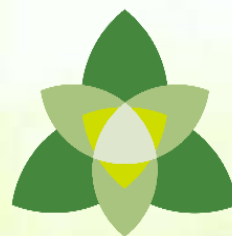


# **2022-2023 DIVERSITY, EQUITY, AND INCLUSION ANNUAL REPORT**

---



**Trillium**  
HEALTH RESOURCES

Transforming Lives. Building Community Well-Being.



CONTENTS

Introduction ..... 3

Trillium’s Mission and Vision Statements ..... 3

Diversity, Equity, and Inclusion Program Overview ..... 3

Our Statistics ..... 4

    Workforce Analysis..... 4

    Previous Survey Results..... 4

Our Strategic Focus..... 5

    Our Staff ..... 5

    Our Members and our Communities..... 2

Conclusion ..... 2

Appendix ..... 4

## INTRODUCTION

Trillium Health Resources is a local governmental agency (LME/MCO) that manages serious mental health, substance use, and intellectual/developmental disability services in eastern North Carolina. We cover the following counties: Beaufort, Bertie, Bladen, Brunswick, Camden, Carteret, Chowan, Columbus, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Nash, New Hanover, Northampton, Onslow, Pamlico, Pasquotank, Pender, Perquimans, Pitt, Tyrrell, and Washington. We are uniquely positioned to meet the distinct needs of the individuals and communities we serve, and our top focus is delivering the right services, in the right amount, at the right time. We know these populations and are deeply engrained in their counties. We know how to treat, support, and serve them most effectively.

We partner with health care providers and community stakeholders to build and strengthen foundations of well-being, provide individuals with the resources to overcome challenges, and help deepen connections between members and their communities. Together with our partners and state leadership, we are invested in the future of the public behavioral health system for the benefit of our region.

## TRILLIUM'S MISSION AND VISION STATEMENTS

### Mission

Transforming lives and building community well-being through partnerships and proven solutions.

### Vision

For every community and individual we serve to reach their fullest potential.

### Trillium's Organizational Commitment to inclusion, developed in October 2020

We want all our members, families, staff, providers, and partners to know our ethical framework for Diversity, Equity, and Inclusion. Trillium has always believed in encouraging inclusive environments and reducing stigma for those we serve with mental health, substance use, or I/DD conditions. We do not stand for racism, in all its forms. We do not stand for exclusion, whether against people of different abilities or different races. We do not stand for limiting anyone's potential, through restrictive practices or beliefs. We do stand together, united and unapologetically, in the true spirit of partnership to collectively transform. We invite you to join us.

## DIVERSITY, EQUITY, AND INCLUSION PROGRAM OVERVIEW

Over the past several years, Trillium and our communities faced many challenges, including a global pandemic, heightened awareness around racial injustice and systemic inequities, and changes in the workplace. Now more than ever, there is a powerful overlap between our personal and professional lives. Prioritizing a sense of belonging became ever more imperative.

In June 2020, Trillium established the Diversity, Equity, and Inclusion Strategic Framework as we embraced each new challenge. Our vision is as follows:

"We will foster an inclusive culture that embraces our diverse backgrounds, experiences, and viewpoints. We engage in programs that support diversity, equity, and inclusion so our workforce and leadership represent and reflect the communities we serve. Our activities improve the lives of each other, our members, and our communities."

While we are proud of what we have accomplished, we know much more work is needed. Trillium will continue to build on this foundational work. We will ensure a sense of belonging replaces and conquers systemic biases and inequities. Our organization is committed to tackling big, complex problems guided by data and empowering our staff, no matter their position or tenure, to support our mission through our values

## OUR STATISTICS

### WORKFORCE ANALYSIS

We take pride in the diversity of our workforce. Through recruitment, development, and retention efforts, we maintain a workforce that closely resembles the diversity of the communities we serve.

By race, our current employee population is 60 percent white, 33 percent Black or African American, 2 percent Hispanic or Latino, 2 percent two or more races, and the remaining 3 percent is unknown or another ethnicity.

Additionally, 14 percent of our employees choose to disclose a disability, 5 percent voluntarily disclose being part of the LGBTQ+ community, and 1 percent disclose a non-binary gender identity.

Trillium reflects the diverse demographics and identities of the communities we serve.

