To All Members of the RIT Community:

As the Institute’s Affirmative Action Officer, I am responsible for developing and executing our Affirmative Action Plan (AAP), and the development and implementation of effective affirmative action programs. With the help of the President’s Administrative Council, Human Resources, and the Office of Faculty Recruitment and Retention, I am able to develop, maintain, and improve various policy statements, AAP methods, and communications we use to disseminate information regarding these policies and procedures to our employees, managers, and supervisors to increase awareness and assure our policies and procedures are adhered to. Together, we assist in identifying problem areas and developing strategies to eliminate them.

RIT’s Affirmative Action Plan and the programs that support it are designed to create an inclusive environment and establish goals to achieve a balance wherein our workforce reflects the composition of relevant labor pools in terms of gender, race, and ethnicity. These goals are not to be construed as quotas that need to be met. Instead, these goals are targets to aspire to in order to achieve that balance. Our plan strives to create an inclusive environment that ensures our current and prospective employees are provided an equal opportunity in the recruitment, selection, advancement, and other privileges associated with employment at our institute so that they can reach their fullest potential, both personally and professionally. RIT believes that adherence to the Affirmative Action program enable our faculty, staff, and students to realize this potential. RIT’s Human Resources Department monitors our procedures, practices, and progress towards our goals and reports them to me.

RIT is rich in resources designed to inform and educate our staff and faculty members in our efforts to embrace diversity and the rewards associated with it. To increase your individual awareness and understanding of our affirmative action plan and programs, I encourage you to visit RIT’s diversity website at http://www.rit.edu/fa/humanresources/diversity, RIT’s Office of Diversity and Inclusion (ODI) website at http://www.rit.edu/diversity/diversity-inclusion, or enroll in one of RIT’s Center for Professional Development (CPD) diversity and inclusion courses or workshops, such as the Bridges Certificate in Sustainability and Social Change, which is an exploratory program developed by ODI’s Dr. Michael D’Arcangelo, Director of Diversity Education. As described on CPD’s website, the program “provides practical and applied experiences to help participants identify the social, economic, and social value to the role sustainability can play when seen through the lens of diversity...while also measuring and sustaining change in your organizations through the use of RIT’s Framework for Inclusive Excellence.” Please visit CPD’s website at http://www.rit.edu/fa/cpd for more information on the program.

Together, our collective efforts will help us achieve our institutional goals in that all men and women are treated equally without regard to gender, race, and ethnicity so that their unique qualities, skills, and experiences can contribute to our institute’s success.

Thank you for your continued support of RIT’s Affirmative Action Plan and programs.

Kevin G. McDonald
Vice President and Associate Provost for Diversity and Inclusion
Affirmative Action Officer