

Departmental/School 2015-2016 Annual Report Format

Guide to Content

- A. Executive Summary (2-page maximum): Please provide a brief ‘state of the union’ for your unit relative to your mission and current context/situation. Also list your unit’s goals for the near future.**
- B. Please report your unit's support for and/or contributions to the strategic priorities listed below. Where applicable, please explicitly note where actions/activities/decisions were related to your goals noted in last year’s report. Please address all items.**
1. *High quality, rigorous undergraduate and/or graduate academic programs*
 2. *Active faculty/staff-student engagement in student learning/development*
 3. *Robust faculty and staff development program*
 4. *Faculty scholarship*
 5. *Enrollment at the programmatic level*
 6. *Vibrant and engaged community, within and/or outside The College*
 7. *Diversity of our college community, including promoting an understanding and appreciation of its importance and a sense of inclusion*
 8. *Alumni engagement and friends- and fund-raising*
- C. Significant Highlights.**
1. *Academic Quality & Engagement*
 2. *Co-curricular Programming and Support Services*
 3. *Learning Environment & Quality of Place*
 4. *A Culture of Philanthropy & Alumni Connectedness*
- D. Dean's Comments.**

**Academic Affairs
Diversity Office
2015-2016 Annual Report Format**

- A. Executive Summary (2-page maximum): Please provide a brief ‘state of the union’ for your unit relative to your mission and current context/situation. Also list your unit’s goals for the near future.**

Mission

In line with its educational mission, The College at Brockport SUNY values a diverse and representative community of students, faculty and staff committed to a campus culture of respect and inclusion. The College affirms that human dignity is protected when free speech, academic freedom and individual rights are expressed within a climate of civility and mutual respect. At the college at Brockport we affirm that diversity and inclusion are the responsibility of every member of our community. We value inclusion and diversity because they enrich our lives and are fundamental to the College’s commitment to student learning and success and to employee wellbeing. The Office of Diversity, in partnership with the President’s Committee for Diversity and Inclusion (PCDI) provides college leadership and community with advice, advocacy, education, and assessment needed to achieve the College’s goals pertaining to diversity and inclusion.

Current Context

During the academic year 2015-2016, The Office of Diversity operated under a newly appointed Interim Assistant Provost for Diversity (Dr. Faith Prather) as well as a number of contextual influences i.e., the shadow of racial incidents on our campus in fall 2014, controversies surrounding diversity and related phenomena nationwide, disturbing diversity related incidents in the Brockport and Rochester communities; and college-wide budget challenges. Adding to these complex dynamics, on September 27, 2015, Governor Andrew M. Cuomo announced a sweeping new Diversity, Equity and Inclusion policy for the State University of New York mandating a Chief Diversity Officer (CDO) for every SUNY campus. In spring 2016, the SUNY Office of Diversity directed every SUNY campus to submit a College-wide Strategic Diversity Plan by November 1, 2016. The College at Brockport is positioned for action on these SUNY mandates, i.e., the Diversity Office has been in operation since 2010. The Diversity Office, in partnership with the PCDI, is preparing a college-wide Strategic Diversity Plan based on newly revised committee charges developed during the fall 2015 semester. Additionally, the Office of Diversity serves on the college-wide Strategic Planning Committee, ensuring that the College’s avowed dedication to diversity values and principles are reflected in the four pillars of the College-wide Strategic Plan: community, engagement, excellence, and transformation.

The primary goals for this academic year include the following:

- Implementation of LAUNCH III Program

The Learning and Understanding your New College Home (LAUNCH) mentoring program began fall 2013. The program is designed for first time, full-time incoming underrepresented students who are not enrolled in any other high impact engagement program at the college (e.g., Educational Opportunity Program (EOP), Delta College, CSTEP/ McNair and the Honors programs).

