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

SUNY

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
Clark, J, Leslie W., O'Brien K. (2010). SUNY at Sixty. SUNY Press.

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

International enrollment now 5.3%

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

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

Several existing campus CDOs, many Diversity Centers and Student Groups

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

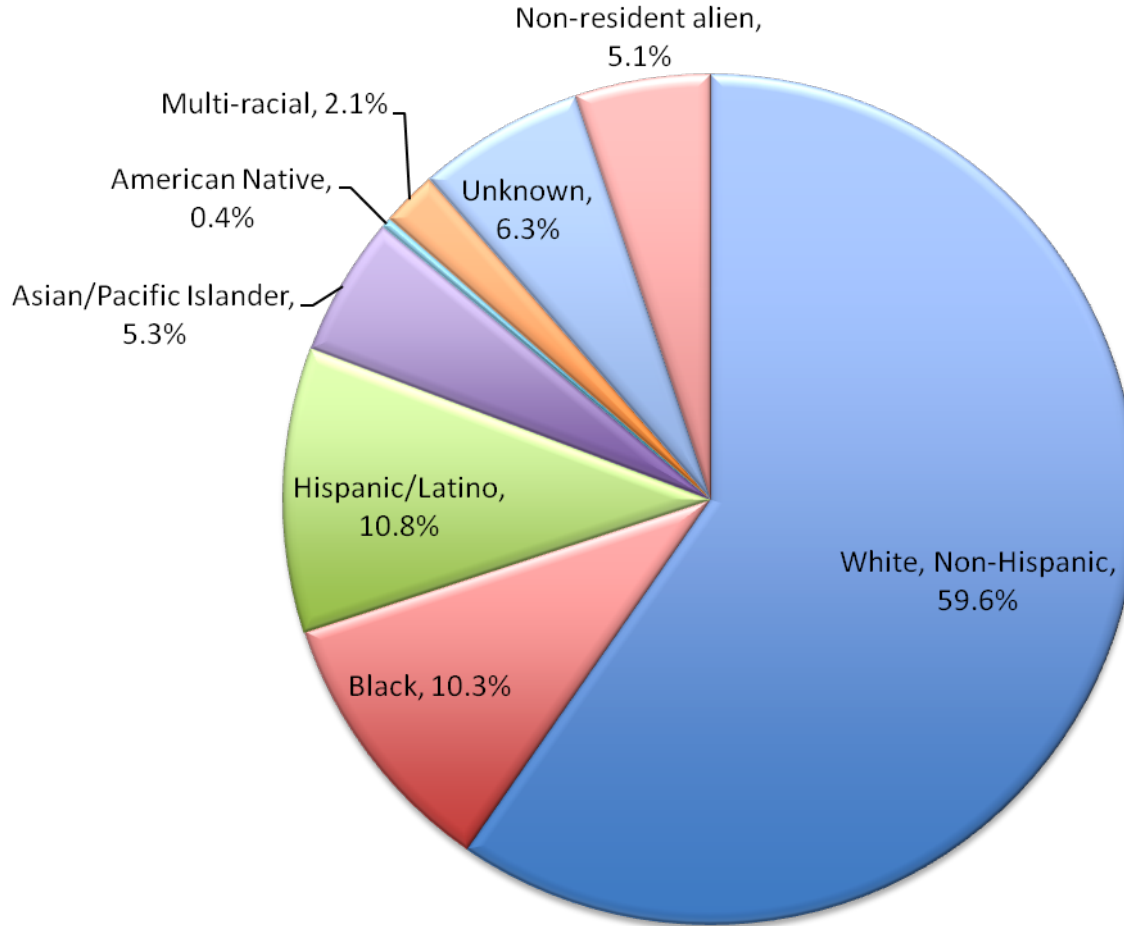State to become increasingly diverse; largest growth in most under-served populations

