

# Diversity is our strength

The **Division of Diversity, Equity and Inclusion** helps to lead Binghamton University in its mission to improve the lives of students, staff and faculty by fostering an environment of inclusiveness and fairness. The division also provides funding and resources to ensure everyone in our community has equal access to opportunity and success.

## 2022-2023 DIVERSITY INITIATIVES and ACCOMPLISHMENTS

# 1

### Campus Pride Index

In 2023, Binghamton earned a score of 4.5 on a scale of 5 on the Campus Pride Index, thanks to a collaboration of efforts led by the division's Q Center.



Campus Pride is a national organization working to create safe and inclusive learning environments for the LGBTQ+ community. The index offers a benchmarking tool assessing institutional commitment to inclusive policies, programs and practices. We are proud to lead the efforts to a perfect score.

# 2

### HEED Diversity Award

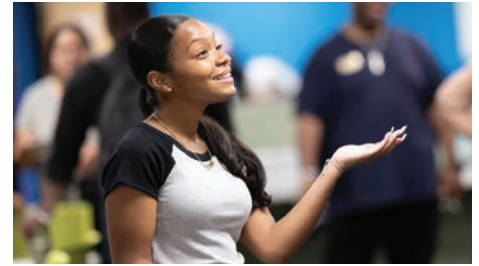
For the third year, Binghamton University earned the Higher Education Excellence in Diversity Award from *INSIGHT Into Diversity* magazine. Binghamton has been named a leader in diversity for consistently demonstrating dedication to promoting an inclusive campus and environment that encourages the success of students and employees from all backgrounds, especially those from underrepresented communities.



# 3

### newERA

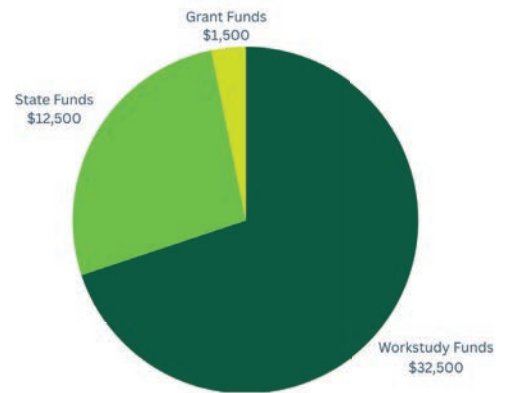
In collaboration with the Thurgood Marshall College Fund, Binghamton University has announced a New Educational and Research Alliance (newERA) with six historically Black colleges and universities (HBCUs): Alabama A&M University, Central State University, Tuskegee University, Prairie-View A&M University, the University of the District of Columbia and Virginia State University. The groundbreaking partnership debuted in 2023 and is built on the shared missions of education, research and service, aiming to foster holistic, equitable and sustainable collaborations that will shape the future of academia and beyond.



### Student Engagement

#### Employment and experiential work opportunities

In 2022-23 the division and its units provided \$46,500 in compensation to undergraduate student staff.



#### All undergraduate opportunities

18 staff

31 interns

38 volunteers



#### Graduate Assistantships

5

Graduate assistants (GAs)

\$43,900

Funds allocated

# 4

## Sustainability Index: Gold

The University has received a gold rating in the Sustainable Campus Index (SCI), issued by the Association for the Advancement of Sustainability in Higher Education for the second time. The SCI recognizes top-performing colleges and universities by country, institution type and in 17 sustainability impact areas, as measured by the Sustainability Tracking, Assessment and Rating System (STARS). Used by hundreds of colleges and universities, STARS helps institutions measure, report and strengthen their contributions to global sustainability. Binghamton is aiming for a platinum ranking, which only 12 universities have accomplished.

# 5

## Chosen Name and Pronoun Policy

In fall 2022, Binghamton University and 63 other SUNY campuses updated policies regarding the use of a chosen name and pronouns to ensure that transgender, gender non-conforming and non-binary students' identities are fully reflected and represented in campus systems. Chosen names will appear on diplomas and campus profiles, and students can select "X" when asked to provide gender.



## COMMUNITY MATTERS

Throughout the year, the Division of DEI partners with local community organizations. Many of these collaborations involve lending divisional expertise in matters around DEI issues and leadership through the Office of the Vice President. Our community partners include:

**Community Foundation of South Central New York**

**Johnson City Downtown Revitalization Initiative**

**Empire State Development**

**Southern Tier Aids Program**

**Greater Binghamton Chamber of Commerce**

**United Way of Broome County**

## Helping students and faculty succeed: DEI funding support

### URM Faculty: Presidential Diversity Research Grant

The **Presidential Diversity Research Grant** provides support to assistant professors who are members of historically underrepresented groups. Grant funds are designed to support research efforts toward tenure and promotion requirements. Since its 2017 inception over \$200,000 in grant money has been awarded.

**2022-23:**

**Number of grants**

**4**

**Total amount awarded**

**\$39,800**

**Disciplines**

**Biology, History, Political Science, Physics**

### Student Organizations: MRC Microgrants

Administered through the Multicultural Resource Center, the **Microgrant Program** provides funding for university-recognized cultural student organizations. Grants may be used for educational or otherwise impactful initiatives or programs that address issues of equity and inclusion.

**2022-23:**

**Grant amount**

**\$100-250**

**Number of organizations**

**21**

**Total amount awarded**

**\$4250**