



*LaGuardia Community College's*  
**FY13-18 Faculty and Staff Diversity Strategic Plan**  
**(July 2013)**

Submitted by the LaGuardia Community College *Campus Diversity Committee*.

## Acknowledgments

LaGuardia's *Campus Diversity Committee* (see Appendix A) thanks President Mellow, Provost Arcario, the Executive Council, and the Academic Chairpersons for their leadership, support, and the opportunity to share and shape our values regarding diversity and inclusion to the College and CUNY. We are indebted to all stakeholders who graciously welcomed the opportunity to share thoughts and concerns regarding diversity at our campus. Additionally, we are also grateful for the leadership of our CDC chair, Ms. Arlene Peterson, the Director of Compliance & Diversity and to Dr. Bernard A. Polnariev who served as the lead author of this diversity strategic plan. This report represents an exploratory inquiry of the profuse and inspiring diversity and inclusion efforts that LaGuardia has spearheaded through a host of campus-wide initiatives. We look forward to continuing to celebrating and further enhancing our faculty and staff diversity through several assessed activities over the course of the next five-years.

CUNY's *Diversity Action Plan* (DAP)<sup>1</sup> has two primary goals: 1) increasing faculty diversity, and 2) fostering faculty retention and professional growth. This exploratory report highlights the numerous transcultural pursuits at LaGuardia which have sustained a progressive campus climate with impactful recruitment and retention outcomes. *LaGuardia's Faculty and Staff Diversity Strategic Plan* is aligned with the CUNY diversity reports as well as with our College's values.

### ***LaGuardia values diversity!***

LaGuardia Community College was previously referred to as “*The World’s Community College*.” Although we no longer explicitly market ourselves as such, this is still an appropriate label as we consider the rich heritage and diverse tapestry at the College. As one of our stakeholders expressed during our 2010 re-branding campaign, “the greatest strength [of LaGuardia] is the diversity of the college community – among students, faculty, and staff – it’s astounding and an incredible asset.”<sup>2</sup> At LaGuardia we believe diversity is more than an issue of compliance. LaGuardia has strategically invested in the success of our faculty and staff through a host of various initiatives. The College has sustained an inclusive environment through our commitment for diversity which has had a positive and progressive impact on our campus climate and both on the recruitment and retention of a diverse group of personnel.<sup>3</sup>

LaGuardia prides itself in hiring faculty and staff that best can assist the College with realizing its mission to “educate and graduate one of the most diverse student populations in the country to become critical thinkers and socially responsible citizens who help to shape a rapidly evolving society”<sup>4</sup> As an example of our commitment to diverse recruitment efforts, our Legal Affairs Office, for example, assists faculty in obtaining visas as we welcome and pursue international scholars. Not only are our faculty and staff personally and professionally invested in diversity, but they are also racially and ethnically diverse as evidenced by LaGuardia’s fall 2012 *Executive Order 11246 Affirmative Action Plan*.<sup>5</sup> In attempting to determine any adverse impact of personnel transactions, Ms. Arlene Peterson, our Director of Compliance and Diversity / Affirmative Action Specialist highlighted that “there were no disparities among the protected groups” (p. 16). We continue to recruit and retain a diverse body of faculty. Our Office of Institutional Research reported the following data regarding faculty member’s ethnic composition (n = 314): most of our faculty are self-identified as: White (n = 171, 54.5%), followed by Black (n = 56, 17.8%), Asian/ Pacific Islander (n = 37, 11.8%), Hispanic (n = 34, 10.8%), and Italian American (n = 15, 4.8%); overall, there are 177 female faculty (56.4%).<sup>6</sup>

---

<sup>1</sup> For a fuller review of CUNY’s *Diversity Action Plan*:

[www.cuny.edu/about/administration/offices/ohrm/diversity/DiversityActionPlan/DiversityActionPlan\\_Revised.pdf](http://www.cuny.edu/about/administration/offices/ohrm/diversity/DiversityActionPlan/DiversityActionPlan_Revised.pdf)

<sup>2</sup> The key LaGuardia brand that results from this college-wide initiative was “Dare To Do More”:

[www.laguardia.cuny.edu/branding/](http://www.laguardia.cuny.edu/branding/)