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

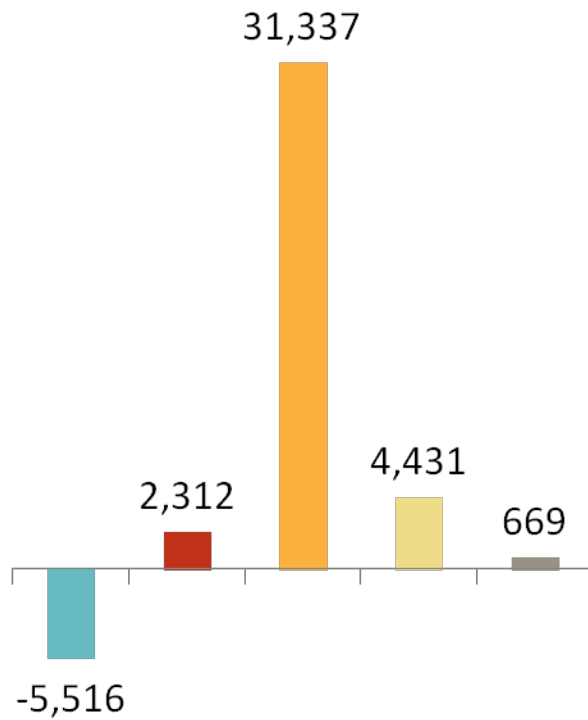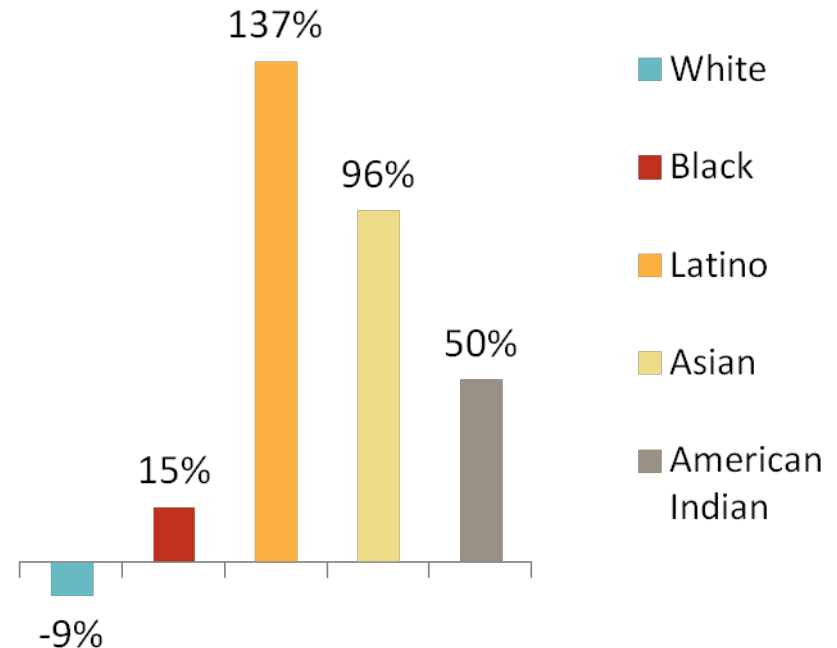Aging workforce with significant retirements expected

Changing Demographics Demand
Greater Focus on Under-Represented Populations

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

31,337

2,312

4,431

669

-5,516

Percentage Increase, Ages 0-24, (percentage)