Support

Mentoring plays a critical role in the academic success of LAUNCH students. Each LAUNCH student is assigned to a peer mentor and a faculty/staff mentor. 27 peer mentors, (former LAUNCH students in their second year at the college) and 25 faculty/staff mentors participated in LAUNCH during the 2015-2016 academic year. An additional important factor in acclimating LAUNCH participants to campus is a welcoming space to study. Due to space constraints this academic year, LAUNCH was moved from Seymour Union facing several questions as to where it would call “home.” The College at Brockport Drake Library created a special dedicated space for the LAUNCH program. The LAUNCH Center was utilized for meetings, social gatherings, study, and tutoring sessions. In spring 2016, LAUNCH students

participated in a focus group facilitated by Dr. Mary Orzech, Director of Library Services, to discuss their perceptions of the library.

Persistence and Retention

The assessment data from 2013-2014 and 2014-2015 suggests that the LAUNCH program has a positive impact on students' academic performance and persistence to the second year. In assessing fall to fall retention rates, evaluations indicate a fall 2013- fall 2014 retention rate of 91% and a 93% retention rate for fall 2014 - fall 2015. The LAUNCH program enrolled 24 students fall 2015; by the 2016 spring semester, LAUNCH started out with 22 active students. The program was minus one student due to academic dismissal; also, this student did not participate in program activities and never met with assigned faculty or peer mentors. A second student decided to be on the LAUNCH inactive list. This student was performing well academically at mid-term. A new student joined LAUNCH in early spring 2016, increasing the total enrollment of LAUNCH to 23 students.

Student Participation

LAUNCH encourages students to participate in a number of activities and programs on campus and in the community. This academic year LAUNCH participants attended a number of campus events including the 15th Annual Diversity Conference, the 2016 MLK Lecture Series, the #Black LivesMatter event, and Scholars Day. Additionally, 5 LAUNCH students enrolled in The College at Brockport Leadership Development Program. Several LAUNCH students volunteered at Saint Luke's Harvest Kitchen, located at Brockport Saint Luke's Episcopal Church, setting up and serving guests a free community dinner, November 2015, February 2016, and March 2016. Toward the end of the spring semester, LAUNCH students participated in two major activities funded by the Office of the Provost: a tour of the George Eastman House and a Niagara Falls excursion.

Restructuring of Campus-wide Diversity Committee and Revision of Committee Charges

The campus-wide diversity Committee is now known as The President's Committee on Diversity and Inclusion (PCDI); the name change was approved by President Macpherson December 2015. The PCDI revised all committee charges by December 2015; separated the Annual Diversity Conference Committee from the PCDI to operate as a stand-alone committee; developed a new subcommittee which includes more students as participants in PCDI: The Diversity Initiatives Subcommittee (Barbara Thompson, Chair); the Diversity Initiatives charge: to be the "eyes and ears" for student diversity issues and concerns on campus. Examples of significant activity for the PCDI include addressing requests for a Prayer Room which resulted in the Interfaith Space set up in Seymour Union by December 2015; additionally, the PCDI invited campus staff to discuss digital diversity journal, and the new SUNY gender inclusion registration form. The PCDI is currently working on a College-wide Strategic Diversity Plan due to SUNY Office of Diversity, Equity and Inclusion - November 1, 2016. As part of the preparation process, the PCDI held a retreat on the SUNY Strategic Diversity Plan, Tuesday, May 17, 2016; 8:45-1:00 PM

Implementation of Community Conversations Calendar. The purpose of Community Conversations is to explore how our college community can create spaces to work with our surrounding communities to build more positive social change. The Community Conversations are open to all faculty, staff and students. The Community Conversations are aligned with Brockport's Better Community Statement which states that we choose to be part of an academic community that is dedicated to principles that foster integrity, civility, and justice.