<sup>3</sup> For a full review of our 2012 *Institutional Self-Study for the Middle States Association*:

[www.lagcc.cuny.edu/middlestates/](http://www.lagcc.cuny.edu/middlestates/)

<sup>4</sup> See LaGuardia’s complete mission: [www.lagcc.cuny.edu/About/Mission-Statement/](http://www.lagcc.cuny.edu/About/Mission-Statement/)

<sup>5</sup> LaGuardia’s 2012 *Executive Order 11246 Affirmative Action Plan*:

[www.lagcc.cuny.edu/uploadedFiles/Main\\_Site/Content/Departments/Legal\\_Affairs\\_Compliance\\_and\\_Diversity/Docs/Affirmative%20Action%20Plan%202012.pdf](http://www.lagcc.cuny.edu/uploadedFiles/Main_Site/Content/Departments/Legal_Affairs_Compliance_and_Diversity/Docs/Affirmative%20Action%20Plan%202012.pdf)

<sup>6</sup> We are appreciative of the Affirmative Action office legal intern, Mr. Travis Ramkissoon who compiled the data on the ethnic breakdown of the academic departments.

***LaGuardia cultivates and celebrates diversity!***

We are proud of LaGuardia's deep-rooted, expansive, and vibrant dedication to diversity and inclusion. In-line with the University's *diversity vision statement*, we aim "to enhance its national standing by continuing to build a diverse community that enriches its academic environment... [LaGuardia] respects individuals while acknowledging the differences among them. These differences include, but are not limited to, race, national origin, ethnicity, religion, age, gender, sexual orientation, gender identity, disability, and socioeconomic status. However, to create a vibrant academic, intellectual, and cultural environment for all,...[LaGuardia] must move beyond representation to genuine participation. Thus,...[LaGuardia] seeks to develop a community that is inclusive of all individuals and groups. Given CUNY's long history of proactive support for diversity and inclusion, it is uniquely positioned to build upon that strong foundation and serve as a national leader and model, exemplifying the benefits that accrue when diversity and inclusion are integral components of an institution's educational philosophy and core mission."<sup>7</sup>

Going beyond "ethnic diversity," our College community also recognizes the importance of global citizenship and multi-cultural competency. Given the substantial curriculum changes underway and the 2012 Middle States recommendation for the development of a "Diversity, Values, and Ethics" competency, we have assembled a *Learning Objectives Task Force* comprised of faculty and senior staff representatives to support the restructuring our competencies. We recently held a College-wide three-day online *Learning JAM*<sup>8</sup> (in May 2013) to begin to re-envision the goals for student success given LaGuardia's values on learning, the Association of American Colleges & Universities [AAC&U's] Liberal Education and America's Promise [LEAP] learning outcomes, Pathways learning objectives, Middle States, and our First-Year Experience recommendations. Over 130 faculty and staff posted on-line comments that have helped guide our assessment reform. The following comment by one of the JAM faculty participants reflects the tenor of the conversation regarding diversity with the JAM thread: "diversity is most definitely an element of signature learning at LaGuardia, and I believe it is something that oftentimes happens naturally, not only because of the diverse make-up of our student body, but because of the college community's attitudes and values toward our similarities and differences, and the resources, support and encouragement faculty are given in this regard" (Learning JAM: Thread 2, 5/03/13). Succinctly, Social Science faculty member Eduardo Vianna affirmed that "engaging [with] diverse peers and perspectives can be transformative" (Learning JAM: Thread 2, 5/01/13).

LaGuardia proudly honors all scholarship without censorship or repercussion – as we clearly embrace all forms of faculty and staff research and creative works. Two examples include the President, who has publicly acknowledged publications for over a decade through the *Annual Celebration of Faculty & Staff Accomplishments* event; see Appendix B for a sample of recent scholarship submissions. In addition, we annually praise all professional scholarship *vis-à-vis* our *Faculty and Staff Notes* (FSN).<sup>9</sup> We have numerous faculty and staff experts in various fields that have recently directly addressed diversity issues. Our faculty and staff are engaged in scholarly and artistic activities which evidence their

<sup>7</sup> The CUNY Diversity Vision Statement:

[www.cuny.edu/about/administration/offices/ohrm/diversity/DiversityActionPlan/DiversityVisionStatement.html](http://www.cuny.edu/about/administration/offices/ohrm/diversity/DiversityActionPlan/DiversityVisionStatement.html)

<sup>8</sup> LaGuardia's *Learning Jam* web link: <http://jam.laguardia.edu/course/view.php?id=15>

<sup>9</sup> LaGuardia's FSN: [www.lagcc.cuny.edu/Professional-Development/Faculty-Staff-Notes/](http://www.lagcc.cuny.edu/Professional-Development/Faculty-Staff-Notes/)

intellectual excitement and rigor, their commitment to disciplinary knowledge and discovery, and their deep respect for all of the communities of our city.<sup>10</sup>

Furthermore, our faculty actively apply for the *Faculty Fellowship Publication Program* (FFPP) and the *Diversity Projects Development Fund* (DPDF) to support scholarly research projects and other educational activities for or about populations that are traditionally under-represented within higher education. See Appendix C for a substantial list of LaGuardia's recent diversity-related activities which are inclusive and demonstrate respect and regard for our transcultural institution. Diversity is an active theme that permeates throughout the College.

LaGuardia invests in its people in many ways. The Affirmative Action Office provides Equal Employment Opportunity [EEO]/ Sexual Harassment Prevention training for over a thousand stakeholders on an annual basis. Our commitment to diversity is also exhibited by an expanse of events, initiatives, and projects, most of which are organically initiated. One powerful example is *Celebrating Women in Science, Technology, Engineering & Mathematics* [STEM] (held on March 19, 2013) as coordinated by Professor Vanessa Bing of the Social Science department and others. Survey results based on this panel discussion revealed the following inspiring results:

- 100% (n = 16, all female) "would recommend this workshop to a friend"
- 100% (n = 16, all female) 'learned something from the presentation'
  - When asked what they learned, one participant proudly stated, "Perseverance is important. With strength, women can accomplish anything."<sup>11</sup>

As another intentional effort to enhance the diversity of our campus while supporting scholarship, "the goal of LaGuardia Community College's *Literacy Brokers Program* has been to explore, promote, and expand the academic writing practices of its faculty and staff by cultivating on campus a community of support among academic writers, English language specialists, and disciplinary experts" (Jersky, 2012).<sup>12</sup> Notably, there were 21 faculty and staff from nine academic departments/administrative units which participated in the *Literacy Brokers Program* during 2012-2013. LaGuardia clearly is a learning institution founded on 'diversity-in-action' – that is, continuous and organically developed initiatives by faculty and staff members driven by their inherent passion for and the belief in the value of diversity.

---

<sup>10</sup> Our mission statement: [www.lagcc.cuny.edu/About/Mission-Statement/](http://www.lagcc.cuny.edu/About/Mission-Statement/)

<sup>11</sup> We appreciate Ms. Joanna DeLeon, Program Coordinator in the Women's Center who shared the striking data from *Women in STEM* workshop with the CDC.

<sup>12</sup> An excerpt was taken from a progress report memo sent from Associate Professor Maria Jersky to the prior Vice President for Academic Affairs on May 21, 2012.

***LaGuardia is committed to further advancing diversity!***

To assure that the commitment to diversity is woven into the cultural fabric of the institution, the President, assembled a representative, College-wide based Campus Diversity Committee (CDC; see Appendix A for a list of the members) comprised of over twenty faculty and staff members with various titles, expertise, and ethnicities. The CDC meets bi-monthly to discuss campus diversity and inclusion issues, expand cultural diversity knowledge, examine efforts to achieve diversity on campus, and developing an equitable and quality educational environment. The CDC hosted a spring 2013 “Diversity Summit” for the entire campus with visible support from LaGuardia’s leaders (see Appendix D for the event flyer). Two well-respected Social Science faculty members moderated the event using technology<sup>13</sup> in order to help identify faculty and staff concerns as it pertains to campus climate issues.

