Hello!

It's almost summer! Okay well maybe not quite. However, it's almost time to celebrate RIT's 2016 graduates as they start their new journey. As we gear up for graduation we enjoy the time to reflect on how our campus community and local Rochester community are making a difference everyday. While it may seem many have been hiding inside avoiding the snow, they really have been doing more than ever before. Awards being won, students getting mentored, faculty hosting special topics discussions, performances and the arts touch only a few highlights across the community.

We wanted to bring you a selection of some of our best stories paired with bright colors and large photos. We are bringing you these stories in connection with RIT’s Inclusive Excellence Framework which is designed to help integrate diversity and inclusion efforts.

The model for Inclusive Excellence at RIT has four dimensions:

1. Access and Success
2. Campus Climate and Intergroup Relations
3. Education and Scholarship
4. Institutional Infrastructure

If you have a diversity story to share for our next issue of Tapestry please send it my way! Tapestry is a community publication that is published once per semester and an opportunity to showcase campus wide efforts that further diversity and inclusion among students, faculty, staff, alumni, and local community members.

I hope you enjoy our publication. We look forward to hearing from you.
PriceWaterHouse Coopers (PwC) committed to providing opportunities to develop future Accounting Students.

College, Accounting & You was created in 1999 in partnership with PwC, Saunders School of Business and the Office of Diversity & Inclusion to bring high school sophomores and juniors to RIT intentionally to increase awareness of the accounting profession for underrepresented students. It gives students an opportunity to work side by side with accounting professionals, college staff/faculty, and current students in the accounting major in the Saunders School of Business at RIT.

Destiny Philips, now an accounting freshman at RIT, credits this program with helping her find her college path; “I never came to RIT before, I was thinking I would go to another school like NYU. I liked that this program took me out of my normal setting and taught me how a classroom would be like in college. I liked having the opportunity to visit PriceWaterHouse Coopers and interacting with accounting professionals.

My favorite part of the whole program was going into the classrooms and seeing how people would actually learn and I thought it would be a great fit for me. We learned a lot about tax and I have not taken a tax course yet in my freshman year, but my professor refers back to his tax courses so I am thankful that I have background in it.

How it all started for me was: One day Mr. Varlen, (Gates Chili High School Teacher) came in and said who wants to get out of class? I didn’t know what to expect. I liked the environment at RIT and everyone I worked with were really hands on. It showed me what it was going to be like to be an RIT student. We did these simulation games so we would change different factors and we would see how that affected our business. It was like our Biz 1 simulation at school, so that was very helpful.

I didn’t know what to expect when I first got here because my counselor said “are you sure you want to apply to RIT?” I didn’t really know what I wanted to do with my life until this College, Accounting & You program. I think that I have been successful because I was so determined. That is where the program came in, the program showed me that this was what I wanted to do with the rest of my life. I recommend doing the program to high school students to help you figure out what you want to do.

Now as a freshman at RIT, my favorite class has been financial accounting. At first it was one of my harder classes, but once I got the hang of the process I stuck with it and got an A. On-campus professors have been super helpful. If you don’t understand why you’re not succeeding, the teachers help you. The tutoring services upstairs in Saunders has been amazing.

My dream job would be to work at PriceWaterHouse Coopers! I think in the auditing department. I like the people who came in and worked with us. They seemed really happy with their job, and I like looking over financial statements and checking if everything is accurate.

This program matters because it shows you that you can believe in yourself even when you don’t. I never thought that I would ever get accepted into RIT, and 2) that I would get on the Dean’s list. I didn’t take AP classes, I was B/C student, but here I am today as a result of this program.”

(from Destiny Philips, Accounting Program Participant)
RIT’s 34th Annual Expressions of King’s Legacy Celebration featured special keynote speaker Andrew Young. Young had aligned with King in the important areas of education, literacy and leadership, and these attributes weaved their way throughout his long and notable career in politics, diplomacy and activism. A graduate of Howard University in Washington, D.C. and Hartford Theological Seminary in Connecticut, Young would combine human rights activism, education and politics in key leadership positions throughout the Civil Rights Movement. He was instrumental in organizing voter registration processes and policies to include men and women of color. His work alongside King in writing the Civil Rights Act of 1964 and the Voting Rights Act of 1965 remains influential, landmark legislation today.

This year’s Expressions Celebration also featured a mix of music and dance performances throughout the day. Award winning jazz pianist Justin Kauflin and Ailey II dance ensemble performed during the keynote program as well as the Evening of Jazz and Dance. Kauflin also shared a screening of his film Keep on Keepin’ On about the jazz great, Clark Terry, who mentors and befriends Kauflin, a musical prodigy. The Evening of Jazz and dance also featured the talent of Rochester’s own Borinquen Dance Theatre.

We thank all our performers, partners and volunteers for helping to make this year’s Expressions Celebration a success and look forward to sharing in our day of celebration again next year for our 35th anniversary!
Both keynote speakers and workshop speakers focused on the transformational power of relationships and networks in leadership and professional growth.

The Young Professionals in Higher Education Conference, hosted by the RIT Young Professionals and the University of Rochester Young Leaders was a full day conference focusing on helping young professionals move forward in their careers.