### PREVIOUS SURVEY RESULTS

We take action to create an inclusive environment for our employees. In our 2023 Diversity and Inclusion Survey, key indicators included the following:

- Overall scores improved in every category compared to 2021, signaling DEI efforts since the initial survey have been effective.
- Participants continue to score Management favorably, indicating their managers and supervisors handle DEI concerns effectively and are accommodating to life situations - nurturing an inclusive environment.
- Diversity Awareness increased 2 percent over the 2021 survey with a rating of 3.72 out of 4.
- There is strong support for Trillium's discrimination and harassment policies. 100 percent of participants responded favorably (strongly or somewhat agree) regarding the absence of discriminatory language in policies, procedures, and documentation.
- Black or African American participants showed an average of 20 percent increase in score across each category when compared to 2021 survey data.

Continued opportunities identified in this survey include the following:

- The greatest area of opportunity lies within Evaluation, Promotion, and Development. Across demographics, most showed either no improvement or decreased favorability.
- Staff expressed some frustration around leadership considering their perspective and viewpoints.
- First-time survey participants scored notably higher than participants who previously completed the survey in 2021. This may be an indication that long-held beliefs still impact how some employees view DEI at Trillium.

Scores for gender non-binary or gender non-conforming staff were lower than their co-workers with regard to [perceived experience] across categories, with values of 0.5 to 0.9 out of 4 lower than their peers. We will survey again in the future to compare results, identify areas of improvement, and take action on areas that continue to present growth opportunities.

## OUR STRATEGIC FOCUS

At Trillium, we understand that DEI goes beyond data. Effective DEI initiatives are about creating a culture where people feel a sense of belonging, having an opportunity to learn and grow, and having a direct impact in the communities we serve. Our strategic focus is defined in three categories, our employees, our members, and the communities in our catchment area.

## OUR STAFF

Our focal points with staff are described in three categories. Employee Resource Groups (ERGs) create spaces where staff can experience a sense of belonging. Our Leadership Development and Career Counseling Services are where staff can learn and grow. Our supplemental activities are where staff can gain a deeper understanding of diverse experiences.

In addition to these focus areas, and based on feedback from our initial staff survey, we initiated a recruitment partnership with Historically Black Colleges and Universities (HBCUs) in our region. We have fully redesigned our recruiting and selection process to mitigate implicit bias in our hiring practices by implementing diverse interview panels, behavior-based interview questions, and objective assessment tools to evaluate candidates.

Trillium also adopted standards in our policy and procedure writing guidelines to remove language reinforcing the gender binary. Our Communications Department updated email signature guidelines to include disclosure of preferred pronouns.

## Employee Resource Groups

Employee Resources Groups (ERGs) began in 2021 to foster inclusivity and build community within Trillium. ERGs create a safe, supportive space for employees who share a common identity and those who identify as an ally to the represented group. These groups foster an inclusive workplace, enhance the employees' overall experience, promote cultural awareness, and improve company innovation. At this time, Trillium and its employees have established the following 11 ERGs:

- Anti-Racism Work Group
- Black, Indigenous, People of Color (BIPOC)
- Black and African American
- Faith-Based
- Health and Wellness
- Hispanic, Latino, & LatinX
- Inclusion Council
- LGBTQ+
- People with Disabilities
- Women's
- Working Caregivers Groups

Currently, Trillium has 149 unique employee participants in ERGs, a 67 percent increase from 2021-2022. ERG participants make up approximately 25% of our total employee population. Participation is significantly higher than the average of eight percent among Fortune 500 companies. In June, the DEI Department completed an ERG Satisfaction Survey with a 46 percent response rate. The results showed an overall satisfaction rate of over 89 percent.

## Leadership Development

In March 2022, the DEI Department started the Intentional Leadership Training Series. To date, we had 143 unique employees participate, 30 of whom are recognized as potential future leaders by their managers. This series ensures all Trillium leaders have the tools and skills needed to lead effectively, create an environment where our employees can do their best work, and ultimately fulfill our mission. These sessions are also made available to high-performing individual contributors who have expressed interest in developing as future leaders for Trillium. This is designed to support advancing diversity in leadership. The training series included the following monthly sessions:

### Leading a Multi-Generational Workforce (July 2022)

In this session, we explored unique generational beliefs and recognized the values each generation brings to the workplace. Our goal was to identify effective ways to recruit, retain, train, and lead a multi-generational workforce.

### Delegation (August 2022)

This program helped managers gain confidence and skill with this essential task. We identified common barriers to delegation, recognized which projects or assignments are appropriate to delegate, clarified expectations for delegates, practiced a 5-step model to communicate levels of authority, and created a system to manage (but not micro-manage) delegated projects.