1. August 25, 2015 – General Campus Gathering of faculty staff, and students. Response to Rochester Drive-by Shooting. Aim of the Conversation: to engage in a campus-wide discussion on the role of the college in dealing with the negative impacts of the intersectionality of violence with race and poverty in the Rochester area. Facilitators: Interim Assistant Provost for Diversity, Dr. Faith Prather, student leaders from The Movement, Community Development, and Brockport Student Government (BSG).

2. October 22, 2015: Understanding and Combating Racial Inequity and Injustice in America. Held in collaboration with the ACLU. Guest Speaker: Mr. Dennis Parker, Director of the American Civil Liberties Union's (ACLU's) Racial Justice Program. Topic: how education, economics, and police profiling contribute to contemporary racial inequities and injustice in America

3. November 12, 2015: Strategies for Creating a Trauma Informed College Community.

Facilitator: Mr. Tim Weider, educator (Monroe Community College, Nazareth College), activist, and member of the Rochester Youth Violence Partnership.

4. February 10, 2016: Community Conversations: Creating Spaces for Talking about Differences: Part I: Micro-aggressions. Aim of the presentation: to help participants recognize their own biases, and how to avoid being the perpetrator of micro-aggressions, i.e., verbal, nonverbal, and environmental slights, snubs, or insults whether intentional or unintentional. Facilitators: Dr. Sara Kelly, (Director, Residential Life/Learning Communities and Student Conduct and Dr. Jessica Sniatecki, Assistant Professor, Healthcare Studies.

5. February 17, 2016: A Critical Conversation on #BlackLivesMatter

Aim of the presentation: to prepare the campus community for the scheduled speaking engagement of #BlackLives Matter speaker, Alicia Garza, a social activist and founding member of the #Black Lives Matter Movement, which has a representative student group campus (The MOVEMENT). The Pre-Garaza event provided a brief history of The Movement as well as a discussion of the origins and uses of the BlackLivesMatter hashtag. Facilitators: student leaders in The MOVEMENT, Dr. Faith Prather (Interim Assistant Provost for Diversity), Dr. Jessica Sniatecki (Assistant Professor, Healthcare Studies), and Dr. Megan Obourn (Associate Professor, English).

6. March 3, 2016: Community Conversations: Creating Spaces for Talking about Differences: Part II: Hate Speech. Aim of the presentation: to generate community solutions to hate speech (spoken language, writing, gestures, symbolism that incites violence against individuals or groups based on race, gender, religion, etc.) that rely on the creativity of the campus community. Facilitators: Dr. Donna Kowal (Associate Professor, Communication Studies & Director of the Honors College) & Dr. Faith Prather (Interim Asst. Provost for Diversity);

7. March 30, 2016: A Deliberative Dialogue on Ending Discrimination on College Campuses. Hosted by Community Development. Facilitated by Dr. Megan Obourn & Amanda Dunn, Graduate Assistant, Community Development. Aim of the presentation: to explore students' perceptions about discrimination on campus, and three approaches to ending discrimination on college campuses, including Policy Changes, Grass Roots approaches, and an Educational Approach. The discussion centered on what each approach would look like, how each approach would be implemented, and the benefits and limitations of each approach. In the end, the group was asked to come to a conclusion together on which approach they think would be the most appropriate for ending discrimination on college campuses.

□ Implementation of 15th Annual Diversity Conference: Personal Empowerment-October 8, 2015

Keynote Speaker: Liz Murray, author of *Breaking Night* (2010). An overflow crowd of more than 1,000 students, faculty, staff and visitors. Lifetime Television produced a movie about Murray's life story entitled: *Homeless to Harvard: The Liz Murray Story* (2003), which was nominated for three Emmy Awards. Murray is the recipient of the White House Project's Role Model Award and Oprah Winfrey's first-ever Chutzpah Award.