137%

96%

50%

15%

-9%

- ■ White
- ■ Black
- ■ Latino
- ■ Asian
- ■ American Indian

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

Bar chart — Race/Ethnicity Distribution of all SUNY Campus Employees:
- White: 77.2%
- Asian: 4.7%
- Under-represented Minority: 12.4%
- Black or African American: 7.5%
- Hispanic or Latino: 4.0%
- American Indian or Alaskan Native: 0.3%
- Hawaiian or Other Pacific Islander: 0.1%
- Two or More Races: 0.5%
- Non-resident Alien: 4.1%
- Unknown: 1.5%
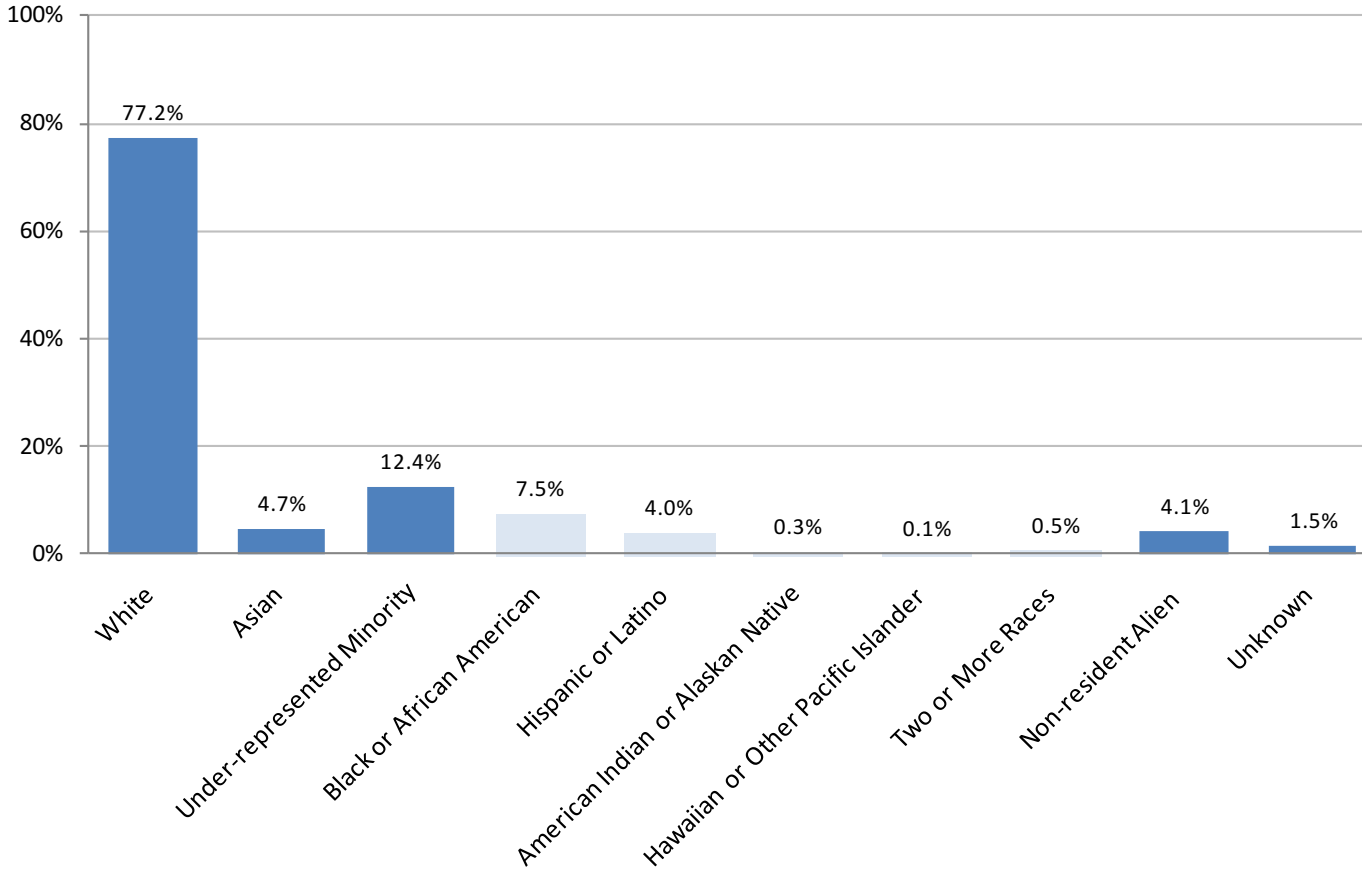
Percent Minority and International Employees by State-Operated Institution - Fall 2013
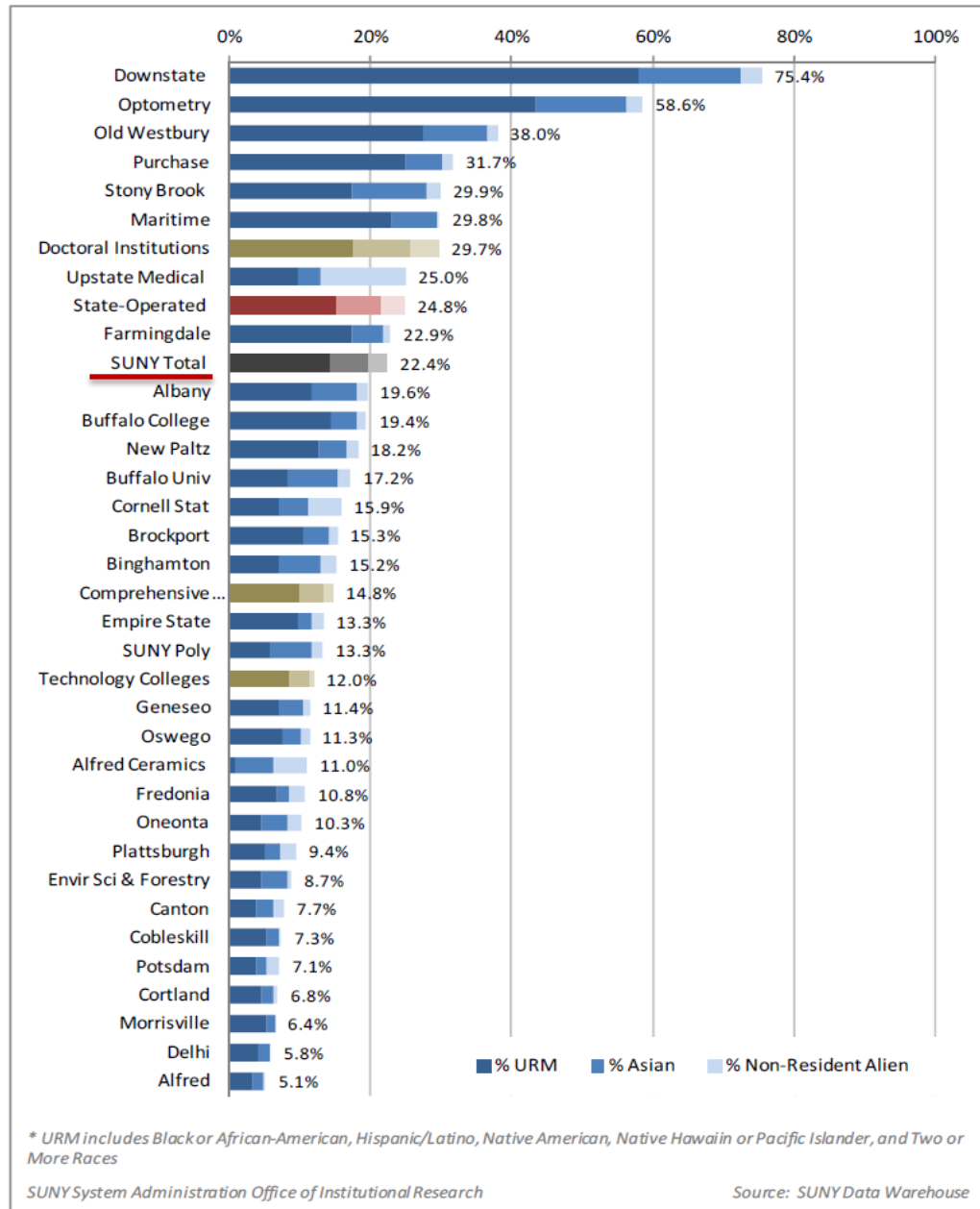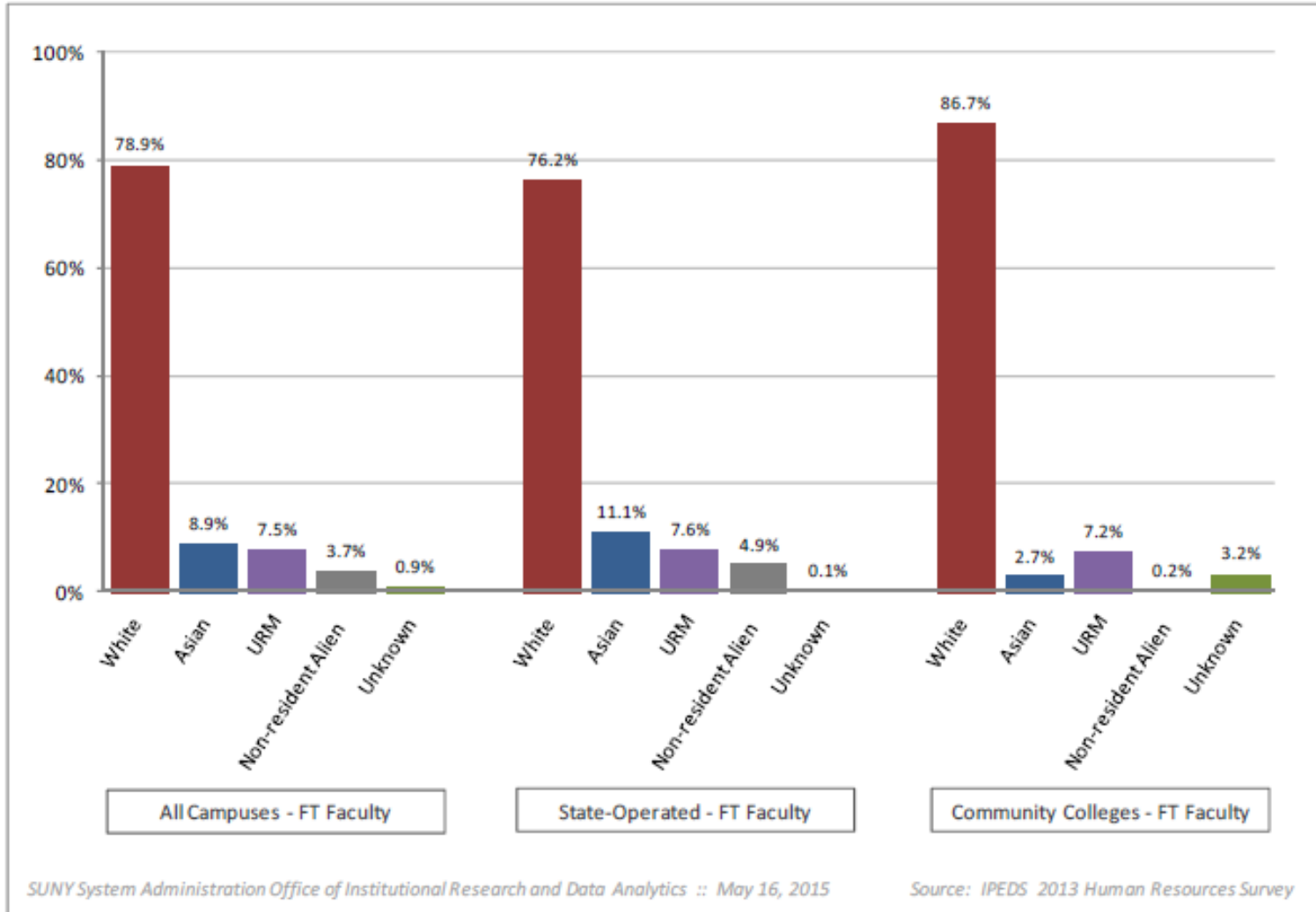
Institution	Percent
Downstate	75.4%
Optometry	58.6%
Old Westbury	38.0%
Purchase	31.7%
Stony Brook	29.9%
Maritime	29.8%
Doctoral Institutions	29.7%
Upstate Medical	25.0%
State-Operated	24.8%
Farmingdale	22.9%
SUNY Total	22.4%
Albany	19.6%
Buffalo College	19.4%
New Paltz	18.2%
Buffalo Univ	17.2%
Cornell Stat	15.9%
Brockport	15.3%
Binghamton	15.2%
Comprehensive...	14.8%
Empire State	13.3%
SUNY Poly	13.3%
Technology Colleges	12.0%
Geneseo	11.4%
Oswego	11.3%
Alfred Ceramics	11.0%
Fredonia	10.8%
Oneonta	10.3%
Plattsburgh	9.4%
Envir Sci & Forestry	8.7%
Canton	7.7%
Cobleskill	7.3%
Potsdam	7.1%
Cortland	6.8%
Morrisville	6.4%
Delhi	5.8%
Alfred	5.1%