The 2013 *Diversity Summit* yielded powerful conversations, findings, and served as the momentum to continue such interactions; thirty-two faculty and staff participated. When asked ‘*how well does LaGuardia create and sustain a climate that promotes diversity among faculty and staff within and across divisions?*’ Encouragingly, a majority of faculty and staff (i.e., 84.38%, n = 27 of 32) answered ‘well’ (i.e., ‘very well, well, and/ or ‘moderately well’). We then probed further with an open-ended question asking ‘*how can we continue to create a positive climate that promotes diversity among faculty and staff within and across divisions,*’ one salient theme that emerged based on the participant recommendations was the need for continued diversity-based dialogues. Several qualitative responses and recommendations, each from a different participant regarding this key point include the following:

- “Have more forums like this. Discuss this in department meetings.”
- “Set-up meetings/ forums involving staff faculty and students.”
- “Sponsors events that include large groups of faculty? Staff, bringing them together to exchange ideas on variety of topics.”
- “The college could promote diversity by providing a space that inspires faculty + staff to come together and feel relaxed or comfortable enough to enjoy it – a coffee shop, juice bar etc.”
- “Plan dialogs related to diversity issues (i.e. listening, tolerance) at the divisional level (s) – including faculty + staff multiple departments. Hold “college wide” participatory events such as picnics, “game” days, etc to promote interaction in social settings which leads to meaningful dialogs among diverse people.”
- “There are various events, committees, and meetings throughout campus that encourage collaboration between faculty, staff, and the divisions.”

Additionally, one *Diversity Summit* participant encouraged that the College “establish multicultural competencies” to further ‘promote a positive climate among faculty and staff within and across division.’

---

<sup>13</sup> We used [www.polleverywhere.com](http://www.polleverywhere.com) to gather data; we are grateful to Steven Hitt, Managing Director for the LaGuardia Performing Arts Center helped us collect the data.

## Recommendation

The CDC endorsed the following recommendation and action steps:

- Executive Council members have agreed on the FY13-14 College PMP target 2.4 (i.e., “Colleges will recruit and retain a diverse faculty and staff”) for the next five years. Specifically, the approved target reads: “Relevant data will be collected and assessed regarding the climate, recruitment, and retention of URM faculty and staff as outlined in the LaGuardia *Faculty and Staff Diversity Strategic Plan*.” Below are six specific FY13-18 *Faculty and Staff Diversity Strategic Plan* activities, metrics, and timeline.
- 1) Consider developing, adapting, and assessing a diversity-based – “global citizenship” (or thus related) competency as part of our learning outcomes assessment framework. If approved by the *Learning Objectives Task Force*, this competency (and any other changes) will proceed through all appropriate leadership and governance structures during FY14. Consequently, the process and assessment of this goal will be evaluated and reported.
  - 2) The Affirmative Action Office and the CDC members will continue to lead and quantify the number of faculty, staff, and students who attend the numerous EEO/ Sexual Harassment Prevention trainings. The goal will be to increase the number of constituents served by a minimum of 5 percentage points from 1344 in FY12 to 1411 by FY18.
  - 3) The CDC will develop a survey instrument to evaluate the effectiveness of the EEO/ Sexual Harassment Prevention trainings. We will continually re-evaluate and revise this instrument as appropriate.
  - 4) With support from CUNY Central, we will encourage and quantify the number of faculty members that apply for FFPP and/ or DPDF scholarships from a total of 8 in FY13 to 15 by FY18.
  - 5) The CDC will organize annual College-wide *Diversity Summits* where we further address diversity issues and assess the perception of our campus climate. We will aim to quantify and further increase the positive campus climate from 84.38% to 90% while concurrently increasing the number of participants who attend the event to 75 by FY18.
  - 6) The CDC will also contemplate the organization of a formal College-wide diversity-based bi-annual dialogue based on emergent themes and data from the annual *Diversity Summit* event.