□ **Presentation of Professional Development Subcommittee Recommendation for Faculty Narratives on Diversity for review and approval by Academic Affairs: PD Report 2014-2015:** "Examination of the annual report reveals that diversity is reported in a separate section, with vague language. The committee would like to suggest that a diversity section be added to each of the three primary areas of evaluation: Teaching, Scholarship, and Service, as well as possibly a section for professional development." Recommendation approved by the Provost spring 2016; to be implemented fall 2016

□ **Creation of The Diversity Training and Awareness Committee**

Developed in partnership with the PCDI Professional Development Subcommittee, the division of Enrollment Management & Student Affairs (EMSA), Community Development, and CELT. Goal: to develop a coordinated, transparent, i.e., well-publicized education and training campus-wide Calendar. Accomplishments: a) Campus-wide Training Plan: approved by Provost Mary Ellen Zuckerman - January 2016. Funding allows for participation in Opening Doors, Safe-Zone Training, and faculty/staff attendance

to local and regional diversity related programs and seminars b) submitted two SUNY Explorations in Diversity and Academic Excellence Grants 2016-2017 – April 15, 2016: 1- Committee on Disability and Access –Dr. Jessica Sniatecki, Principal Investigator; 2- Community Conversations- Dr. Faith Prather, Principal Investigator

□ Plan implementation of SUNY Explorations in Diversity and Academic Excellence Grant 2016-2017: Community Conversations proposal selected for funding June 8, 2016. Planning Meetings scheduled for June 15 and July 5, 2016. The purpose of this project is to increase the capacity of *Community Conversations as a public forum strategy for addressing diversity, equity, and inclusion issues on campus and in the local community. We want to extend this effective approach into the 2016-2017 academic year as Community Conversations: Expanding the Inclusion Conversation. As it moves into its second year, we will build on the feedback and recommendations of the campus community, as well as key findings of the College's 2014 Campus Climate Survey which point to a number of opportunities for improving the campus environment. In this second iteration of the project, we want to expand the reach of Community Conversations by a) bringing in guest speakers, b) running a film series, and c) advertising more broadly on campus and in the community. Increasingly, we want Community Conversations to be recognized by every member of our campus community as a safe space for talking about differences, and for sharing ideas on how we, as a campus community, can work together to address diversity issues. The Explorations in Diversity and Academic Excellence grant will help establish Community Conversations as a major change agent and impetus for cultural reform, shared learning, and ongoing dialogue

□ Creation of the Ad Hoc Bias Incident Reporting Committee – February, 2016
Organized by the Diversity Office at the request of President Macpherson. The Bias Incident Response Proposal addresses campus climate, accountability with the campus community, and advocacy for persons affected by bias incidents. This Proposal is being developed to adequately serve students, staff and faculty affected by bias motivated incidents.

□ Implementation of Dr. Martin Luther King (MLK) Memorial Lecture Series: February 2, 2016
Guest Lecturer: Dr. Arlette Miller Smith, founding dean of the Office of Multicultural Affairs and Diversity Programs at St. John Fisher College in Rochester NY. Lecture title: "The Stale Bread of Hate, the Spoiled Meat of Racism": Healing our Hearts in Harrowing Times." Sponsored by the Department of African and African American Studies and the Office of Diversity. 7:00 PM Seymour Union Ballroom – 300 in attendance; 200 in overflow areas (McCue Auditorium; and the Metro Center).

□ Serve as a member of the College– wide Strategic Planning Committee – facilitated by President Macpherson. February, 2016

□ Serve as a member of the Periodic Review Report Committee (Ms. Frances Dearing, Director of Assessment)

□ Serve as a member of the Long Term Vision Committee (Ms. Denine Carr, Title IX and College Compliance Officer)

□ Serve as member of the Personal Safety Committee (Dr. Karen Logsdon, Assistant to the Vice President, EMSA)

□ Implementation of the Student Poster Project and Reaffirmation of the Joint Anti-Racism Resolution Ceremony: May 02, 2016. The Poster project is an outcome of the Community Conversations on Hate Speech, and proposed by Dr. Alison Parker. Students created anti-racism posters which were approved by President Macpherson and displayed at the reaffirmation ceremony. The posters were developed with the assistance of a student intern in Marketing (Kaitlin Blake) and Kerlyne Colin (MSW, The MOVEMENT) leader of the project. At the request of the President, the posters will be hung in the Seymour Union. Target date for display: July 5, 2016.

