



## BINGHAMTON UNIVERSITY

DIVISION OF DIVERSITY,  
EQUITY AND INCLUSION

ANNUAL REPORT  
2021-2022

## From the Desk of the Vice President

Looking back over the last year, I am proud of the work that the Division of Diversity, Equity and Inclusion has executed to support Binghamton University's mission to create a more equitable and inclusive campus, and I am grateful for the many campus and community partners who join us in that effort.

Over the past year, we continued to advance the Campus Citizen Review Board recommendations from the committee's inaugural report and established an implementation team to prioritize and actualize the board proposals.

We partnered with the Division of Academic Affairs on Orientation programs to onboard new department chairs and new faculty. We have expanded search committee training workshops that are critical in helping committee members and chairs understand the nuances of equitable hiring and compliance with state mandates.

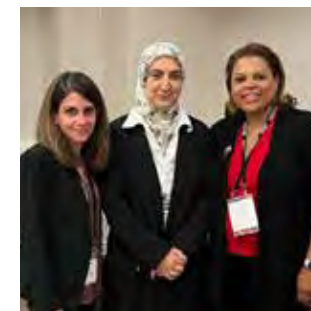
In fall 2021, we established a Bias Incident Response Team (BIRT), based on a national model, to provide communication and response protocols for incidents where bias may be involved. Additionally, we reorganized the Affirmative Action Office under a new chief affirmative action officer, who will oversee BIRT and the administration of bias incident reporting and data management.

We continue to have several consequential programming initiatives that provide mentorship or leadership development opportunities for students, staff and faculty. Some of these initiatives include the B-College Bound Mentor, Pathways to Inclusive Leadership and Active Ally workshops. In the spring, we premiered the Men of Color Summit — a daylong personal and professional development workshop for young men of color.

Our divisional units — Multicultural Resource Center, Q Center and Uiversity Educational Institute — continue to grow with innovative programming, expanded hours of operation and new initiatives and ideas that answer the needs of a diverse constituency and help position Binghamton University as a model for inclusive higher education in the 21st century.



Karen A. Jones  
Vice President  
Division of Diversity, Equity, and Inclusion



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## DIVISION OF DIVERSITY, EQUITY AND INCLUSION

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## Office of the Vice President

# ENSURING AN INCLUSIVE AND EQUITABLE CAMPUS

The office under Vice President Karen Jones provides leadership and guidance to campus partners on issues related to diversity and equity. Jones serves as a member of the president's Senior Officers Group and chairs the University Road Map to Premier Strategic Plan, Priority 3: Inclusive Campus and the Campus Citizens Review Board.

The vice president proactively pursues community partnerships that support the University's mission to increase diversity on campus. As one of the University's community liaisons, Jones sits on the DEI Committee for the Community Foundation and the Broome County Chamber of Commerce. She served as a panelist at the Broome County Chamber of Commerce Diversity Conference in the fall of 2021.

The office oversees the University recruitment process for the state payroll and the Research Foundation of the State University of New York by approving all phases of the search process.

With the Office of Human Resources, the Research Foundation of SUNY and the U.S.

Department of Labor, the office helps prepare the annual Affirmative Action Reporting Plans. These reports provide essential benchmarks for how the campus satisfies established goals related to diversity recruitment and retention, the support for faculty and staff with disabilities and veterans.

The office — primarily the work of Nicole Sirju-Johnson, assistant vice president — provides training to search committee members to ensure equitable and fair hiring practices and compliance with federal, state and SUNY mandates. In addition to approving search committee membership and the applicant pool, Sirju-Johnson works collaboratively with hiring managers and the Office of Human Resources to support all campus search efforts through to completion. This work serves the campus by helping to bring the best talent from across the globe to Binghamton University.

Through the work of the office of the vice president, Binghamton University received *INSIGHT into Diversity's* Higher Education Excellence in Diversity (HEED) Award in 2021.



**Above: Vice President Karen Jones attends the inaugural 2022 Men of Color Summit, Saturday, April 2, 2022, at the Innovative Technologies Complex.**

**Below: Nicole Sirju-Johnson, assistant vice president for diversity leads a meeting with Thomas J. Watson College of Engineering and Applied Science administration.**

Photos: Jonathan Cohen.



## Affirmative Action Office

# ESTABLISHING PROTOCOLS AND COLLECTING DATA

In September 2021, the Affirmative Action Office was reformed as an autonomous unit within the DEI.

Former faculty member Ada Robinson-Perez, who also served as director of the Employee Assistance Program, was hired to serve as the chief affirmative action officer.

