources, Libraries, Distance Education, and Veterinary Medicine, as well as employees from IBM, Rex Healthcare, the NC Office of State Personnel, the NC Department of Health and Human Services, and other UNC institutions, have graduated from the program.

## What Our Graduates Are Saying about EOI

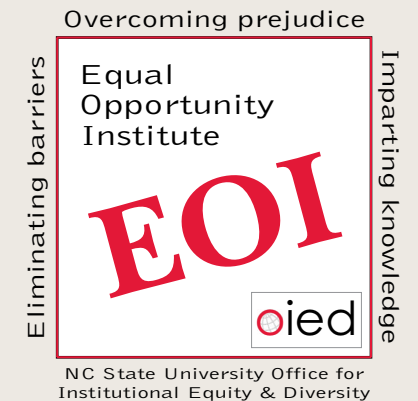
"I have traveled the world and studied other cultures, religions, and worked and lived with physically challenged persons. Nevertheless, I am surprised at how much I have learned in the EOI classes and the deeper understanding and empathy I have developed. I have been and will continue to highly recommend EOI to others. From my experience across campus, this program is one of the very best available on-site."

*– Cecile Hinson, EOI graduate and NC State employee*

"I feel that I have benefited from EOI in that my awareness about diversity both on campus and in the workplace has increased. I have gained skills and have been equipped with tools that will assist me in dealing with issues of diversity that occur in my environment, whether it is at school or at work. I have learned not to ignore but to address the issues of diversity and feel that doing so will lead to greater understanding and healing."

*– Marlene Turnbull, EOI graduate and NC State graduate*

**NC STATE UNIVERSITY**



**Equal Opportunity  
Institute**

[www.ncsu.edu/eoi](http://www.ncsu.edu/eoi)

## More About EOI ...

EOI is a unique certificate program offered by the NC State University Office for Institutional Equity & Diversity in collaboration with NC State's Division of Human Resources and Center for Student Leadership, Ethics, and Public Service. EOI participants develop an individualized education plan that enables them to increase their knowledge about equal opportunity issues, based on their prior level of understanding and personal goals. Participants study topics such as affirmative action, diversity, intercultural communication, discrimination, harassment, the Americans with Disabilities Act (ADA), federal and state laws, and NC State regulations.

## Requirements

To successfully complete EOI, participants attend 3 required workshops and 7 or more electives. Those who graduate from the Institute receive a University certificate and two Continuing Education Units to supplement their academic transcripts or professional résumés.

## Program Format

The Institute runs from September through May, with registration in August through early September. Participants begin the program with an orientation session, where they begin to design an individual education plan for completing the Institute's requirements of core and elective courses as well as their personally designed program goals. Participants complete journals to process the information presented and to consider workplace applications.

## Eligibility

All NC State University employees are eligible, with permission from their immediate supervisors. All NC State University students are eligible. Individuals from the general public are also eligible to apply.

## Cost

**There is no cost for NC State faculty, staff, and students.** Individuals from the general public may enroll for a fee of \$500.

## Enrollment

Applicants may apply online or download an application form from the EOI website ([www.ncsu.edu/eoi](http://www.ncsu.edu/eoi)). Individuals may also pick up an application from the Office for Institutional Equity & Diversity in 231 Winslow Hall on the NC State campus.

## Individual Classes

NC State faculty, staff, and students who are interested in learning more about equal opportunity but are not able to participate in the Equal Opportunity Institute may register for one or more individual classes. See [www.ncsu.edu/oied/education/oeo\\_programs.php](http://www.ncsu.edu/oied/education/oeo_programs.php).

## Contact Information

For more information about EOI, see the Institute website at [www.ncsu.edu/eoi](http://www.ncsu.edu/eoi) or contact Beverly Jones Williams at [beverly\\_williams@ncsu.edu](mailto:beverly_williams@ncsu.edu) or 919-513-3836.

This brochure is available in an alternate format on request.

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