<u>Activity</u>	<u>Description &amp; Metric</u>	<u>Semester</u>
<ul style="list-style-type: none"> <li>- Diversity-based competency</li> <li>- EEO Training</li> <li>- Survey development</li> <li>- FFPP &amp; DPDF</li> <li>- Formal diversity dialogues</li> </ul>	<ul style="list-style-type: none"> <li>-The <i>Learning Objectives Task Force</i> will evaluate the Learning JAM and Middle States recommendation to develop a Diversity/ Global Citizenship competency as part of the learning objectives restructuring process.</li> <li>- An Affirmative Action representative and/ or CDC members will continue to lead EEO/ Sexual Harassment Prevention training for the College Community conducted every semester through FY18. Increase constituents served from 1344 to a minimum of 1364.</li> <li>- A subcommittee from the CDC will develop a survey instrument to obtain satisfaction and learning outcomes for all EEO/ Sexual Harassment Prevention training conducted by either an Affirmative Action rep and/ or a CDC member.</li> <li>- Encourage faculty members to apply for FFPP and/or DPDF scholarships. There were six FFPP and two DPDF recipients from LaGuardia awarded in 2012.</li> <li>- The CDC will contemplate the organization of a formal college-wide diversity-based bi-annual dialogue based on emergent themes and data from the annual <i>Diversity Summit</i> event.</li> </ul>	Fall 2013
<ul style="list-style-type: none"> <li>- Diversity Summit</li> <li>- Survey implementation</li> </ul>	<ul style="list-style-type: none"> <li>- Hold the 2<sup>nd</sup> Annual <i>Diversity Summit</i> as organized by the event subcommittee of the CDC. Using polleverywhere.com, our goal will be to increase the faculty and staff perception of a positive diversity climate by 1 percentage point from 84.38% to 85.38% and also increase the number of participants from 32 to 35.</li> <li>- Implement the EEO/ Sexual Harassment Prevention training survey instrument continuously through FY18. Report the outcomes.</li> </ul>	Spring 2014
<ul style="list-style-type: none"> <li>- EEO Training</li> <li>- FFPP &amp; DPDF</li> <li>- Survey re-evaluation</li> </ul>	<ul style="list-style-type: none"> <li>- Affirmative Action representatives and/ or CDC members will continue to lead EEO/ Sexual Harassment Prevention training for the College Community conducted every semester. Increase constituents served from 1364 to a minimum of 1381.</li> <li>- Continue to encourage faculty members to apply for FFPP and/or DPDF scholarships. Our goal is to increase the number of applicants from 8 to 9 for FY15.</li> <li>-Revise the EEO/ Sexual Harassment Prevention training survey instrument and continue to report the outcomes.</li> </ul>	Fall 2014

- Diversity-based competency	- Implementation of the diversity-global citizenship competency if approved by the previously mentioned bodies.	
- <i>Diversity Summit</i>	- Hold the 3 <sup>rd</sup> Annual <i>Diversity Summit</i> as organized by the event subcommittee of the CDC. Using polleverywhere.com, our goal will be to increase the perception of a positive diversity climate by 1 percentage point from 85.38% to 86.38% and also increase the number of participants from 35 to 40.	Spring 2015
- EEO Training  - FFPP & DPDF  - Survey re-evaluation	- Affirmative Action representatives and/ or CDC members will continue to lead EEO/ Sexual Harassment Prevention training for the College Community conducted every semester. Increase constituents served from 1381 to a minimum of 1391.  - Continue to encourage faculty members to apply for FFPP and/or DPDF scholarships. Our goal is to increase the number of applicants to 9 to 10 for FY16.  -Revise the EEO/ Sexual Harassment Prevention training survey instrument and continue to report the outcomes.	Fall 2015
- <i>Diversity Summit</i>	- Hold the 4 <sup>th</sup> Annual <i>Diversity Summit</i> as organized by the event subcommittee of the CDC. Using polleverywhere.com, our goal will be to increase the perception of a positive diversity climate by 1 percentage point from 86.38% to 87.38% and also increase the number of participants from 40 to 50.	Spring 2016
- EEO Training  - FFPP & DPDF  - Survey re-evaluation	- Affirmative Action representatives and/ or CDC members will continue to lead EEO/ Sexual Harassment Prevention training for the College Community conducted every semester. Increase constituents served from 1391 to a minimum of 1401.  - Continue to encourage faculty members to apply for FFPP and/or DPDF scholarships. Our goal is to increase the number of applicants to 10 to 12 for FY17.  -Revise the EEO/ Sexual Harassment Prevention training survey instrument and continue to report the outcomes.	Fall 2016
- <i>Diversity Summit</i>	- Hold the 5 <sup>th</sup> Annual <i>Diversity Summit</i> as organized by the event subcommittee of the CDC. Using polleverywhere.com, our goal will	Spring 2017