One of the affirmative action officer's primary responsibilities is to maintain affirmative action data under the Office of Federal Contract Compliance Programs. Robinson-Perez is also charged with receiving, processing and investigating bias incident reports and discrimination complaints.

Robinson-Perez will execute several new initiatives for the Affirmative Action Office over the upcoming academic year.

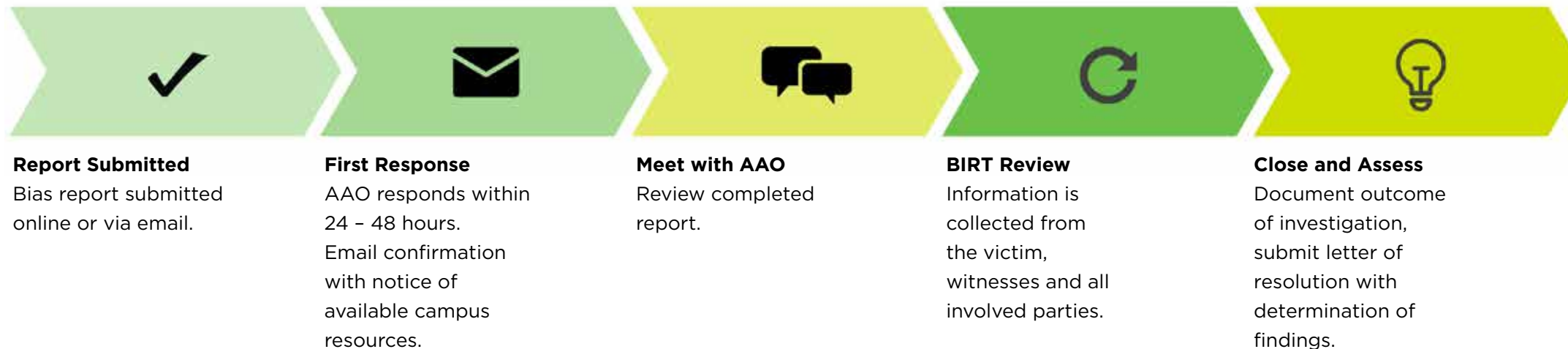
- Establishing employee affinity groups and increasing networking opportunities for BIPOC employees to aid in retention efforts.
- Identifying and incorporating a new software system to assist with processing bias incident reports and discrimination complaints and analyzing data for creating comprehensive reports that can be shared with the campus community.
- Collaborating with campus partners on projects to improve accessibility on campus for both students and employees.
- Increasing community partnerships both locally and across other SUNY campuses to support the goals of the Affirmative Action Office.

DEI staff members, including Robinson-Perez (middle), participate in a student networking event fall 2021.

Photo: Jonathan Cohen.



## Bias Incident Reporting Process



## Bias Incident Response Team

In October 2021, the University adopted the Bias Incident Response Team (BIRT) model to address bias on campus. Composed of campus partners representing a diversity of voices and expertise, BIRT serves in an advisory capacity to provide direction in helping to resolve and prevent incidents through campus outreach, education awareness and policy consultation.

**The 12-member team includes representatives from a variety of campus departments:**

- Division of Academic Affairs**
- Division of Diversity, Equity and Inclusion**
- Educational Opportunity Program**
- Human Resources**
- International Student and Scholar Services**
- NYS University Police Department**
- Office of Dean of Students (CARE Team)**
- Office of Student Conduct**
- Residential Life**
- Services for Students with Disabilities**
- Student Association (student representative)**



## Q Center

# A WELCOMING SPACE AND RESOURCES

The Q Center provides a respectful, welcoming space where constituents self-identifying as LGBTQ+ or those questioning gender identity or sexual orientation can gather freely, as well as find critical support systems and resources.

The Q Center offers several signature events throughout the year including Rainbow Welcome, OUTober: LGBTQ+ History Month, Transgender Awareness Week, Lavender Celebration and more.

The center maintains two professional staff members: Assistant Director Nicholas Martin and a center coordinator. Undergraduate

student managers and a graduate assistant provide supplemental staffing.

### Active Ally Program

The Active Ally Program is the Q Center's essential training module to enhance the knowledge of the campus community regarding LGBTQ+ issues and identities. The two-tiered, research-based initiative includes a foundational level two-hour workshop highlighting terminology and introductory concepts of the LGBTQ+ community and the role of allies. A second one-hour deep-dive discussion-based workshop details specific identities, movements or concepts within the community.



### Gender Bender Closet

This free resource provides gender-affirming clothes that allow students to fully express their identities. The closet accepts donations and is open during regular center hours.