Unit Goals for the Near Future

- Transparency, visibility, advertising broadly, strengthening and expanding partnerships on campus and in the community
- Identify opportunities to publicize Diversity Office activities on campus, via the college website, and the local news media
- Identify strategies to collectively manage highly charged diversity related events and tragedies (local, regional, national, international,) with President Macpherson, Cabinet, Marketing, and the Chief Diversity Officer, i.e., present The College at Brockport perspective (values) as “one voice” to the campus community. Is our response to events timely? Does our message reach all members of the campus community?
- Continuously utilize Community Conversations as the safe space for difficult situations on campus for planned and unplanned situations.
- Identify strategies to support the recruitment and retention of diverse faculty and staff.
- Identify opportunities to involve the Metro Center, REOC, and the Town & Gown Board in diversity activities, e.g., invite representatives to assist in planning the SUNY Explorations Grant 2016-2017.
- Identify opportunities to increase student participation in PCDI, e.g., The Diversity Initiatives Committee
- Give increasing attention to assessing diversity related events.

1. August

- Implement Explorations in Diversity and Academic Excellence Grant 2016-2017 Community Conversations: Expanding the Inclusion Conversation
- Identify the fall retention rate of the LAUNCH III 2015-2016 program
- Complete Student Poster Project- approved posters should be hung in Seymour Union at beginning of the school year
- Establish PCDI Calendar for academic year 2016-2017
- Implement approved Professional Development Recommendation for faculty narratives on diversity early fall 2016

2. October

Implement 16th Annual Diversity Conference Building Community through Diversity: A Global Lens. October 6, 2016. Griffin Matthews and Matt Gould, the young creators of "Invisible Thread", present a concert of songs and stories from their new musical, winner of the 2012 and 2014 Richard Rogers Award for Musical Theater. Funding Support: BSG (Devin Bonner, President)

3. November

Submit SUNY Diversity Strategic Plan due November 1, 2016

4. January

Implement Bias Reporting Incident Protocol January 2017

February

5. Implement Martin Luther King Lecture Series: February 21, 2017: Keynote Speaker: Angela Davis. Funding Support: BSG (Devin Bonner, President)

B. Please report your unit’s support for and/or contributions to the strategic priorities listed below. Where applicable, please explicitly note where actions/activities/decisions were related to your goals noted in last year’s report. Please address all items.