### Psychology of Change (September 2022)

There is no organization or industry free of ongoing, never-ending change. This session explored the neuroscience of change and how to successfully lead yourself and others through change.

### Building Teams (October 2022)

This session focused on how to overcome team dysfunction as well as build and maintain effective working relationships. Trust is the foundation of any successful relationship and is crucial to team success. Participants learned how to build trust, create commitment, and drive accountability and results within a team.

## Forums, Training, and Other Events

Data from event registration and attendance indicates that individual events are gaining interest. From April to June, 2023, 70 unique employees registered for events (about 12 percent of total employees) and 26 people attended each event on average. Below is a list of observances that were honored over the last year; some observances had multiple events. For a full description of events, see Appendix 1.

### July

- Courageous Conversations with BIPOC ERG

### August

- Created SERVE ERG
- Diversity Calendars available monthly in employee newsletter
- Facilitated ACAF – Building Safety and Trust with LGBTQ+ Youth
- Women's Equality Day
- People with Disabilities – Guest speaker, Adrienne Wood

### September

- Hispanic Heritage Month

### October

- Coping with Midterm Election Stress
- Spirit Day to stand up against bullying
- Functional Food and Nutrition with New Hanover County Health Dept.

### November

- Veterans Day Card promotion with SERVE ERG
- National Native American Heritage Month
- Transgender Day of Remembrance
- Processing current events forum: The attack at Club Q in Colorado Springs

### December

- Rosa Parks Day
- HIV: The Neglected Pandemic

### January

- Martin Luther King Jr. Day

### February

- Black History Month
- Processing current events forum: Tragedies in Memphis and California

### March

- National Developmental Disability Awareness Month
- Women's Day
- National Irish American Heritage Month
- International Day for the Elimination of Racial Discrimination
- Deaf History Month

### April

- Autism Acceptance Month
- National Arab American Heritage Month
- World Autism Acceptance Day
- Celebrate Diversity Month
- The Day of Silence

### May

- Mental Health Awareness Month
- National Day of Prayer
- Cinco de Mayo
- Processing current events forum: Attacks in Dallas and New Hanover County
- Jewish American Heritage Month
- Older Americans Month
- Malcom X Day
- World Day for Cultural Diversity for Dialogue and Development
- Memorial Day
- Remembering Tina Turner

### June

- LGBTQ+ Pride Month
- Native American Citizenship Day
- Immigrant Heritage Month
- African American Music Appreciation Month
- Juneteenth

## Career Counseling Services

In collaboration with Trillium's Human Resources Department, the DEI Department created a robust Career Services program in May 2022. Trillium recognizes how much effort each employee puts into their job. We want to ensure each employee has access to opportunities to learn and grow with Trillium.

The DEI team, with the support of the Human Resources Department, is available to all team members to participate in strengths assessments, set short-term goals, and create action plans to achieve their goals. Career Services was available for, but not limited to, the following activities:

- Resume writing and review
- Career counseling
- Strengths coaching
- Career assessment tools
- Interview preparation
- Peer coaching

In the 2022-2023 fiscal year, the DEI Department had 17 employees participate in Career Services. Ninety-four percent of participants utilized resume and/or cover letter writing services. Thirty-five percent of participants utilized interview preparation and/or coaching sessions. Twenty-four percent of participants received a transfer from their current position or promotion within Trillium.

## OUR MEMBERS AND OUR COMMUNITIES

The Cultural Competency Program is a comprehensive program to address mental and physical health disparities and provide ongoing learning opportunities on topics that directly impact our members and communities.

Cultural competency is the ability to relate effectively to individuals from various groups and backgrounds. Culturally competent services respond to the unique needs of members of minority and/or marginalized populations. They are also sensitive to how people with disabilities experience the world. Within the behavioral health (which addresses both mental illness and substance use disorders) and intellectual/developmental disabilities system, cultural competency must be a guiding principle so that services are culturally sensitive and provide culturally appropriate prevention, outreach, assessment, and intervention.

Trillium developed a Cultural Competency Program to demonstrate our commitment to providing services in an all-inclusive, respectful environment, to educate our staff and community partners, and to comply with Title VI of the Civil Rights Act and the Culturally and Linguistically Appropriate Services (CLAS) Standards. Our Cultural Competency Plan will improve access to care, quality of care, and health outcomes. The system comprises a Cultural Competency Plan and an evaluation tool to determine if the implementation of the plan is effective.