Photo: Jonathan Cohen



In spring 2022, the Active Ally Program was relaunched into its current format, offering either a foundational workshop or a deep-dive topical workshop each week throughout the semester. Workshops were marketed to students, faculty and staff.

In addition to Active Ally Program workshops, other educational outreach initiatives were offered to undergraduate and graduate students, academic departments and student organizations. Topics included gender and sexual diversity training, one-hour seminars to build foundational knowledge and vocabulary of diverse gender and sexual identities, pronoun workshops and inclusive pedagogy workshops with interactive dialogue and participatory activities.

In 2021-2022, 89 faculty and/or staff and 306 students attended an Active Ally workshop or educational initiative outreach program.



Top: In June 2022, Binghamton University displayed the Pride Progress Flag on the side of the University Union for the first time in honor of Pride Month.

Photo: Jonathan Cohen.

Above: The annual OUTober March that place around the perimeter of the campus is one of the signature events in celebration of LGBTQ+ History Month.

Photo: Seth Johnston



## Q Center Annual Events

### Rainbow Welcome

Each fall during Welcome Week, the Q Center sponsors a social mixer for first-year and transfer LGBTQ+ identifying students, providing an opportunity for new students to learn about resources available to them and to meet members of the community.

Fall 2021: 60 student participants.

### Lavender Celebration

Lavender Celebration recognizes and celebrates the achievements of LGBTQ+ graduates from undergraduate and graduate programs. Awards are presented annually to outstanding students, faculty and staff for their efforts in creating an inclusive and welcoming campus.

Spring 2022: Aviva Friedman '14, local city council member, served as the keynote speaker; Karen Jones and President Harvey Stenger provided remarks.

86 participants; 48 graduating students in attendance.



### New in 2022: Empowerment Brunch

In March 2022, the Multicultural Resource Center (MRC) and the Q Center, in collaboration with the Professional Staff Senate and the Women, Gender and Sexuality Studies (WGSS) Department, hosted a brunch to celebrate women, nonbinary folks and people of all marginalized genders. A panel discussion moderated by Benita Roth, director and professor of WGSS, included Yarrow Brown, founder of the Southern Tier Transgender Advocacy Group, licensed mental health counselor of the University Counseling Center Lesley Lopez, Master of Human Rights student Jabari Randolph and youth activist Daphne Frias. Panelists shared their thoughts and strategies for empowering marginalized identities across the gender spectrum.

This inaugural event hosted over 30 participants.

**Above: The Empowerment Brunch at the University Downtown Center.**

Photos: Jonathan Cohen

## Multicultural Resource Center

# CULTIVATING COMMUNITY

The mission of the Multicultural Resource Center (MRC) is to raise awareness and knowledge of cultural diversity through workshops, programming and services in collaboration with student organizations and campus departments. The MRC offers a variety of resources, internship opportunities and a space where students can study, socialize or seek guidance from the MRC's professional and student staff.

**Above right: The MRC hosts a New Student of Color Mentor Program Mixer in the MRC Lounge February 2022. Vice Provost for Diversity and Inclusiveness and Distinguished Service Professor of Systems Science and Industrial Engineering Daryl Santos (wearing red), attends with undergraduates: Sean Peña, Gianna Peña, Sheyla Florentino, Edgar Andrade and Melissa Olalla.**

Photo: Jonathan Cohen



Mentorship programs in collaboration with Division of Student Affairs

### New Student of Color Mentoring Program

The New Student of Color Mentoring Program helps first-year students learn how to navigate campus life and offers opportunities to develop supportive relationships with other students, faculty and staff, enhancing the college experience for students of color.

#### Key benefits:

- improves integration into the student's selected field of study
- reduces social barriers that impact motivation and persistence
- expands the student's network of developmental mentoring relationships for long-term success and positive achievement outcomes

The New Student of Color Mentoring Program offers networking events at the start of each academic semester, augmented with monthly social mixers.



## MRC: What students are saying

“What I enjoyed most while working as a graduate assistant at the MRC, aside from our large-scale events, was the simple and beautiful energy in the MRC lounge every time I walked through the doors. The MRC is a space to come together and build a cultural community, while gaining holistic support.”

**Gabi, graduate intern, Master of Public Administration, Genocide and Mass Atrocity Prevention advanced certificate, Class of 2022**

“During my internship, I developed positive relationships with the staff and the other graduate assistants through team meetings, holiday celebrations, center programming and more. The MRC was truly a home away from home for me, and I am thankful to everyone there for helping me grow professionally and personally.

