



Stony Brook University

# FAR BEYOND

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**Listening Session with the Chief Diversity Officer and Friends**

**April 25, 2019, SAC Ballroom B**

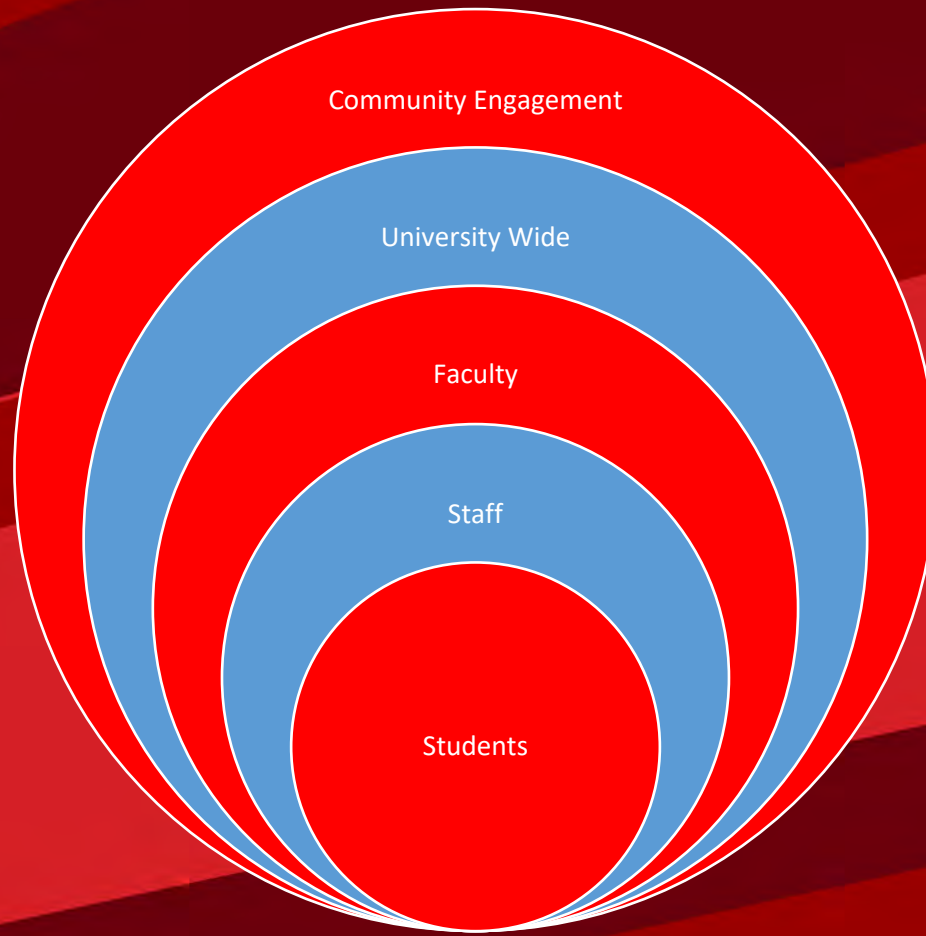
# The Beginning

The culminating events that led to the diversity plan (national discussion, state legislature, local student, faculty and staff issues)

- Meeting to develop diversity plan
- Created a steering committee
- Implemented Diversity Plan
- Created Working Groups
- Held a series of Town Halls, Discussions
- Hired a Chief Diversity Officer

# Diversity Plan Strategic Goals

1. Improve the diversity of the Stony Brook Community through enhanced recruitment and retention.
2. Expand education, research, healthcare and other efforts to ensure that Stony Brook students have the ability to thrive as members of the campus community and as global citizens in a diverse society.
3. Support the development of a campus climate that values diversity, equity, and inclusion in a way that promotes the ability of members of the community to thrive and to achieve their individual goals.
4. Establish a culture of accountability and assessment around diversity and inclusion initiatives and policies.



# Initiatives 18-19

## Students

- Expansion of the WISE STEM Leadership/Mentoring Program
- Establish a pipeline program at the School of Dental Medicine
- Expansion of the Pre-medical Access to Clinical Experience (PACE) Program for URM students in the SBU School of Medicine
- Support Fall Commons Day for first-year students
- Task Force for International Students



# Initiatives 18-19

## Faculty and Staff

- Provide Leadership Fund to encourage faculty and staff to attend professional development activities
- Collaborate with HR offices to develop and deliver additional Cultural Competency workshops and trainings for SBU employees
- College of Arts and Science Diversity Lecture Series
- Enhance Human Resources in their diversity recruitment efforts



# Initiatives 18-19

## University Wide

- Provide All Gender signage for restrooms across campus and hospital
- Collaborate with the Department of Athletics to develop an URM Internship
- Sponsor the Cool Nerd Workshop for URM high school students to consider STEM fields at SBU
- Office of Multicultural Affairs: Student Diversity Leadership Conference

# Where Do We Go From Here

Phase 2: 2019/2020

Revisiting the Plan for Diversity, Inclusion, and Equity

Developing new working groups:

- Diversity Education and Workshops
- Community and Communications
  - Student Diversity Leadership Council
- Recruitment and Retention
- Assessment and Accountability

Create Spotlights Funded and Soon to Be Funded

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# New Initiative for Faculty

Planning for FY19/20

- PRODI-G: Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth
  - Increase of URM and Women in STEM Faculty in SUNY
  - Recruitment, Pipeline, and Hiring
  - 1000 new faculty by 2030

# Themes from Students

- **Safe Spaces for historically underrepresented groups**
- **Student Involvement with carrying out the mission of the Plan for Diversity, Inclusion, and Equity**
- **Challenges with inclusion and equity as it pertains to those with differing abilities**
- **Graduation Ceremonies for historically underrepresented groups**
- **Issues that need to be implemented into the 19/20 working plan**
- **Developing coalitions and collaborative efforts among the different groups**



# Thank you!

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