**Proposed Actions Toward Further Diversification, Inclusion and Belonging at CSI**

(Draft Programming/Some events have already taken place, are scheduled, or are pending dates)

| **Action** | **Individuals Needed to Assist** |
| --- | --- |
| Reimagine and revitalize the College-Wide Diversity Council (the “Council”) making all necessary appointments to the Council | Dr. Fritz, VP Jennifer Borrero, Jessica Collura, Interim VP Robert Wallace, Danielle Dimitrov (current Council Chair), Catherine Ferrara |
| 21-Day Equity Habit Building Challenge  modeled after the 21 Day Racial Equity Habit-Building Challenge© (*21-Day Racial Equity Habit-Building Challenge is the registered copyright of America & Moore, LLC. 2014)* developed and trademarked by [Dr. Eddie Moore Jr. of America & Moore](https://www.eddiemoorejr.com/).  The 21-Day Equity Habit Building Challenge is a powerful opportunity for shared learning, action and growth. For 21 days, we each do one action to further deepen our community connections and understanding. To achieve this, we will follow a plan that includes readings, podcasts, and videos and then share and reflect on what we learned, and our own experiences. Consistent with Dr. Moore’s 21-Day Challenge, suggestions are in the following categories:   * [Read](https://www.eddiemoorejr.com/21daychallenge/#read) * [Listen](https://www.eddiemoorejr.com/21daychallenge/#listen) * [Watch](https://www.eddiemoorejr.com/21daychallenge/#watch) * [Notice](https://www.eddiemoorejr.com/21daychallenge/#notice) * [Connect](https://www.eddiemoorejr.com/21daychallenge/#connect) * [Engage](https://www.eddiemoorejr.com/21daychallenge/#engage) * [Act](https://www.eddiemoorejr.com/21daychallenge/#act) * [Reflect](https://www.eddiemoorejr.com/21daychallenge/#reflect) * [Stay Inspired](https://www.eddiemoorejr.com/21daychallenge/#stayinspired)   \*\*21-Day Equity Habit Building Challenge Proposed Schedule:  Week 1  Day 1: February 1st Read: [21 Racial Microagressions You Hear On A Daily Basis](https://www.buzzfeed.com/hnigatu/racial-microagressions-you-hear-on-a-daily-basis?utm_term=.ni4bRwobgw#.gwyda5vde5)  Day 2: February 2nd Watch: [Why Pronouns Matter for Trans People](https://www.youtube.com/watch?v=N_yBGQqg7kM&feature=emb_logo)  Day 3: February 3rd Listen: [We Said We’d Never Talk About the Hijab](http://identitypoliticspod.com/2020/01/22/episode-57-we-said-wed-never-talk-about-hijab/)  Day 4: February 4th Review and Read: CSI Library, [Guide: On Race Matters and Social Justice](https://library.csi.cuny.edu/racematters/home)  Day 5: February 5th Reflect and Share: Zoom Session: Host (TBD)  Week 2  Day 6: February 8th Read: [What It’s Like To Be An Asian Woman In The Age Of The Coronavirus](https://www.huffpost.com/entry/asian-women-racism-coronavirus_n_5e822d41c5b66ea70fda8051)  Day 7: February 9th Watch: [Why Are People With Disabilities Still Invisible In The Workplace?](https://www.youtube.com/watch?v=pu56BpgRfUI)  Day 8: February 10th Listen: [Black Like Me: Observations from Season 4 - State of Emergency](https://podcasts.google.com/feed/aHR0cHM6Ly9ibGFja2xpa2VtZS5saWJzeW4uY29tL3Jzcw/episode/YmJkZDA5ZTYtMTQzMy00ZDY5LTlhMjYtNzAyNjIzOWY2ZTIx?sa=X&ved=0CAUQkfYCahcKEwjA3MymmtvsAhUAAAAAHQAAAAAQXA)  Day 9: February 11th Watch: [A Conversation With Black Women on Race](https://www.youtube.com/watch?v=U-xz4qiUBsw&feature=emb_title)  Day 10: February 16th Reflect and Share: Zoom Session: Host (TBD)  Week 3  Day 11: February 17th Read: [People of colour have to code switch to fit in with white norms](https://metro.co.uk/2020/03/03/what-is-code-switching-12221478/?ito=article.desktop.share.top.facebook&fbclid=IwAR1Zw7X4Z6JSwrptb5JIBhPXjU7Hr4T7gqAoBIt2xtryjfp60-vBim6dTds)  Day 12: February 18th Read and Watch: [Next time someone says racism isn’t real, show them this 3-minute video](https://www.vox.com/2015/4/30/8520305/systemic-racism-video)  Day 13: February 19th Listen: [The Myth of the Model Minority](https://www.teachingwhilewhite.org/podcast/2018/1/25/the-myth-of-the-model-minority-1)  Day 14: February 22nd Read: [Chimamanda Ngozi Adichie on Storytelling - Chatham House 2018](https://www.youtube.com/watch?v=VfzgtOuA-co)  Day 15: February 23rd Reflect and Share: Zoom Session: Host (TBD)  Week 4  Day 16: February 24th (Hold for Dr. Kristen Gillespie-Lynch’s book chapter or suggested video)  Day 17: February 25th TBD  Day 18: February 26th TBD  Day 19: March 1st TBD  Day 20: March 2nd Reflect and Share: Zoom Session: Host (TBD)  Week 5  Day 21 : March 5th Wrap up (Zoom) Host: Dr. Fritz | Cabinet members, IPC, Library personnel, and CSI faculty willing to volunteer the use of their writings, papers and/or scholarly articles, and/or to make appropriate selections of readings, podcasts and videos.  Each week will end in a facilitated Zoom discussion. Facilitators can use tools such as “Five Moments” to allow employees/students to share their five most important moments that helped shape who they are today. Give each participant a piece of paper and time to write down their moments. Next, go around the room and have each person share two or three moments that they are most comfortable with. It might be helpful for the activity facilitator to share their events first to foster a welcoming environment. Focus discussion on how the major events in life are universal and are not an indicator of people’s differences. |
| Provost Lecture Series | The Faculty Center, under direction from the Provost, will ask for volunteers from CSI faculty and Graduate Center faculty who have published, researched and/or engaged in scholarly work in relevant areas. |