Legend: ■ % URM ■ % Asian ■ % Non-Resident Alien

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

SUNY System Administration Office of Institutional Research

Source: SUNY Data Warehouse

SUNY System Administration Office of Institutional Research and Data Analytics :: May 16, 2015

Source: IPEDS 2013 Human Resources Survey
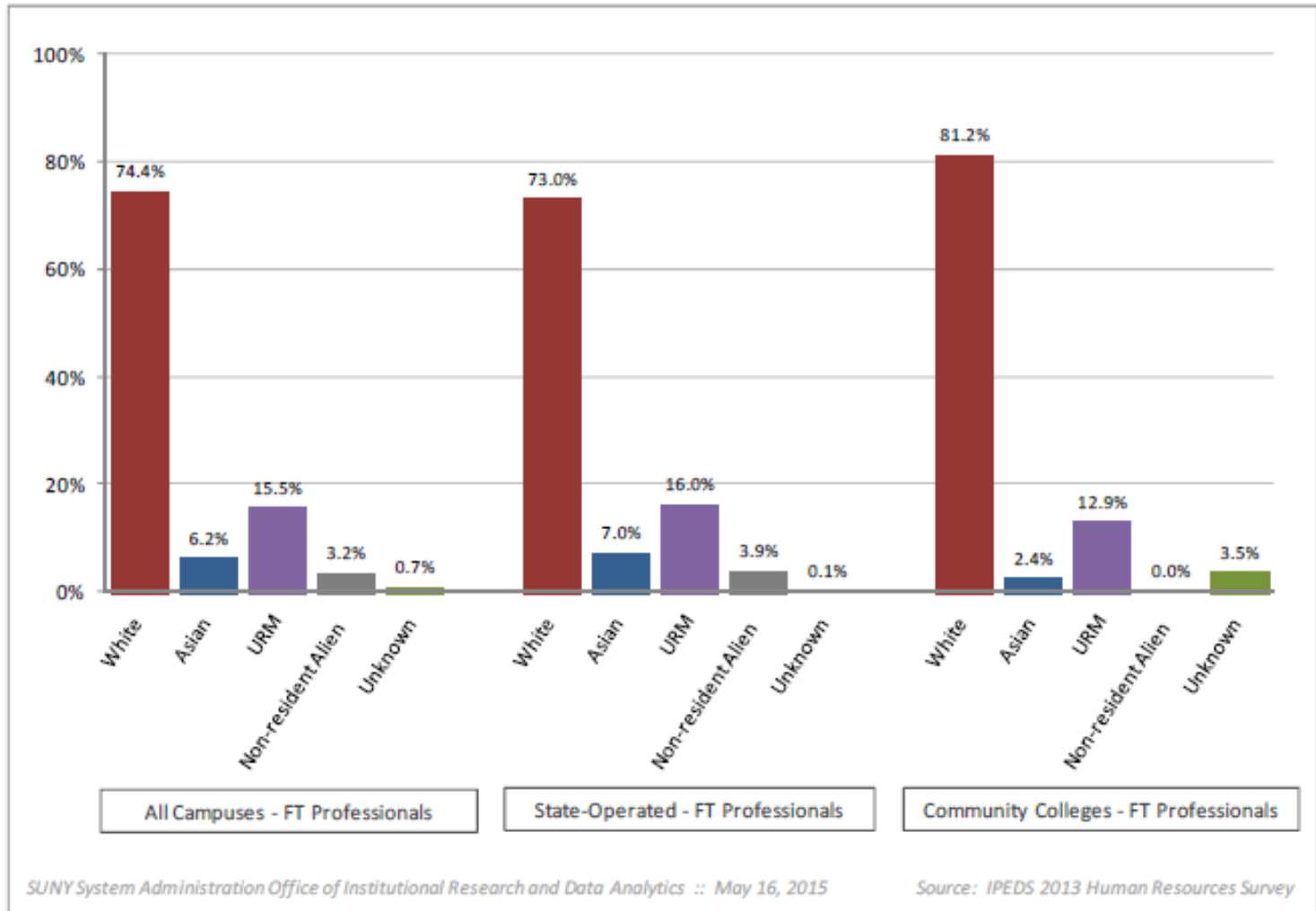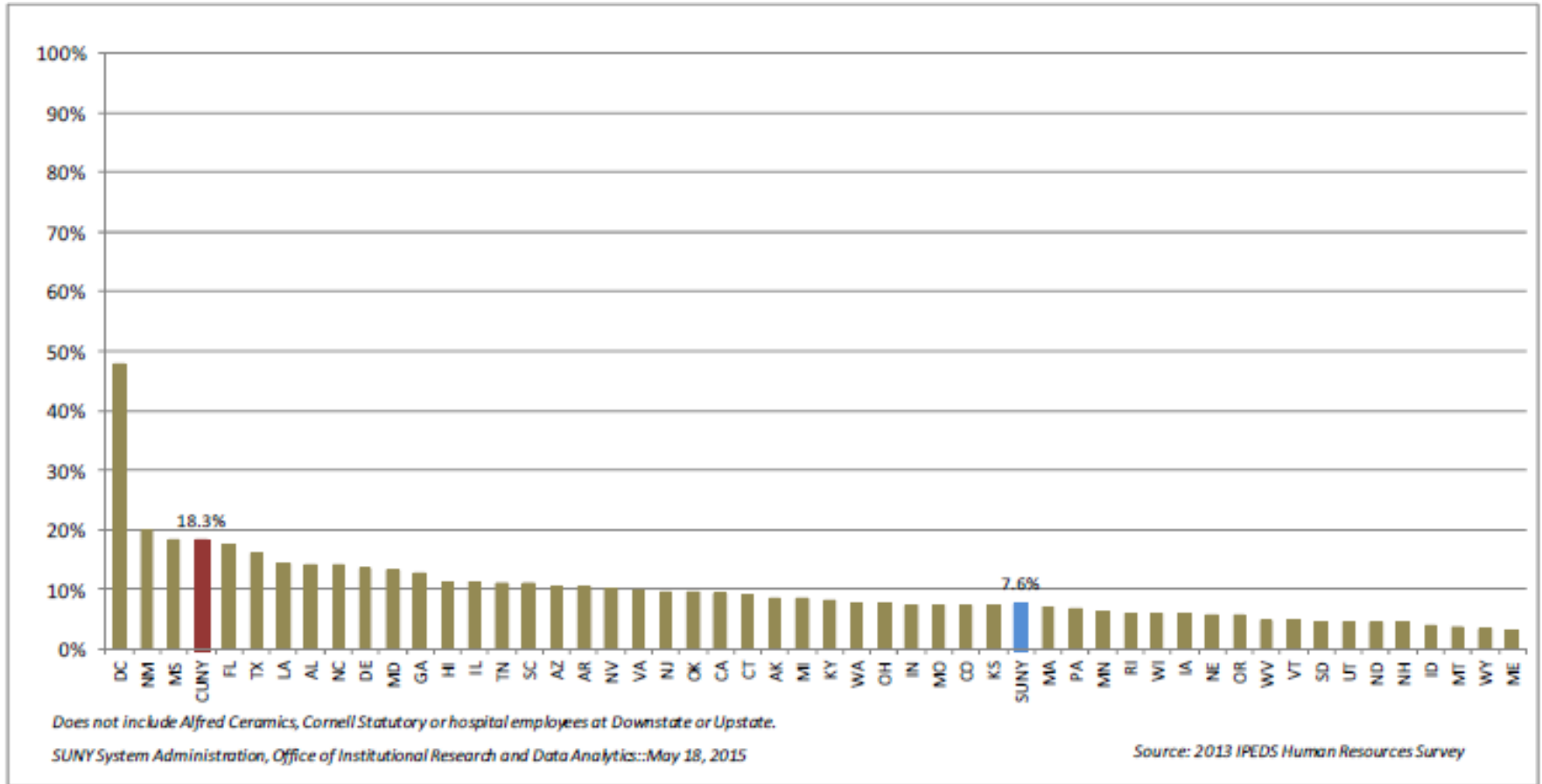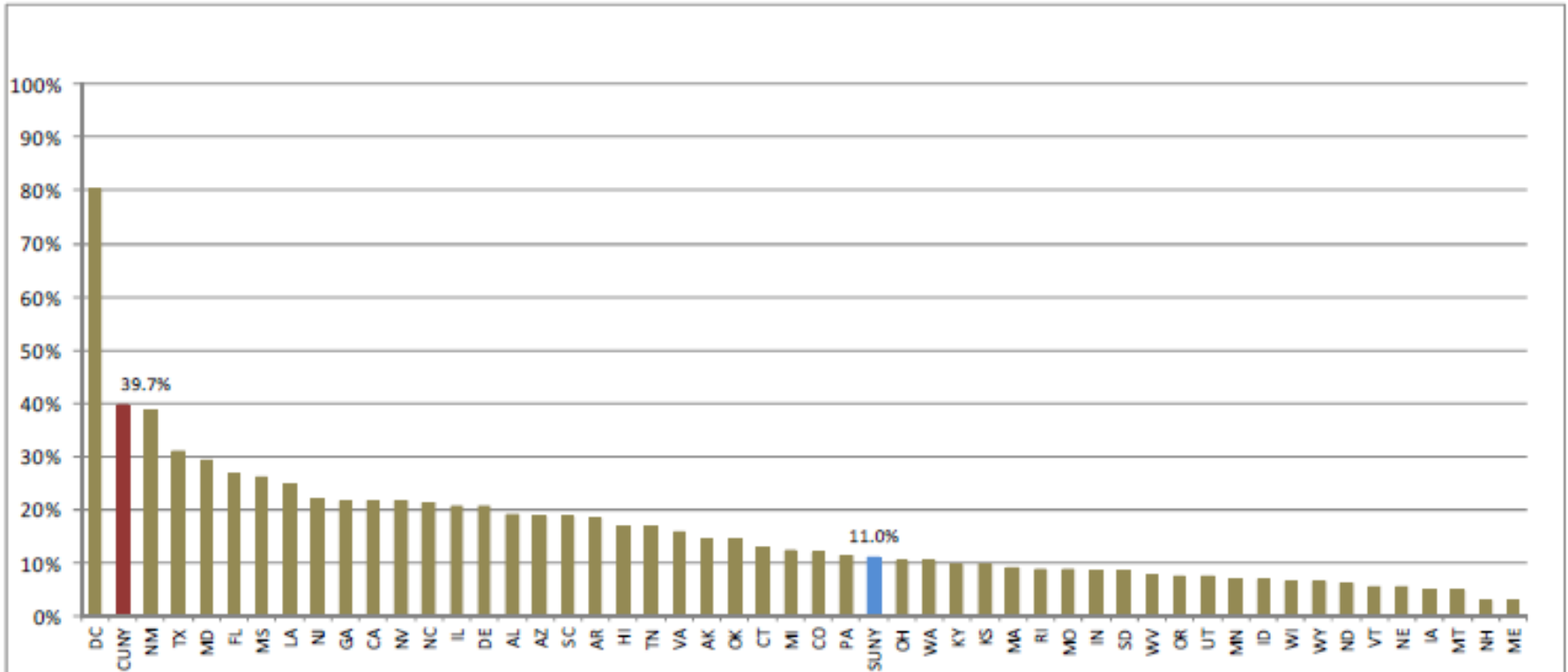
Does not include Alfred Ceramics, Cornell Statutory or hospital employees at Downstate or Upstate.