**Justine, graduate intern, student affairs administration, Class of 2022**

“My favorite part about coming into the MRC is the weekly student manager meetings. It was an opportunity to interact with peers through fun games, team-building exercises and more.

**Francheska, student manager, psychology, Class of 2022**

“Working at the MRC gave me focus and a community. I would not have stayed at Binghamton if it wasn't for [my involvement with] the MRC.”

**Edward, student manager, Class of 2022**

## Mentorship programs in collaboration with Division of Student Affairs

### B-College Bound Mentor Program

The B-College Bound Mentor Program expands on the services and support provided to Upward Bound (UB) high school students as they transition to college life. Established student mentors in good standing serve as academic and community role models to UB scholars.

#### Student mentor responsibilities:

- provide weekly or bi-weekly one-on-one academic, social and career advising to Upward Bound students
- host workshops to enhance Upward Bound student success
- plan and implement one community partner event

In spring 2022, the program was awarded a \$5,000 grant from the Binghamton Fund for Student Life through the Parents Leadership Council. Grant funds will be used to provide a stipend to current volunteer mentors. Students invested in volunteering for mentor programs that serve low-income students often share similar life experiences; providing a stipend to mentors helps alleviate economic barriers to volunteering.

Funds may also be used for transportation assistance and professional development opportunities for mentors and UB scholars, allowing undergraduate students to participate in extracurricular positive high-impact learning experiences.

## Men of Color Summit

The inaugural Men of Color Summit took place on April 2, 2022, in the Innovative Technologies Complex at Binghamton University. This one-day workshop to educate, empower and motivate students on their journey toward excellence in education represented a collaboration of various University departments and community partners. Discussions centered around critical issues that men experience, with a focus on men of color, and how those issues intersect with their academic and professional career interests.

The summit hosted approximately 80 attendees — students, staff, faculty and members of the local community — and featured facilitators and speakers from six institutions across New York state. The itinerary included breakout sessions, rotating workshops, a professional panel of Binghamton alumni and a keynote speech from American journalist and news anchor for MSNBC and NBC News Richard Lui, the first Asian American male to anchor a daily cable news program.

Along with the MRC, summit collaborators include the Office of the Dean of Students; Men of Color Scholastic Society; Student Association; Graduate Student Organization; Division of Diversity, Equity and Inclusion; Division of Academic Affairs; Residential Life; Educational Opportunity Program; and Broome Community College Men of Excellence.

Men of Color Summit 2023 is currently in the planning stages.

**From top: Opening speaker Randall Edouard, assistant vice president for student affairs and dean of students; MOC participant asks a question; Richard Lui delivers the keynote address; MRC's Richie Sebuharara helps direct traffic.**

Photos: Jonathan Cohen.



## UDiversity Educational Institute

# PROGRAMMING FOSTERS INCLUSIVITY

The UDiversity Educational Institute (UDiversity) supports the work of the Division of Diversity, Equity and Inclusion through training, assessment and programming that align with the University's Road Map Strategic Plan: Priority 3 and institutional mission to foster an inclusive campus community.

Diversity Education Coordinators Lea Webb and Korin Kirk lead an array of workshops for faculty, staff, students and community members that foster a campus climate that values understanding, community and dignity, and is free from bias and harassment.

### Cultural competency and professional development trainings for faculty, staff and students

UDiversity programming supports recruitment and retention, pedagogy, organizational structures, leadership, search committee development and more. Thematic areas focus on building awareness of cultural diversity and inclusion, cultural identity development, personal socialization, stereotypes and microaggressions, and exploring both privilege and oppression.

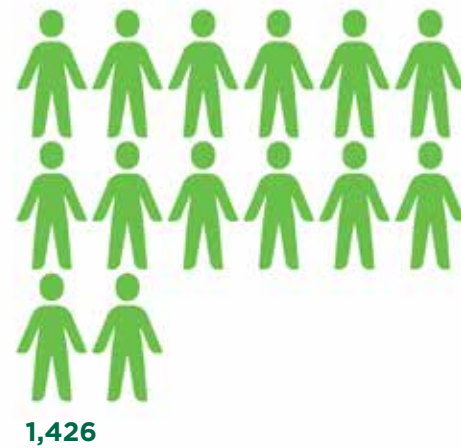
## PROGRAMMING BY THE NUMBERS

July 2019 to June 2020

July 2020 to June 2021

July 2021 to June 2022

### NUMBER OF PARTICIPANTS



### NUMBER OF TRAININGS/ WORKSHOPS



From July 2019 to June 2022, the number of participants increased year over year, with undergraduate student participation accounting for a significant increase in attendance.