| High-Level Conversations with Administration/Cabinet/ECP/Deans Council on what can be done to promote inclusivity, diversity, equity, etc. and set the tone | Administration/Cabinet/ECP/Deans Council in addition to outside speakers/subject matter experts. Cecilia Loving, Chief Diversity and Inclusion Officer at the FDNY approached as our first public speaker.  \*President, Interim VP Robert Wallace, and Jessica Collura met with Cecilia Loving and on October 27th to begin discussions |
| Discussions with Chairs and Deans at General Chairs, followed by discussions with each department to review the current makeup of the department and to encourage diversification of the workforce to be more representative of the student body | Provost, Deans, Chairs, Jessica Collura, Catherine Ferrara, Tasheemah Johnson |
| Monthly Panel Discussions | Faculty Center, Student Life Pluralism and Diversity Program, the Council, non-Council members with interest as identified/also consider whether CLUE credits can be provided for participation and correspondence with other CUNY schools regarding similar events they may have hosted in the past, as well as possible panelists |
| Monthly Speakers | Faculty Center, Student Life Pluralism and Diversity Program, the Council, non-Council members with interest as identified/also consider if CLUE credits can be provided for participation and correspondence with other CUNY schools regarding similar events they may have hosted in the past and possible speakers |
| Increase CSI Communications on Social Media (Twitter, Instagram, Facebook) | Cheryl Adolph, Terry Mares, George Davis, Campus Leaders (e.g., ECP) with social media accounts |
| Creation of a Hashtag for Communications Purposes such as #CSIinUnity | Cheryl Adolph, Terry Mares, George Davis; Campus Leaders (e.g., ECP) with social media accounts |
| “Quote of the Week” – Quotes discouraging discrimination and inequality and encouraging equality, diversity and inclusion for weekly posting on social media and CSI’s digital sign | Cabinet, Deans, Chairs, Faculty, Students, Cheryl Adolph, Terry Mares and George Davis |
| Highlight achievements by BIPOC (Black, Indigenous and People of Color) faculty via CSI’s social media, digital sign, main webpage, and by email directly from the President’s Office to the campus community | Deans and Department Chairs should keep necessary parties apprised for announcement purposes. |
| Change campus optics via design and creation of a Unity Mural | Dr. Fritz, VP Jennifer Borrero, Interim VP Robert Wallace, Jessica Collura, VP Hope Berte, Danielle Dimitrov, Catherine Ferrara, the Council, Faculty, the Performing & Creative Arts Department, students and any other interested party |
| Training Programs (such as EEO and implicit bias trainings) – Explore Training opportunities available through CUNY Professional Development & Learning Management Team, faculty from the Graduate Center specializing in “broad diversity training” (working with people with different perspectives and backgrounds), state and city agencies, Long-term goal to establish on-campus training. | The Faculty Center under direction from the Provost; Catherine Ferrara, HR |
| Diversity Discussions for Faculty and Staff  Modeled by ongoing activity in the Social Work Department in the School of Health Sciences, all departments will be encouraged to host diversity discussions on an ongoing basis focused on how to positively influence the culture of the department and on examining policies to determine if the department can be made more inclusive. Groups will also be encouraged to meet to focus on trying to understand their own biases and to assess how they can strive to eliminate unintentional bias. | Provost, Deans, Department Chairs of academic departments, Directors of non-academic departments |
| Diversity Discussions for Students  Students will be encouraged to participate in diversity discussions on an ongoing basis focused on how to positively influence CSI culture and on understanding their own biases. | Student Affairs, Student Life Pluralism and Diversity Program |
| Draft and conduct a CSI survey, followed by focus groups, designed specifically to help address retention issues, as well as to assess what CSI “is doing right” and to identify the reasons why those who stay at CSI choose to do so. To be done in conjunction with current efforts to address concerns raised in the COACHE survey. | Council, Institutional Research, Focus Group Volunteers |
| Mentoring Program for Chairs, Faculty, Staff and Students | Academic Affairs, Student Affairs, Human Resources, Deans, Chairs, Directors and Supervisors |
| Division of Student Affairs' Antiracism Committee "What Is?" series to educate the campus community on current issues.  The first three topics will be:  What is Black Lives Matter?  What is Social Justice?  What is White Privilege? \*This program was the first of the series which was held on December 7th with Professor Jean Halley. 77 members of our faculty and staff participated. | Students Affairs and CSI faculty members whose research interests focus on these topics will lead the presentations |
| AVP Kahn and AVP Serrano are working on providing Customer Service Training – for customer facing departments within their divisions.  Customer Service Role Playing: adapted to role play the services CSI provides to a diverse population  Hear: Listen to the customer’s entire story. Empathize: Use phrases that convey that you understand how the customer feels. Apologize: And do so effusively! Resolve: Fix the issue, and if you don’t know how, ask the customer, “How can I set this right?” Diagnose: Get to the bottom of the issue – that way you can make sure it won’t happen again. | AVP Patricia Kahn, AVP Carlos Serrano, HR |