	be to increase the perception of a positive diversity climate by 1 percentage point from 87.38% to 88.38% and also increase the number of participants from 50 to 65.	
- EEO Training  - FFPP & DPDF  - Survey re-evaluation	<ul style="list-style-type: none"> <li>- Affirmative Action representatives and/ or CDC members will continue to lead EEO/ Sexual Harassment Prevention training for the College Community. Increase constituents served from 1401 to a minimum of 1411.</li> <li>- Continue to encourage faculty members to apply for FFPP and/or DPDF scholarships. Our goal is to increase the number of applicants to 12 to 15 for FY18.</li> <li>-Revise the EEO/ Sexual Harassment Prevention training survey instrument and continue to report the outcomes.</li> </ul>	Fall 2017
- <i>Diversity Summit</i>	<ul style="list-style-type: none"> <li>- Hold the 6<sup>th</sup> Annual <i>Diversity Summit</i> as organized by the event subcommittee of the CDC. Using polleverywhere.com, our goal will be to increase the perception of a positive diversity climate by 1.62 percentage points from 88.38% to 90% and also increase the number of participants from 65 to 75.</li> </ul>	Spring 2018

## Conclusion

Diversity and inclusion have permeated through to the core values of the college. The evidence presented above clearly demonstrates how LaGuardia has consciously and creatively created a culture of compositional and professional diversity. LaGuardia has strategically recruited a diverse cadre of faculty and staff. As part of our mission, our divisions and departments subsequently have collaboratively integrated support mechanisms in order to further cultivate employee success as it leads to their promotion and advancement. As a learning community, we then recognize and celebrate our scholarship and diversity endeavors. We are proud that LaGuardia is represented by more than 160 countries and 127 native languages spoken by our students, faculty and staff (LaGuardia Intuitional Profile, 2012).<sup>14</sup> Although LaGuardia is already recognized as one of the most diverse Colleges in the nation, with many inclusive and self-initiated College-wide efforts, we remain committed to further advancing our cultural competency and roots through outcomes assessment, diversity dialogues, and also scholarship. Not only is '*Daring to Do More*' in LaGuardian's DNA, but *Diversity* is in LaGuardian's DNA as well.

<sup>14</sup> See our current Intuitional Profile: [www.lagcc.cuny.edu/IR/IR-facts/](http://www.lagcc.cuny.edu/IR/IR-facts/)

## APPENDICES

Appendix A – *Campus Diversity Committee (CDC) membership*

Arlene Peterson	Director, Affirmative Action, Compliance & Diversity	Office of the President
Dr. Leslie Ann Aarons	Assistant Professor	Humanities/ Academic Affairs
Ada Bedor	Director, COPE Program/ Academic Affairs	College Opportunity Preparation For Employment (COPE)/ Student Affairs
Danny Bernard	Student Career Advisor	Employment Services/ ACE
Dr. David Bimbi	Associate Professor	Health Sciences/ Academic Affairs
Elgin Bryant	IT Assistant, Level 1	Purchasing Dept./Business Office/Administration
Frederick John	Client Services Manager	NY Designs Business Incubator Program/ACE
Dr. Kevin Jordan	Acting Student Life Director	Student Life/ Student Affairs
Dr. Vincent Keeton	Assistant Professor	Social Science/ Academic Affairs
Dr. Soloman Kone	Assistant Professor	Social Science/ Academic Affairs
Nancy Martinez Palma	Finance Manager	Accounts Payable/ Business Office/ Administration
Ana Mora	Lecturer	Academic Counseling/ Student Affairs
Roni Patterson	Academic Advising Specialist	College Discovery/ Student Affairs
Charles Perkins	Assistant Director, Adult Learning Center	Adult & Continuing Learning Center/ ACE
Dr. Michele Piso	Editor of <i>In Transit, and</i> Assistant Director of the CTL	CTL/ Academic Affairs
Dr. Bernard A. Polnariev	Administrative Executive Officer	Provost's Office/ Academic Affairs
Terik Tidwell	Academic Program Specialist	Center for Student Success/Student Affairs
Nila Bhaumik	HR Director	Human Resources/ Administration
Dr. Maritza Straughn-Williams	Assistant Professor	Social Science/ Academic Affairs
Dr. Boris Zaharov	Assistant Professor	Natural Sciences/ Academic Affairs
Paula Zimmermann	Academic Program Job Development	Education & Language Acquisition/ Academic Affairs

