University Faculty Senate Plenary Meeting

SUNY’s Diversity, Equity and Inclusion Policy
October 23, 2015

Carlos N. Medina, Ed.D.
Chief Diversity Officer and Senior Associate Vice Chancellor
Office of Diversity, Equity and Inclusion
State University of New York
Diversity is our Foundation

The SUNY system was founded to serve those who had been turned away from other institutions because of race, ethnicity and/or religion.

SUNY’s statutory mission states that the University will provide ‘broadest possible access, fully representative of all segments of the population…”

Data Brief: Diversity Equity and Inclusion, SUNY Office of the Provost, June 2015
Chancellor’s Diversity Goal

“Ensure that SUNY continues to reflect the unique diversity of New York among student, faculty and administrative bodies. Therefore, I am naming a special Diversity Task Force to propose ways to improve diversity in our SUNY family. Our goal is to catch up with the diversity of this great state and to surpass it.”

State of the University Address
January 14, 2014
“if you have thought about it or read about it, we have already tried it. Be bold in your recommendations.”
The **SUNY Diversity Task Force** recommends policies to strengthen diversity and ensure an inclusive, welcoming environment for all.

**Task Force Focus Areas:**

1. Student recruitment, retention and completion

2. Recruitment, retention and support of diverse faculty, staff and administrators

3. Creating welcoming campus and System environments

4. Identification of the most effective structures for diversity officers/offices
SUNY Aspires to be the Most Inclusive State University System in the Country

We will strive to ensure that the student population we serve and the administrative staff and faculty we employ are representative of New York;

We will recognize the value of international experiences and interactions;

We will eliminate achievement gaps for minority and low income students;

We will develop strategic diversity and inclusion plans for system administration and at each campus that demonstrate that we embrace diversity, equity and inclusion.

We will be known for our commitment to inclusive excellence, wherein an institution can only achieve excellence when it is inclusive.
We will build on existing successes.

Narrowed URM achievement gap to 8.6% in six-year grad rates

Overall URM enrollment up from 14.7% to 23.8% in last 10 years

Several existing campus CDOs, many Diversity Centers and Student Groups

International enrollment now 5.3%

System tracks student opinions on climate, prejudice around gender identity and sexual orientation

System Office of Diversity, Equity and Inclusion & System CDO
Acting with Urgency

June 2015 *Data Brief: Diversity, Equity, and Inclusion*, highlighted gains and areas needing real improvement

State to become increasingly diverse; largest growth in most under-served populations

State data highlight growing number of minority adults who need a college credential to gain employment/advance

Lack of data on some diverse populations—LGBTQ, students with disabilities, veterans

Aging workforce with significant retirements expected
SUNY’s Student Diversity - 2014

- White, Non-Hispanic: 59.6%
- Hispanic/Latino: 10.8%
- Black: 10.3%
- Asian/Pacific Islander: 5.3%
- Multi-racial: 2.1%
- American Native: 0.4%
- Non-resident alien: 5.1%
- Unknown: 6.3%
Changing Demographics Demand Greater Focus on Under-Represented Populations

Population Increase, Ages 0-24, (in millions)

- White: 2,312
- Black: 669
- Asian: 4,431
- American Indian: -5,516
- Latino: 31,337

Percentage Increase, Ages 0-24, (percentage)

- White: -9%
- Black: 15%
- Asian: 96%
- American Indian: 50%
- Latino: 137%

Note: Projected Population Growth, Ages 0-24, 2010-2050

Race/Ethnicity Distribution of all SUNY Campus Employees - Fall 2013

- White: 77.2%
- Asian: 4.7%
- Black or African American: 12.4%
- Hispanic or Latino: 7.5%
- American Indian or Alaskan Native: 4.0%
- Hawaiian or Other Pacific Islander: 0.3%
- Two or More Races: 0.1%
- Non-resident Alien: 0.5%
- Unknown: 4.1%
- Other: 1.5%

Source: IPEDS 2013 Human Resources Survey
Percent Minority and International Employees by State-Operated Institution - Fall 2013

* URM includes Black or African-American, Hispanic/Latino, Native American, Native Hawaiian or Pacific Islander, and Two or More Races

SUNY System Administration Office of Institutional Research
Source: SUNY Data Warehouse
Race/Ethnicity Distribution of Full-Time SUNY Campus Faculty, Fall 2013

- **All Campuses - FT Faculty**
  - White: 78.9%
  - Asian: 8.9%
  - URM: 7.5%
  - Non-resident Alien: 3.7%
  - Unknown: 0.9%

- **State-Operated - FT Faculty**
  - White: 76.2%
  - Asian: 11.1%
  - URM: 7.6%
  - Non-resident Alien: 4.9%
  - Unknown: 0.1%

- **Community Colleges - FT Faculty**
  - White: 86.7%
  - Asian: 2.7%
  - URM: 7.2%
  - Non-resident Alien: 0.2%
  - Unknown: 3.2%

Source: IPEDS 2013 Human Resources Survey

SUNY System Administration Office of Institutional Research and Data Analytics :: May 16, 2015
Race/Ethnicity Distribution of Full-Time SUNY Campus Professionals, Fall 2013

- **White**: 74.4%, 81.2%, 64.2%
- **Asian**: 6.2%, 2.4%, 5.5%
- **URM**: 15.5%, 12.9%, 10.3%
- **Non-resident Alien**: 3.2%, 3.0%, 3.5%
- **Unknown**: 0.7%, 1.1%, 0.2%

Source: IPEDS 2013 Human Resources Survey
URM Full-Time Faculty at SUNY State-Operated Institutions vs. National Public 4-Year Institutions, Fall 2013

Does not include Alfred Ceramics, Cornell Statutory or hospital employees at Downstate or Upstate.