**\*Actions Already Taken:**

* President’s [statement](https://www.csi.cuny.edu/sites/default/files/pdf/presidentsoffice/newsletter/GeorgeFloyd_5_31_20.pdf) condemning the killing of George Floyd;
* Vice President Borrero hosted a virtual event, The Evolution of Juneteenth **a discussion with** public historian and CSI alum Debbie-Ann Paige. (Happy to note that Governor Cuomo just signed legislation that declares Juneteenth an official public holiday in New York State!);
* Vice President Borrero brought together all the Directors in Student Affairs to discuss how they can create a more equitable institution for our students. They came up with some ideas and will be putting together student focus groups for their feedback so they could put their plan into action;
* Provost Parrish has reconvened a committee to review the Campus Climate and COACHE Survey results, analyze the data and come up with ideas and recommendations to address areas of concern; Findings were discussed in a town hall on December 4, 2020 and committee will make recommendations based on the data;
* President is challenging the administrative team to come up with ways to engage in meaningful discussions and make changes within their divisions;
* High level discussions with cabinet and Deans are taking place to begin looking at how we can increase diversity amongst faculty and staff, to better reflect our student body;
* President’s annual [reaffirmation letter](https://www.csi.cuny.edu/sites/default/files/pdf/presidentsoffice/newsletter/President_Reaffirmation_Letter_9_17_20.pdf) of the College of Staten Island's Commitment to Diversity, Equal Opportunity, and Affirmative Action.

\*events/actions that have already taken place

\*\*events/actions scheduled/dates being held for programming