*Event Planning* subcommittee members: Nancy Palma, Roni Patterson, Leslie Aarons, & Frederick John

**Appendix B – Faculty scholarships grounded in diversity (sample between 2009 and 2012)**

- David Bimbi of the Health Sciences Department published a speech “Do Ask, Do Tell” *Hudson County Pride Guide*. Jersey City, NJ: Hudson Pride Connections Center.
- Clarence Chan of the Health Sciences Department published “Minority Members: Are We the 1% or the 99%?” in the *Empire State Physical Therapy Journal*.
- Ruhma Choudhury of the Education and Language Acquisition Department published a chapter entitled “Raising Bilingual and Bicultural Bangladeshi-American Children in New York City: Perspectives from Educators and Parents in a Bengali Community Program” as part of a book, O. Garcia, Z. Zakharia & B. Otcu “Bilingual Community Education and Multilingualism– Beyond Heritage Languages in a Global City” (ed.).
- Xiwu Feng of the Humanities Department presented, “Impacts of Traditional Values and Cultural Pluralism on American Education.”
- Andrea Francis of the Business and Technology Department led a workshop, “Diversity in Business.”
- Mabel Gonzalez formerly of the Education and Language Acquisition Department presented “Inquisition, Chocolate and Coffee: Jewish, Christians and Muslims representations in a 17th Century Manuscript” at the National Association of Hispanic and Latin Studies Eastern Regional Conference.
- Milton Hollar-Gregory of the Business and Technology Department published “Classroom Imperatives: Merging Technology and Traditional Course Material through the Theme of Diversity and Multiculturalism in the Workplace.”
- Marguerite Lukes of the Education and Language Acquisition Department published “Pushouts, Shutouts, and Holdouts: Adult Education Pathways of Latino Young Adults” in the Migration Policy Source.
- President Gail O. Mellow (of the Social Science Department) addressed the importance of access, diversity, and global awareness at a conference of the New York State Association of College Admission and Counseling.
- Karen Miller of the Social Science Department published a book review of Todd C. Shaw’s “Now Is the Time! Detroit Black Politics and Grassroots Activism” in *The Journal of American History*.
- LaRose T. Parris of the English Department presented, “The African Diasporic Proletariat” during the Marxist Literary Group’s Summer Institute at the University of Illinois at Chicago. She also presented “Resurrecting Egypt: Nineteenth-Century Abolitionists’ Historical Challenge to Scientific Racism and Chattel Slavery” at the Northeast Modern Language Association.
- Joanne Pierre-Louis of the Social Science Department published “Seeing Eye to Eye: The Effect of Phenotypic Features on Trait Judgments.”
- Kimberly Ramirez of the English Department presented “Resurrecting Lorca: INTAR playwrights invoke Spain’s National Dramatist” at the Association for Theatre in Higher Education (ATHE) Conference.
- Joanne Reitano formerly of the Social Science Department published “Moving Minds and Mountains: African Americans in New York City, 1919-1945”
- James Richardson of the Humanities Department published an article titled, “Motivating at Risk African Americans and Hispanics through the Study of New Media Technology” in the *Hispanic Educational Technology Services (HETS) Online Journal*.

- Lawrence Rushing of the Social Science Department published an article, "A Black Woman and Proud: Effa Manley and Racial Self-Identification" in *Black Ball: A Negro League Journal*.
- Shara Sand of the Social Science Department chaired a panel, "Hate Crimes and Interpersonal Violence in Diverse Minority Communities."
- Joni Schwartz of the Humanities Department co-produced a video documentary, "New Normal: Young Men of Color, Trauma, and Engagement in Learning. She also presented "Young Men of Color: counter- spaces and narratives" at a conference.
- Rochelle Spencer of the English Department published "Similarities and differences: Our Students Learn From Both" in the *Chronicle of Higher Education*.
- Kyoko Toyama of the College Discovery program and the Counseling Department presented "Cultural Diversity: Issues among Asian Americans."