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

Source: 2013 IPEDS Human Resources Survey

Full-Time Campus Employees in Management Occupations by Gender, Fall 2013

Sector	Male	Female
All SUNY Sectors	45.8%	54.2%
State Operated	46.5%	53.5%

Full-Time Campus Employees in Management Occupations by Race/Ethnicity, Fall 2013

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

Executive Leadership by Gender and Race/Ethnicity, as of May 2015

	Total	Male	Female	White	Asian	Hispanic	Black
State-Operated Institutions:							
Presidents	29	20	9	24	1	0	4
Provosts/VPs for Academic Affairs	26	17	9	24	0	0	2
VPs for Business and Finance	28	19	9	27	0	0	1
Community Colleges:							
Presidents	30	19	11	26	0	0	4

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

Search Firm Guidelines

SUNY ORANGE

PRESIDENT

Dual-Career Couple Relocation

SUNY | The State University of New York

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

Summary of Next Steps

Task Force Reconstituted to Diversity Advisory Board

Additional guidance and resources to campuses via Memorandum to Presidents

System to develop tools for cultural competency training

System and Advisory Board will begin initiative to address dual-career couple relocation

System and Advisory Board will examine feasibility of a cross-campus mentoring network

Campuses begin planning for CDO

Campuses begin strategic diversity and inclusion plans

Convene a group of faculty researchers in the areas of diversity, equity and inclusion to support CDO network and D&I Policy effectiveness

Q & A

Feedback Questions

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?