SUNY System Administration, Office of Institutional Research and Data Analytics: May 18, 2015

Source: 2013 IPEDS Human Resources Survey
URM Full-Time Professionals at SUNY State-Operated Institutions vs. National Public 4-Year Institutions, Fall 2013

Does not include Alfred Ceramics, Cornell Statutory or hospital employees at Downstate, Stony Brook or Upstate.

SUNY System Administration, Office of Institutional Research and Data Analytics: May 18, 2015

Source: 2013 IPEDS Human Resources Survey
<table>
<thead>
<tr>
<th>Sector</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>All SUNY Sectors</td>
<td>45.8%</td>
<td>54.2%</td>
</tr>
<tr>
<td>State Operated</td>
<td>46.5%</td>
<td>53.5%</td>
</tr>
</tbody>
</table>

*Source: IPEDS 2013 Human Resource Survey*
## Full-Time Campus Employees in Management Occupations by Race/Ethnicity, Fall 2013

<table>
<thead>
<tr>
<th>Sector</th>
<th>White</th>
<th>Asian</th>
<th>URM*</th>
<th>Black/African American</th>
<th>Hispanic/Latino</th>
<th>American Indian/Alaskan Native</th>
<th>Hawaiian/Other Pacific Islander</th>
<th>Two or More Races</th>
<th>Non-Resident Alien</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUNY Campuses</td>
<td>83.1%</td>
<td>2.6%</td>
<td>11.6%</td>
<td>8.4%</td>
<td>2.5%</td>
<td>0.4%</td>
<td>0.0%</td>
<td>0.3%</td>
<td>2.0%</td>
<td>0.6%</td>
</tr>
<tr>
<td>State Operated</td>
<td>82.4%</td>
<td>3.2%</td>
<td>11.5%</td>
<td>8.6%</td>
<td>2.4%</td>
<td>0.4%</td>
<td>0.0%</td>
<td>0.2%</td>
<td>2.7%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

*SUNY System Administration Office of Institutional Research and Data Analytics
Source: IPEDS 2013 Human Resource Survey
*Includes Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander, Two or More Races
Executive Leadership by Gender and Race/Ethnicity, as of May 2015

<table>
<thead>
<tr>
<th>State-Operated Institutions:</th>
<th>Total</th>
<th>Male</th>
<th>Female</th>
<th>White</th>
<th>Asian</th>
<th>Hispanic</th>
<th>Black</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presidents</td>
<td>29</td>
<td>20</td>
<td>9</td>
<td>24</td>
<td>1</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Provosts/VPs for Academic Affairs</td>
<td>26</td>
<td>17</td>
<td>9</td>
<td>24</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>VPs for Business and Finance</td>
<td>28</td>
<td>19</td>
<td>9</td>
<td>27</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

| Community Colleges:       |       |      |       |       |       |          |       |
| Presidents                | 30    | 19   | 11    | 26    | 0     | 0        | 4     |

SUNY System Administration Office of Institutional Research and Data Analytics
Source: State-Operated data: SUNY Human Resources Management System (HRMS)
Source: Community College data: SUNY System Administration Office of Education Pipeline and Community Colleges
Diversity, Equity and Inclusion Policy
For Every Campus and System Admin:

Chief Diversity Officers

SUNY-Wide CDO Network

Strategic Diversity/Inclusion Plans
Cultural Competency Training
System-wide Research Effort
Cross-Campus Faculty/Staff Mentoring Network
A New Internal Focus for SUNY’s System CDO
Dual-Career Couple Relocation
Limited Data Available on Sexual Orientation, Gender Identity and More

New Survey Too will Address Data Deficiencies and Inform Student Support Services

- First-Generation Status
- Working On Campus and/or Off Campus
- Sexual Orientation
- Gender Identity
- Disabilities
- Active Military / Veteran Status
<table>
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<tr>
<th>Task</th>
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<tbody>
<tr>
<td>Task Force Reconstituted to Diversity Advisory Board</td>
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<tr>
<td>Additional guidance and resources to campuses via Memorandum to</td>
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<tr>
<td>Presidents</td>
</tr>
<tr>
<td>System to develop tools for cultural competency training</td>
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<tr>
<td>System and Advisory Board will begin initiative to address dual-career</td>
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<tr>
<td>couple relocation</td>
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<tr>
<td>System and Advisory Board will examine feasibility of a cross-campus</td>
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<tr>
<td>mentoring network</td>
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<tr>
<td>Campuses begin planning for CDO</td>
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<tr>
<td>Campuses begin strategic diversity and inclusion plans</td>
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<tr>
<td>Convene a group of faculty researchers in the areas of diversity,</td>
</tr>
<tr>
<td>equity and inclusion to support CDO network and D&amp;I Policy</td>
</tr>
<tr>
<td>effectiveness</td>
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</tbody>
</table>
1. How can the faculty act to support a more welcoming and inclusive campus environment for new faculty particularly those from underrepresented groups including LGBTQ+? What interdepartmental collaborations could be created to support these intersections?

2. What can you as a faculty member do to assist your campus and ensure that your students (e.g. undergraduate and/or graduate) are culturally competent and understand the importance of diversity and inclusive excellence regardless of the subject matter being taught?

3. What diversity rewards and incentives can be put in place at the campus level to help you as a faculty engage URM students and mentor them beyond the classroom?
4. What types of professional development workshops/training/seminars would you like SUNY System and/or your campus to provide for faculty?

5. How can faculty help guide the Diversity and Inclusion agenda by campuses to assist SUNY in becoming the most inclusive system of higher education in the nation?

6. How can faculty support the development of campus strategic diversity and inclusion plans that address faculty and staff recruitment, retention and campus climate issues?

7. How can UFS support cultural competency training for all faculty and staff?