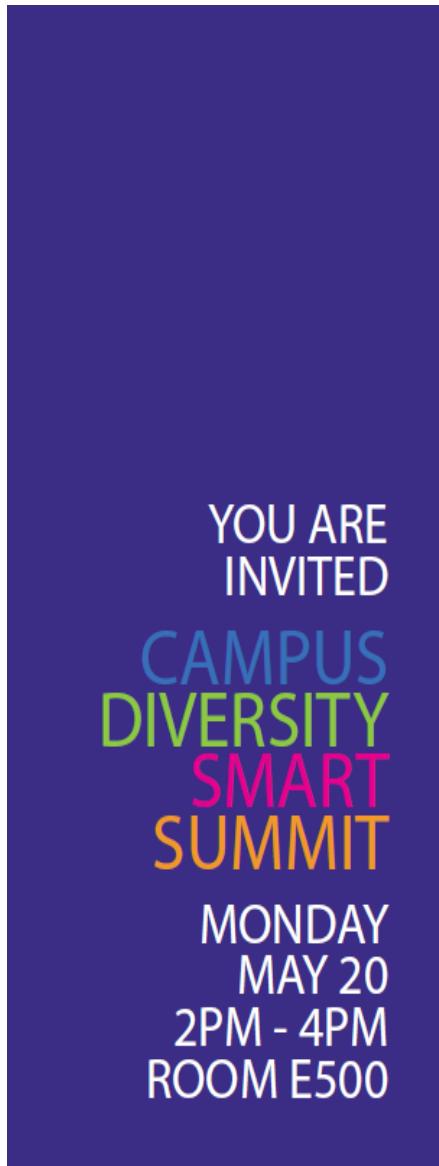
#### Appendix C – Recent diversity- based events at LaGuardia

- Professor Scott Sternbach of the Humanities Department fashioned the *Faces of LaGuardia Photography Exhibition*<sup>15</sup> (March -June 2010).
- Mr. Jeffrey Batts generated a fundraiser for Japan in aftermath of the earthquake and tsunami (March and April 2011).
- Professor Tomonori Nagano of the Education and Language Acquisition department worked with the Consul of Japan in New York to present two cherry trees to the College (April 2012).
- Professor Nicole Lytle of the Business and Technology department and Ms. Ann Heckathorn coordinated the *Haiti Handbag Fashion Show* (May 2012). The donated proceeds went to women in Haiti.
- Professor Ari Richter of the Humanities Department filmed and created a video "Gangnam Style" group dance as an act of political activism (November 2012).
- Professor Stefanie Sertich of the Humanities Department, the Women's Center and the LaGuardia Performing Arts Center joined in *ONE BILLION RISING!* Students, faculty and friends danced their way down Van Dam Street to protest violence against women and girls all over the world (February 2013).
- Professor Vanessa Bing of the Social Science department helped coordinate *Celebrating Women in Science, Technology, Engineering & Mathematics* (March 2013).
- Mr. Terry Parker, the Media Services Manager helped celebrate the life of Dr. Martin Luther King Jr., with the marking of the 45th anniversary of the death 45th year after and the 50th year after his most famous *I Have A Dream Speech* (April 2013).

---

<sup>15</sup> See Professors' Sternbach *Faces of LaGuardia Photography Exhibition*:  
[www.laguardia.edu/faces/default.aspx](http://www.laguardia.edu/faces/default.aspx)

Appendix D – *LaGuardia's 2013 Diversity Summit Flyer*



## LET YOUR VOICE BE HEARD: DIVERSITY IN OUR WORKPLACE

All Full-Time Faculty and Staff:

Join President Mellow in welcoming our new Campus Diversity Committee and learn about the steps its members are taking to improve our work environment.

This is your chance to voice your opinion on the issues that matter most to you in the workplace.

### BRING YOUR CELL PHONE

You'll need it to take a survey on campus diversity courtesy of Poll Everywhere. Your answers will inform our Committee's strategy for the coming year.

Reception to follow. Refreshments will be served.

