

**DIVERSITY, EQUITY AND INCLUSION LEARNING PLAN**

Per Chancellor Woodson's June 4, 2020 message entitled, "Diversity and Inclusion: Recognizing our Shortcomings, Working to Improve", NC State requires all employees to complete at least one diversity, equity and inclusion (DEI) course per year. In addition, the University recommends that each employee have at least one additional individual DEI learning and development goal each performance cycle. The supervisor determines with the employee the appropriate learning and development goal(s) for the cycle. The supervisor is expected to ensure the mandatory one (1) DEI class requirement is met, and can also work with the employee to set additional learning and development goals. The DEI learning plan is not individually rated, but does demonstrate to employee performance under the Institutional Goal of "Respect: Appreciates individual and cultural differences and treats all people with dignity and respect." Progress under the DEI development plan should be discussed periodically with the employee. Please refer to the [OIED website](#), or [LinkedIn Learning](#) for information and resources.

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