Due to the post-pandemic transition back to campus, UDiversity has responded with workshops offered both virtually and in person to accommodate all constituent needs and situations.

In an effort to meet participation goals, workshops will continue to be targeted to specific departments, schools and student organizations, meeting people where they are.





**Above: Diversity Education Coordinator Lea Webb helps facilitate discussion at “Whose Freedom? A Deliberative Dialogue on Inclusion and the First Amendment,” a collaborative event with several campus partners that took place September 2021.**

Photo: Tanyah Barnes

**Opposite: The Common Read Experience provides incoming first-year students with a specially selected book that provides a new perspective on important issues of the day. Throughout B-Welcome Week and the fall semester, Common Read Talks are held across campus. UDiversity helps train the staff and faculty facilitators who lead these thought-provoking discussions. Here, Nicole Sirju-Johnson leads a group of students in fall 2021.**

Photo: Jonathan Cohen

### Diversity and leadership programs for students

UDiversity is committed to supporting culturally competent and effective student leaders. Working with the MRC, Q Center and other campus partners, the Pathways to Inclusive Leadership program equips students with leadership skills that foster inclusivity and promote productivity in the workplace. The first cohort completed the program in the spring of 2022.

True Colors is another student leadership-building program. The workshop provides strategies for leadership development, team building and best practices for working with various leadership styles. Participants included members from the MRC, the Q-Center and APOTK, a professional Greek student organization.



UDiversity worked with Residential Life’s Campus Partner Program on cultural competency training for residential assistants and the Biology Graduate Student Organization on inclusive pedagogy training. With Upward Bound and the Master of Public Administration program, UDiversity presented workshops to address implicit bias and microaggressions in the classroom. In addition, UDiversity developed a cultural competency training based on sociological principles for first-year students in the Sociology Department.

### Developing community partnerships

In the community, UDiversity partnered with the Broome-Tioga NAACP Economic Development Committee to support the implementation of its Youth Employment Preparation Program. Targeting Broome County youth ages 14 to 24 from historically marginalized communities, the program provides job search strategies,

employment etiquette and interview skills development. The program received funding through the United Way of Broome County’s Strategic Priorities.

UDiversity offered its Creating Inclusive Organizations workshop series as part of an inaugural diversity leadership program created by the Greater Binghamton Chamber of Commerce to facilitate diversity, equity and inclusion goals for Southern Tier organizations and businesses.

**“ I loved the speakers! Their humor created a comfortable space and made it easy to speak up. It’s one of the best DEI workshops I’ve participated in.**

Addressing Microaggressions in the Classroom workshop participant



# LOOKING AHEAD

In the next year and beyond, DEI remains steadfast in our mission to support an equitable and inclusive educational and work experience at Binghamton University. Whether through recruitment and retention initiatives or professional development workshops, our aim is to foster inclusive excellence.

As our mission grows, so does the division. DEI recently filled a new administrative position, affirmative action/DEI coordinator. This critical role will assist the division with our recruitment and hiring processes, as well as executing the work of the affirmative action office, including bias incident reporting.

- Provide leadership related to diversity, equity and inclusive policies and practices across the campus.
- Establish strategic partnerships with community leaders and organizations.
- Oversee University recruitment, training and support for search committee processes.
- Create programmatic initiatives that enhance the University experience for everyone.
- Collaborate with other departments in support of recruitment and retention of under-represented communities.

**The Division of Diversity, Equity and Inclusion works in collaboration with various campus and community partners to help position the University as a leader for positive change.**



In fall 2022, the division will launch two new websites for Uiversity and the Affirmative Action Office. The division is also in the process of redesigning the divisional website. This large-scale redesign will enhance the division’s online presence, streamline information and improve the user experience.

**Above: The Multicultural Resource Center hosts its first Student of Color Mixer for the fall 2022 semester. Students and staff enjoy games, refreshments and conversation.**

Photo: Jonathan Cohen

Additionally, three new staff members have joined the division. Samuel Bligen III has joined the MRC as the assistant director of operations and student engagement, Aiden Braun is the new Q Center coordinator and Pamela de Bourg will be stepping into the newly created affirmative action/DEI coordinator role.

In spring 2023, the division will launch a Campus Climate Survey with other SUNY partners. This critical tool will help us understand the experiences of our students and employees and our strengths and areas for development; the data will allow us to make well-informed decisions. Marketing and promotion are planned for January 2023 to help increase awareness and buy-in to improve survey participation across all campus constituencies.



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