

**Diversity Task Force**  
**Building Internal Community**  
**Co-Chairs: Marylou Stewart and Joseph Auner**

Pam Burris	Physics Astronomy
Joe Carranza	Internal Student & Scholar
Samuel Darguin	USG Exec. Vice President
Maria Jackson	HR Training & Develp.
Robbye Kinkade	SHTM Faculty- BFSA
Sr. Margaret Landry	Interfaith Center
Joanne Morici	Communications
Nobuho Nagasawa	Art Department
Jean Peden	Undergraduate Colleges
Charlie Robbins	Social Work
Dave Scarzella	Residence Halls
Sabina Sebastian	Junior- Student Leader
Jerry Stein	Dean of Students
Debbie Zelizer	SHTM
Dini Diskin- Zimmerman	Audio Visual



## 1. Goals and objections for our Committee

### A. How we have defined our mission and task:

Our focus will be an exploration of those factors that would improve a sense of internal community, as defined by a feeling of belonging to the university that would be inclusive of all sectors of the university. The committee is interested in harnessing the broad range of successful initiatives and activities that are already in place and in recognizing that the university's programs involve people from early childhood through to post-retirement years. There are many things working well on campus that should be recognized and supported.

The committee feels that is important to undertake this process with an awareness that there are factors that contribute to the lack of internal community. We need to better understand the special factors that impact Stony Brook internal community life (commuting students and faculty/staff, location, area resources, etc. While many feel included in Microcosmos there is less feeling of Makrokosmos. People are defined and limited by the various silos on campus.) Many faculty and staff, for example, feel overworked as student numbers have gone up. Many students have considerable responsibilities outside of school. As past surveys make clear, the real experience of bias and harassment, whether it be based on race, gender, sexual orientation, religion, disabilities, etc. have a major impact on the degree to which students, faculty, and staff will be open to efforts to build community. There are also policy decisions and practices that negatively impact a feeling of internal community, such as inflexible policies toward release time, or the lack of support for faculty-staff organizations.

The committee will focus on range of activities and proposals ranging from bottom-up small scale initiatives to plans for large-scale campus events that would involve all sectors. The 50<sup>th</sup>-Anniversary provides an ideal opportunity to launch such an effort.

The committee recognizes that there is considerable overlap between our mandate and other committees. Most importantly we feel that the participation and empowerment group needs to focus on increasing transparency and inclusiveness in decision making and planning. Community will result from the feeling that people are represented in decision making groups.

SBU 101-like courses for all staff as part of better **orientation** for all faculty and staffó Employment and Hiring.

There needs to be a shift of emphasis so that people have the feeling of being hired to the university and not just to specific departments.

## 2. Topics we have identified as priorities

Actively seek participation: invitation leads to involvement leads to investment.

Establish a formal system of “Safe Zones” that would create resource points and contacts for students, faculty, and staff who have been subject to bias or who feel unsupported.

Activities to Bridge East-Campus West Campus.

Family day events and activities in coordination with homecoming, etc. to encourage faculty and staff to bring their families and participate.

Work to better support existing faculty staff groups.

Study how to market events to engage faculty and staff.

Publicize existing clubs, explore policies regarding student club involvement of faculty and staff.

Consider ways that staff and faculty could be integrated into the Undergraduate Colleges to build upon the success they are already demonstrating in creating a sense of belonging and community. If faculty and staff were formally affiliated with the colleges this would also help with recruiting instructors for 101 and 102 courses.

Develop ways to model staff and faculty community building activities on successful student models.

Reconstitute University Activities Committee  
Perhaps to coincide with 50<sup>th</sup> anniversary

Web page needs to better represent the range of people and activities. One proposal was to represent the vast network of interactions of representative students, faculty, and staff.

Yearly calendar date book for all employees and students, designed on the model of the student “Success Book”

More dining options for faculty and staff.

More employee activities bridging different sectors: trips, concerts, art shows  
Receptions and get-acquainted activities following Staller events, sporting events, etc.

Campus lifetime for staff and faculty (probably staggered to allow offices to function)

### **3-5. Additional information gathering activities we have planned**

Town Hall meeting, either alone or with other committees.

Survey or response cards that would request specific suggestions about what would be required for the person to become involved.

Better understand the special factors that impact Stony Brook internal community life (commuting students and faculty, location, area resources, etc)

Study the impediments to involvement in campus activities (release time for staff, scheduling of events, parking and transportation, childcare)

Investigate rewards/deterrents for students, faculty, staff to be involved with internal community.

What factors inhibit the success of existing faculty staff groups

Study those organizations on campus that already include students, faculty, and staff in productive partnerships:

FSA

Earthstock

Student Affairs

(Adult chamber music program in pre-college as one example of program that brings faculty, students, and staff together in recreational activity)

Study peer institutions efforts in building internal community. Possibly host a conference with representatives of institutions with particularly successful practices.

Improve communications mechanisms and community calendar, support for listserves.

### **Additional resources we need**

It would be useful to have access to any of the five-year plans that have an impact on internal community.

Establish a suggestion box or comment card or other means to collect information.

## **2. Items to Refer to Other Subcommittees**

Increasing transparency and inclusiveness in decision making and planning  
Participation and Empowerment.

Make sure that people feel represented in decision making groups  
Participation and Empowerment

SBU 101-like courses for all staff as part of better **orientation** for all faculty and staff  
Employment and Hiring.

There needs to be a shift of emphasis so that people have the feeling of being hired to the university and not just to specific department