1. *High quality, rigorous undergraduate and/or graduate academic programs*

1. LAUNCH III Program
2. 15th Annual Diversity Conference
3. 2016 MLK Lecture Series

2. *Active faculty/staff-student engagement in student learning/development*

1. LAUNCH III Program

2. Implemented 15th Annual Diversity Conference
 3. Co-hosted 2016 MLK Lecture Series (African and African American Studies Program (AAS)
 4. December 3, 2015: Addressing Student Concerns on Diversity. Classroom Presentation for Dr. Barbara LeSavoy
 5. Implemented Community Conversations Calendar 2015-2016
 6. January 19, 2016: 9am – 11am. EMSA student Leader Training: Creating a Better Community: the Role of the Student Leader. Presenter: Faith Prather. Student leaders included Resident Assistants, Community Ambassadors, Student Managers, and various leadership positions with the different departments in our division
 7. February 23, 2016: EOP 7:00- 9:00 PM; Career Coffee Connection, Da'Neille Kruger, Coordinator. Presenter: Faith Prather; Topic: Women and Leadership; addressed 25 women undergraduates.
 8. April 9, 2016: 1-4 pm. Start a Revolution Panel: Women and Leadership
Organizer: Nicole Posluszny, Select Respect Peer Educator, Prevention and Outreach Services
 3. *Robust faculty and staff development program*
 1. September 23, 2015: CELT Presentation to New Faculty: Who are our Students? Presenter: Dr. Faith Prather; (Dr. Amy Guptill, Coordinator).
 2. December 9, 2015: PAC Presentation: Towards a Better Community: The Status of Diversity on the Brockport Campus. Presenters: Dr. Faith Prather, Office of Diversity, and Ms. Karen Podsiadly, Director of Community Development
 3. June 16, 2016: HR Onboard Training: "Tour of the Office" Presentation re: The Office of Diversity: Presenter: Dr. Faith Prather
- Contributions of the Professional Development Subcommittee (PD)
4. September 28, 2015: Presentation to English Department: Pride and Prejudice: an overview of research conducted by Dr. Jennifer Ratcliff (Psychology) on prejudice, discrimination, and stereotyping.
 5. Fall 2015 Presentation: Transgender Inclusivity and Awareness to Career Services; Drs. Megan Obourn & Jessica Sniatecki
 6. SafeZone Train the Trainers: Fall 2015

Presenters: Drs. Jessica Sniatecki, Karen Logsdon, Megan Obourn, Jennifer Ratcliff; Ms. Sara Gleisle

SafeZone Campus Sessions:

4 sessions offered spring 2016

2 for Faculty/Staff : 3/2, 4/15

2 for Students: 3/7, 4/8

7. CELT Brown Bag Sessions: Professional Development Subcommittee (PD)

a. Boosting Student Learning and Student Retention: Dr. Algernon Kelley 3/03/ 16

b. Disability as a Social Identity: Drs. Jennifer Ashton & Megan Obourn: 3/25/16

8. Campus wide PD Workshop: Micro-aggressions

Drs. Sara Kelly & Jessica Sniatecki: 11/16/15

9. January 25, 2016: Teaching and Learning Day

Difficult Dialogues: Engaging with Students around Diversity-Related Issues

Presenters: Drs. Jennifer Ashton, Faith Prather, Jennifer Ratcliff, and Jessica Sniatecki

10. Creation of LGBTQIA Faculty Staff Group: Spring 2016 -

Dr. Megan Obourn

4. *Faculty scholarship*

-Awarded Diversity Engagement Awards to faculty, staff, student(s)

-Awarded 11 PED Grants to faculty, staff, and students to

5. *Enrollment at the programmatic level*

6. *Vibrant and engaged community, within and/or outside The College*

7. *Diversity of our college community, including promoting an understanding and appreciation of its importance and a sense of inclusion*

Community Conversations August 2015 -2016

8. *Alumni engagement and friends- and fund-raising*

C. Significant Highlights

1. *Academic Quality & Engagement*

-Implemented the 15th Annual Diversity Conference

-Co-hosted 2016 Martin Luther King Lecture Series (African & African American Studies Program)

-Implemented Community Conversations August 2015 to March 2016

2. *Co-curricular Programming and Support Services*

- 15th Annual Diversity Conference
- Community Conversations August 2015 to March 2016
- Diversity Training and Awareness Committee
- Ad Hoc Bias Incident Reporting Committee

3. *Learning Environment & Quality of Place*

- LAUNCH III Program
- Awarded Diversity Engagement Awards to faculty, staff, student(s)
- Awarded 11 PED Grants to faculty, staff, and students to support a variety of programs across campus
- Diversity Training and Awareness Committee
- Ad Hoc Bias Incident Reporting Committee
- Developed Recommendations for Bias Incident Reporting to be implemented January 2017

4. *A Culture of Philanthropy & Alumni Connectedness*

- The Diversity Office received \$5,000(BSG) to support the - 15th Annual Diversity Conference
- The Diversity Office received the SUNY Explorations in Diversity and Academic Excellence Grant 2016-2017: Community Conversations: Expanding the Inclusion Conversation

D. Dean's Comments.