## CONCLUSION

A great deal of work has been done, yet there is more to do. Trillium is committed to continuous improvement around diversity, equity, and inclusion. Our goals include the following:

- Continue to grow and enhance our Employee Resource Groups.



- Continue to provide and expand learning events, forums, speaker engagements, and more activities designed to improve the experience of our staff, members, and communities.
- Continue to survey staff to ensure our actions are the right actions and address opportunities for improvement as they are identified.
- Continue to grow our Career Counseling Services.
- Continue to act on our Cultural Competency Program.
- Develop a DEI Stakeholder Group with providers to address DEI initiatives and collaboration.
- Develop a DEI Survey Full Results Video for SharePoint and/or MLC.
- Provide DEI Survey Team Level Support with one-on-one meetings regarding DEI results and opportunities for growth.

## APPENDIX

### Forums, Training, and Other Events

In July 2022, the DEI Department and the BIPOC ERG began a new series called “Courageous Conversations.” Attendees learned about courageous conversations and how they differ from regular conversations. Beginning in August, the group selected a topic related to a dimension of diversity each month to discuss.

In August 2022, the DEI Department announced the redesign of the Veteran’s Group by changing its name to SERVE. SERVE stands for Supporting Emergency Responders and Veteran Empowerment. DEI Department and current members hoped the name change will offer greater opportunities for membership.

In August 2022, the DEI Department created a Diversity Calendar to be included in the monthly staff newsletter and each month thereafter. The Diversity Calendar was created to help provide awareness of ethnic holidays to encourage respectful scheduling and inclusion in the workplace.

In August 2022, the DEI Department conducted All Children - All Families: Building Safety and Trust Training for local families and caregivers. The training equips caregivers with the tools to build empathy, explore key concepts related to the care of LGBTQ+ youth, and connect caregivers with the resources they need to best affirm LGBTQ+ youth in their care. During this training, attendees explored SOGIE (sexual orientation, gender identity, and gender expression) vocabulary, early messages, building safety and trust, and allyship.

In August 2022, the DEI Department celebrated Women’s Equality Day. In celebration of women gaining the right to vote, we hosted a special event about the successes of women’s rights activists. The right to vote, the foundation of democracy, was not always afforded to all citizens.

In August 2022, the DEI Department and the People Disabilities ERG welcomed Adrian Wood, better known as the author of “Tales of an Educated Debutante,” to speak with employees. Adrian is a rural Eastern NC mother of four, one with extra special needs. Past preschool teacher, nanny, children’s ski instructor, early interventionist, college professor, early child researcher, wife, and full-time mama. Adrian offered personal glimpses where satire meets truth, faith meets irony, despair meets joy, and shared those experiences in support of other caregivers.

From September to October 2022, the DEI Department, with the support of the Latin, Hispanic, and LatinX ERG conducted DEI Forums and a “Fun Friday” series to celebrate Hispanic Heritage Month. The DEI Forum focused on history, North America/NC rights, health disparities, and more. The “Fun Friday” series included: Hispanic Contributions to World Literature, Roots of Rhythm, 34th Annual Hispanic Heritage Awards, Influential Hispanic Americans to Admire, and Museum of Fine Arts.

In October 2022, the DEI Department partnered with the Government Relations Department to conduct a Midterm Elections and Coping with Stress Forum. The forum focused on the importance of voting, how to deal with sociopolitical stress, how to cast your vote, and how to look up candidate information.

In October 2022, the DEI Department encouraged employees to pledge to stand up against bullying of LGBTQ+ youth by wearing the color purple to honor Spirit Day on October 20.

From October to November 2022, the DEI Department and the Health and Wellness ERG partnered with the New Hanover County Health Department. A two-part Health Education Series assisted staff with better choices in our health and wellness practices. Sessions focused on Functional Food and Nutrition and Healthy Habits around the Holidays.

In November 2022, the DEI Department and SERVE ERG engaged in a Veterans Day Project. This project provided handwritten thank you cards to veterans across the nation.

In November 2022, the DEI Department conducted a DEI Forum in honor of National Native American Heritage Month. The forum provided context and understanding of the impact of historical trauma and subsequent changes in the traditional ways of child-rearing, family structure, and relationships as well as how those impacts continue to affect Native Americans today.

In November 2022, the DEI Department hosted a Transgender Day of Remembrance event to raise the visibility of transgender people and address issues members of the community face. The event featured a screening of Jackson Bird's "How to Talk (and Listen) to Transgender People."

