

As a faculty member, there are many things you can do right now:

Easiest:

- Ask students to share their pronouns. Note: only do this if you are committed to using the correct pronouns.
- Prominently post information about the campus food pantry and SNAP assistance in your office.
- Accommodate students who have problems finding childcare and need to bring a child to class.
- On the first day of class, when discussing disability accommodation policies, actively encourage students to take any accommodations to which they are entitled. Many students who are entitled to accommodations through DRO do not file accommodation letters with all of their instructors, and many more students who would likely benefit from accommodations are not aware they might be eligible.
- When searching for your next undergraduate research student, create research opportunities specifically for students eligible for work study. Because many research positions are unpaid, students who need the income from a work study job often choose positions that do not help them with their career goals over research opportunities.

Easy but require spending a small amount of money:

- Create a “snack basket” in your office containing healthy, protein-rich snacks. Automatically offer them to students who visit you to combat stigmas associated with asking for food. You can also include personal hygiene items.
- Keep a supply of single meal dining cards in your office to provide to students. These can be purchased from Conference Services. Watch for more information about a group purchase of these cards from the DBS Strategic Planning Committee for Diversity and Inclusion.

Require participation in 2-3 scheduled events per year:

- Become a GLBT Advocate and/or participate in Project Green Zone training.
 - The [GLBT Advocate Program](#) requires a one-time Project SAFE training, and then commitment to attend one workshop and one event each year. These workshops provide valuable training in many topics related to diversity and inclusion; some are focused specifically on the GLBTQIA community, and others address issues affecting many different marginalized communities.
 - [Green Zone](#) offers training on supporting students who are veterans.
 - Watch for more information about training sessions scheduled specifically for Department of Biological Sciences during the fall semester.

More abstract:

- When appropriate, share stories about your challenges and failures. This helps students to see you as a person, and see themselves as a scientist.
- Recognize how difficult it may be for students to come to you with a problem, and treat them with respect, understanding, and flexibility where possible when they do.

Additional resources, including an inclusive syllabus template, examples of student information forms, and reflective writing assignments, are available at <https://tinyurl.com/DBSInclusiveSyllabus>. To orient yourself to these resources, start with the document titled “**Start here**”.

Food and Housing Security among NC State Student Initiative

A survey of NC State students conducted in fall 2017 indicated that 14% of students were food insecure in the past 30 days and nearly 10% had experienced homeless in the past year. Research shows these students can experience high levels of distress, have difficulty focusing on coursework, and are at risk for not completing their degrees. There are some campus and community resources for these students, but most students don't know what is available and/or they may hesitate to use resources due to stigma associated with seeking assistance. The following information and recommendations were prepared by faculty members and staff experts on serving under-resourced students.

Faculty can help students with basic needs through course design.

"When folks say, 'I don't want to be a counselor,' I say: 'I'm not asking you to be,'" Norton said, noting that students may struggle in his course not because history is too hard, but because of pressures outside the classroom. "I've got 180 students. I'm not going to solve their problems, but I can give them resources to at least help them make a go of it." (<https://www.marketwatch.com/story/why-college-professors-are-offering-to-help-students-get-food-and-shelter-2017-08-30>)

1. Create awareness of resources and services to strengthen basic needs security
 - a. A link to NCSU campus resources for under-resourced students could be added to syllabi: <https://dasa.ncsu.edu/pack-essentials/>
 - b. Information about basic needs resources could be posted in faculty offices and research labs. See these sites for useful downloadable material to post:
 - i. More in My Basket: North Carolina State University's SNAP (Supplemental Nutrition Assistance Program) Outreach Program
<http://www.morefood.org/en/>
 - ii. National Center on Homeless Education flyer on FAFSA application process: https://nche.ed.gov/downloads/he_poster.pdf
 - iii. Flyer for general resources at NCSU: <https://orgs.ncsu.edu/feed-the-pack/wp-content/uploads/sites/12/2017/11/RESOURCES-ON-CAMPUS-AND-IN-THE-COMMUNITY.pdf>
2. Ensure required course materials and assignments are free or very low cost
 - a. Free access and/or low-cost textbooks:
 - i. See NCSU Libraries Alt-Textbook Project to address runaway textbook costs: <https://www.lib.ncsu.edu/alttextbook>
 - ii. Use course reserves to ensure students have access to textbooks in library. Query students prior to the start of class to estimate the number of books needed in reserves: <http://www.lib.ncsu.edu/aboutreserves>
 - iii. To the degree possible, plan course assignments and due dates based on the assumption that students will be using these free textbook options.

- b. Ensure that assignments can be completed using free and/or readily available resources
 - c. Assess the financial cost and time required for each course requirement
 - i. Allow students to submit electronic copies rather than hard copies
 - ii. Consider the cost of materials for presentations, etc.
 - iii. Take into account the cost of clothing requirements for presentations, internships, etc. Encourage use of Wolfpack Styled clothing closet <https://careers.dasa.ncsu.edu/about/wolfpack-styled-professional-clothing-closet/>
 - iv. Be flexible with office hours so students who are working are not disadvantaged
 - v. Group projects, off-campus assignments, etc. require time and funds for transportation, so estimate costs and inform students of the cost in the syllabus. There are also costs associated with taking the day off to attend special events, conferences, etc.
3. It can be very helpful to maintain a basket of snack foods and personal hygiene products (e.g., deodorant, travel laundry detergent) in offices and lab spaces and invite students to help themselves to items when they come in for meetings (e.g., “help yourself to an afternoon snack and take one for your friend”).
4. According to the new Pack Essentials website:
- a. If you are concerned about an NC State student who may be experiencing, or at-risk of, food and/or housing insecurity, please contact NC State Cares at ncsu-cares-support@ncsu.edu or ncstatecares.dasa.ncsu.edu.
 - b. You can refer a student to schedule a confidential meeting with the NC State Student Ombuds by calling 513.3401 or visiting the website at ombuds.ncsu.edu.

We welcome your comments and suggestions on these recommendations. Please send comments or questions to Mary Haskett, Professor of Psychology, at mehasket@ncsu.edu