

# DIVERSITY INITIATIVES TIMELINE (PREPARED BY STUDENT AFFAIRS)

**2002 - Curriculum Transformation**, a week-long faculty development summer program examines diversity and oppression to improve curriculum. Financially supported through the Provost's office, 78 faculty and staff have completed course to date including many student affairs professionals.

**2003 - AU Violence and Civility Task Force**; one recommendation includes increased diversity training for faculty and staff. Subgroups discuss way to build a safer and more inclusive climate. Co-chaired by then VPSA/Dean of Students Jerry Brody.

**2004** - AU Student Affairs' 2004-2008 **strategic plan** states "Invest in diversity, as it is fundamental value of the pedagogy and community of Alfred University." Strategic plans are aligned with university-wide Strategic Planning Committee.

**2005** - Formation of the **Bias Response Team**, which continues to meet bi-weekly to address reports of bias and hate on campus.

**2006** - Student Senate issues their **Diversity Resolution** calling for an increase in diversity commitment including training and personnel.

**2007 - Diverse Partnership Grants** established within student affairs in partnership with Student Senate, but discontinued after a few years due to lack of participation.

**2007** - Creation of **Diversity Director of Student Senate**, student position on the executive board

**2007** - Creation of **Coordinator of Diversity Programming** within Center for Student Involvement

**2007** - AU Student Affairs committed to full participation in the **NASPA Undergraduate Fellows Program** as a way to attract underrepresented students into the student affairs profession. (Eight students have since been accepted to this competitive national fellowship. One is currently a leader in the ASAP program within CUNY, frequently cited by President Obama as a model program for college completion. Another is completing her M.S. at Virginia Tech in higher education policy. A third is enrolled in graduate school at Nazareth and also will enter the student affairs profession. This has been a very successful program to help grow the ranks of future faculty/staff of color.)

**2008** - Creation of 2-credit **Drawn to Diversity course**, with mission to "explore equality through art"

**2009** - Working Group on **Transgender Issues** examines campus climate and issues recommendations

**2009** - New six-year Student Affairs strategic plan lists as one of five strategies: "Create Diverse and Inclusive Communities," with two objectives and seven tactics.

**2012** - AU creates an assessment to explore the quality of the **work experience** we provide to our student workers across the division, and to determine whether we are hiring a representative group of students as interns, work-study students and non-work-study students. Results are made public on the division's assessment webpage.

**2013** - Creation of the **Institute for Cultural Unity**, an intentional effort to foster student ownership in the former Multicultural Suite and form a collaborative advisory board for student clubs.

**2013** - AU student delegation attends (and presents at) the **National Conference on Race and Ethnicity** (supported by Provost's office and Bernstein Grant) continued 2014, 2015

**2013** - Conducted **Campus Climate Audit**, to identify strengths and deficiencies

**2014** - Two AU professional become certified to teach **Safe Zone Training**, which has repeatedly provided from 2014-2015.

**2014** - Conducted **LGBTQ Campus Climate Index**, in conjunction with Campus Pride organization.

**2014 - The Unity House**, special interest housing created through Residence Life

**2014 - Ferguson**, MO-inspired dialogues

- 11.21.14 - Bob Stein leads a discussion hosted by Bias Response Team
- 11.28.14 - Jasmine Ramon and Dan Napolitano moderate a discussion in ICU
- 12.8.14 - Faculty and Student panel coordinated by Dean Lou Lichtman
- 1.22.15 - Small group discussion about Alfred issues

**3/2015 Theater of the Oppressed** program uses theater techniques to address issues of injustice and inequality. Prevailing theme involves insensitivity in classrooms by faculty.

**5/2015 AU Strategic Planning Committee** emphasizes "commitment to diversity and social justice" as one of three goals. Action items and strategies are currently being developed by each college and division.

**9/24/15** Faculty Bergren Forum "**KKK at Alfred: Friend or Foe?**" raises criticism of AU's prejudices, both past and present. (10/1/15) Community forum regarding KKK Bergren Forum brings forward students voicing concerns regarding modern day climate.

## November 2015

**11/2015** Institute for Cultural Unity requests an update on progress since 2006 resolution

**11/2/15** Institute for Cultural Unity meets with President Edmondson

**11/6/15** Institute for Cultural Unity meets with select administration

**11/17/15** Student panel

**11/18/15** Rally for Solidarity to recognize national college movement while also recognizing our own deficiencies and progress.

# WELCOME TO THE SOLIDARITY RALLY

*“JOIN US IN EXPRESSING SOLIDARITY WITH THE STUDENTS OF COLOR  
ON OUR CAMPUS AND AROUND THE NATION, AS WELL AS RAISING  
AWARENESS TOWARDS THE ISSUES THEY FACE.”*

-ALFRED UNIVERSITY INSTITUTE FOR CULTURAL UNITY

## PROGRAM:

12:00 –12:15

GATHERING TIME & PIZZA

12:15

UNITY & SOLIDARITY STATEMENT

– NEISHA MCCAULEY

CAMPUS EFFORTS TOWARD INCLUSIVITY

– JASMINE RAMÓN

EDUCATION ON NATIONAL MOVEMENTS

– HAKIERE PARKER

TESTIMONIALS & OPEN MIC TIME

– AS REQUESTED (PLEASE SEE JASMINE  
OR CRAIG TO BE ADDED TO ORDER)

WE ASK THAT EACH ADDITIONAL CONTRIBUTOR:

KEEP COMMENTS UNDER FIVE MINUTES SO OTHERS MAY SPEAK  
SPEAK TO THEIR OWN EXPERIENCES AND NOT OTHERS

**RESPECT FOR ALL VOICES REQUESTED**