In November 2022, the DEI Department hosted "Processing Current Events: Tragic Attack at Club Q in Colorado Springs." This session allowed employees to have an open discussion related to fatal violence against members of the LGBTQ+ community.

In December 2022, the DEI Department celebrated Rosa Parks Day on December 1 to honor her brave civil rights contributions. Participants watched "The Rebellious Life of Mrs. Rosa Parks."

In December 2022, the DEI Department and the LGBTQ+ ERG recognized World AIDs Day on December 1 with a screening of "HIV: The Neglected Pandemic."

In January 2023, the DEI Department recognized Martin Luther King Jr. Day on January 13 with a screening of "I am MLK Jr." This documentary examined the life of Dr. King and his influence on civil rights up to the present day.

In February 2023, the DEI Department hosted a Processing Current Events session for the tragedies in Memphis and California. This session provided Trillium staff with space to discuss police brutality and recent mass shootings openly.

In February 2023, the DEI Department hosted a month-long celebration for Black History Month. Events included Black History Month Jeopardy, a screening of "February One: The Story of the Greensboro Four," speaker Darron Carmon, author De'Shawn Scott Winslow, and "The Tangled History of Black Hair Discrimination" with special guest Tameka Phillips.

In March 2023, the DEI Department hosted a session for National Developmental Disability Awareness Month. The DEI team raised awareness about the importance of inclusion for children, adolescents, and adults with developmental disabilities, as well as their unique strengths and vital contributions. Our feature was a Ted Talk by Matthew Williams, a Special Olympics athlete who advocates for equality and respect for people with developmental disabilities. Matthew believes in the power of sports to change people's lives. He shared his firsthand experience with Special Olympics, which he joined in eighth grade.

In March 2023, the DEI Department hosted an International Women's Day celebration to celebrate women's achievements worldwide. The event featured "Michelle Obama: The Story," sharing her life from humble beginnings on Chicago's south side to the White House.

In March 2023, the DEI Department hosted an event recognizing National Irish American Heritage Month. During this event, participants made Irish Soda Bread and played a game of Irish American Jeopardy.

In March 2023, the DEI Department hosted a screening of the documentary "Bottom Dollars" for National Development Disability Awareness Month. Although the Fair Labor Standards Act was enacted in 1938 to protect workers' rights by establishing a minimum wage policy, it does not apply to everyone. This documentary delves into Section 14c, which allows employers to pay "special minimum wages" - less than the federal minimum wage - to "disabled workers."

In March 2023, the DEI Department hosted an event commemorating International Day for the Elimination of Racial Discrimination. Participants viewed “The Fight for Civil Rights and Freedom” Ted Talk from John Lewis and Bryan Stevenson.

In March 2023, the DEI Department hosted a screening of the documentary “Our America: Accomplices - Ady Barkan's Story” for National Developmental Disability Awareness Month. Despite his battle with ALS, activist Ady Barkan shares his definition of accomplice-ship to raise awareness about affordable homecare for people with disabilities so that they can live dignified lives.

In March 2023, the DEI Department hosted a two-day event in honor of Deaf History Month. During this event, participants watched a documentary and Ted Talk to explore the challenges and decisions parents of deaf children may face.

In March 2023, the DEI Department hosted a conversation about invisible disabilities with A Ted Talk from Lainie Ishbia, an entrepreneur and disability advocate. Approximately 10 percent of the 61 million adults in the United States have some form of disability, with the majority suffering from “invisible” disabilities such as chronic pain and illness, genetic disorders, diabetes, or fibromyalgia. Strangers frequently pass judgment, anger, and aggression on them because they believe they abuse resources intended for the “visibly disabled.” Similarly, by routinely targeting people with disabilities with “one size fits all” policies and marketing campaigns, corporations exclude, stereotype, or misrepresent what it is like to live with a disability.

In March 2023, the DEI Department hosted the Understanding the Americans with Disabilities Act (ADA) learning session. Signed into law in 1990, the ADA protects People with Disabilities in many areas of public life, including employment. This session included a brief overview of ADA and its implications to employers and some recruitment strategies to support gainful employment for People with Disabilities.

In April 2023, the DEI Department hosted multiple events to honor National Arab American Heritage Month. Content included Amer Zahr's Ted Talk, “We're Not White,” Blair Imani's Ted Talk “Queer & Muslim: Nothing to Reconcile,” and the documentary, “My Life After 9/11: An Arab in America.”

In April 2023, the DEI Department hosted an event for Autism Acceptance Month and World Autism Acceptance Day. During this event, participants watched an illuminating documentary based on Naoki Higashida's best-selling memoir, “The Reason I Jump.”

In April 2023, the DEI Department hosted an art tour to recognize Celebrate Diversity Month. It provided attendees the opportunity to understand our differences based on gender, race, ethnicity, faith, sexual orientation, and other factors while honoring humanity's common essence through art from around the world.

In April 2023, the DEI Department hosted several events to celebrate Autism Acceptance Month. We viewed Jac den Houting's Ted Talk, “Why Everything You Know about Autism is Wrong,” Whitaker Gannon's Ted Talk, “Don't Diss Ability: Redefining Autism Awareness,” and a video honoring public figures with known diagnoses and/or who identify as being on the Autism spectrum.

In April 2023, the DEI Department hosted an event to recognize The Day of Silence. The event included a planned silence to shed light on what many LGBTQ+ youth experience daily. The silence promoted awareness of bullying and harassment those within the LGBTQ+ community face at their schools and workplace.

In May 2023, the DEI Department hosted a Mental Health Awareness Month weekly self-care series. Activities included meditation, yoga, seated workout, and tai chi.

In May 2023, the DEI Department hosted an ecumenical prayer session to honor The National Day of Prayer. Employees gathered and shared prayers from different faiths to express solidarity.

In May 2023, the DEI Department hosted a Cinco de Mayo celebration. Participants learned about the true meaning of the holiday and played a competitive game of Cinco de Mayo-themed Jeopardy.

In May 2023, the DEI Department hosted “Processing Current Events: Tragic Attack in Dallas, Texas, and Schools in New Hanover County.” This session allowed employees of the Trillium Team to have an open discussion about mass shootings and gun control.

In May 2023, the DEI Department hosted two events to recognize Jewish American Heritage Month. Attendees explored the resurgence of hate against Jews in America and what is being done to combat extremism and viewed “Anne Frank - Parallel Stories.”

In May 2023, the DEI Department hosted an event to celebrate Older Americans Month. The event explored navigating the multigenerational workplace.

In May 2023, the DEI Department hosted an event to honor Malcolm X Day. Attendees viewed the documentary “Who Was Malcolm X?,” which explored Malcolm X’s early life, the Nation of Islam, his international exposure, time in Africa, and legacy.

In May 2023, the DEI Department hosted an event to celebrate World Day for Cultural Diversity for Dialogue and Development. Attendees explored culture through the art form of dance by learning traditional dances from African- American, Latino, Persian, Tahitian/Polynesian, American, Hip-Hop, and Ballet.

In May 2023, the DEI Department hosted “Processing Current Events: Limitations of Abortion Rights in NC.” This session allowed employees to have an open discussion about current legislation in North Carolina.

In May 2023, the DEI Department hosted an event to honor Memorial Day. The DEI Department presented a memorial video of those who have died while serving in the U.S. Military.

In May 2023, the DEI Department hosted a special event to honor the life and legacy of Tina Turner.

In June 2023, the DEI Department hosted several events to celebrate Pride Month. Events included a Priday Fun Friday series, which included a Drag Queen Story Time, a showing of the documentary “Who I’m Meant to Be,” author Sarah Gailey, Scuppernong Books, and Sarah Russo, National expert in LGBTQ+ Child Welfare. Additionally, a DEI Forum introduced attendees to SOGIE, LGBTQ+ history, rights in North America and North Carolina, health disparities, and more.

In June 2023, the DEI Department hosted an event celebrating Native American Citizenship Day. Participants watched “Voices of the Lumbee.” The documentary centered on ongoing struggles of the Lumbee Tribe of North Carolina in the wake of decades of economic downturn in the coastal plains region.

In June 2023, the DEI Department hosted an event commemorating Immigrant Heritage Month. The documentary “Out of Many, One: The Immigrant’s Story” explored a diverse group of people discussing their personal journeys as they prepare for the U.S. Citizenship Test.

In June 2023, the DEI Department hosted an event to honor African American Music Appreciation Month. Participants explored the music of People of African descent, like spirituals, jazz, blues, zydeco, hip hop, R&B, and rap, which led and influenced popular music in America and worldwide. Participants also explored the themes and styles in African music and reveal the impact of these influences on American music history.

In June 2023, the DEI Department hosted two events to honor Juneteenth. The DEI Department showed the documentaries “New Bern Spirt of Freedom” and “Women of the Underground Railroad in Northeastern North Carolina.”