VISIT THE WEBSITE TO LEARN MORE!  http://rityp.blogspot.com

**KEYNOTE**

**DR. BRIAN UZZI**
Richard L. Thomas
Distinguished Professor
of Leadership,
Northwestern University
and NICO

**LAWRENCE MATTESON**
Executive Professor of
Business Administration,
Simon Business School,
University of Rochester

**DAVID OLIVEIRI**
Executive Professor of
Business Administration,
Simon Business School,
University of Rochester

**MS. ERICA DHAWAN**
CEO, Cotential, Co-Author,
Get Big Things Done

**Moving Forward With Your Higher Ed Career Panel**

**DR. AMY BRUINOOGE**
Assistant Dean of Academic & Financial Operations, Simon Business School, University of Rochester

**BRYAN GOPAUL, PH.D.**
Assistant Professor, Educational Leadership, Warner School of Education, University of Rochester

What? Diversity Theatre uses theatre and theatrical techniques as a means of creating meaningful audience experiences within the context of diversity and inclusion education.

Who? The program is made up of faculty, staff, students, and community partners.

Goals?
- To expose the RIT community to discerning diversity issues regarding changing populations in the RIT community, their respective careers and the world.
- To use theatre and performing arts as a vehicle to educate, motivate and address sociological, psychological, and cultural diversity issues that can enhance the community's capacity to recognize the most basic and common elements of humanity that bind us together.
- To help participants elevate their level of thinking regarding the complexities of diversity issues, social justice and community standards.
- To foster positive changes.

Why Diversity Theatre? by Seonjeanie Vogin

Why do you think this initiative is important?
Diversity Theatre is a whole new way to bring people together to continue important conversations we've already started at RIT. Let's face it, we've done the training, watched the videos and welcomed the most inspirational speakers to campus. So what do we do with all that information?

How do you get involved?

When the call for performers went out in the spring of 2015, I knew right away I wanted to be involved. Though I'm not an experienced actor, the support of Tina Chapman (our herculean director), the faculty, staff and student team is nurturing for me. As I learn how diversity and inclusion education is applied through theatre, I'm learning about myself at the same time. And the great part about being involved in a theatre program – especially this program – is that there is something for everyone to do both on stage and off stage.

What would you like to see as it continues to develop?
I would love to see more involvement across campus. If people could set aside their fear of the unknown and take the chance to get involved, they'll see we've got great staff going on right here.
While RIT as a whole through the Title IX Office continues to work diligently to ensure all faculty, staff and students are trained and informed on prevention and awareness concerning Title IX issues, there are other pockets of activity in support of the mission as well. Two groups in particular are leading the way with hosting open forums and coffee chats. WISE (Women in Science) and CASTLE (Center for Advancing STEM Teaching, Learning, and Evaluation) are active with bringing awareness to issues of sexual harassment and discrimination in the classroom and out. Physics faculty Drs. Scott Franklin, Dawn Hollenbeck and Jeyhan Kartaltepe first reached out to me in early fall of 2015 to express their interest in engaging more faculty on the conversations surrounding Title IX at RIT. Since then, we have partnered to provide informative sessions to faculty, staff and students regarding national headlines and studies, in particular regarding gender discrimination and harassment issues in the sciences. In addition, we have provided training presentation being available online. Faculty and Staff through CPD as well as the training session that included 12 male faculty members from across campus. The faculty and staff were trained to recognize potential issues about how unconscious bias can affect faculty recruitment, promotion and tenure, and what actions can be taken to address the issue. From that original Allies group will continue Advocates who commit to meeting regularly to collect, discuss and disseminate new research on gender bias and social issues.

Students from RIT’s School of International Hospitality and Service Innovation traveled to Dubai and Abu Dhabi over the holiday break to meet general managers of some of the top hotels, businesses and tourist destinations in Dubai and Abu Dhabi. Over 10 days, the students visited luxury hotels and the regional business centers, as well as popular tourist destinations. Meeting with the general managers of each of the locations, the students learned how the properties were developed, the connections to international corporations and their financial impact on the region, and each company’s approach to providing exceptional customer service.

Travel also included cultural experiences—from visiting the souks, or marketplaces among the communities, to learning more about the region’s religions, arts, business community and sports. Upon their return, the students present their travel impressions to CAST students from RIT’s School of International Hospitality and Service Innovation and architecture. The students marvel at its beauty, but also walked away with a better understanding of Islam. Photo provided by Rick Lagiewski, lecturer, CAST’s School of International Hospitality and Service Innovation.

In other Advance RIT news…

Program Training Begins

In other successful initiatives originally developed by North Dakota State University, Allies attend formal educational workshops to discuss focuses issues about how unconscious bias can affect faculty recruitment, promotion and tenure, and what actions can be taken to address the issue. From that original Allies group will continue Advocates who commit to meeting regularly to collect, discuss and disseminate new research on gender bias and social issues.

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James Luckman is currently a junior at The State University of New York College at Brockport majoring in Sociology with a double minor in African American Studies and Women and Gender Studies. While still completing his undergraduate degree, James hopes to pursue a degree in Higher Education and Student Affairs concentrating on undergraduate student engagement. Currently, James is the intern within RIT’s Division of Diversity and Inclusion working directly with Dr. Tomika Wagstaff and Kate Torrey for the McNair Scholars and Louis Stokes Alliance for Minority Participation (LSAMP) initiatives. James has felt a strong supportive and welcoming environment throughout his internship James had the ability to interact with RIT’s student, faculty/staff members, to learn more about the diversity initiatives offered at RIT. The biggest takeaway from his internship has been learning how to cultivate diversity and develop readiness on a college campus. During his internship James has had the ability to interact with RIT’s student, faculty/staff members, to learn more about the campus culture and unique dimensions of diversity. James has felt a strong supportive and welcoming environment with the various departments at RIT.

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Throughout his internship James has explored different diversity initiatives offered at RIT. The biggest takeaway from his internship has been learning how to cultivate diversity and develop readiness on a college campus. During his internship James has had the ability to interact with RIT’s student, faculty/staff members, to learn more about the campus culture and unique dimensions of diversity. James has felt a strong supportive and welcoming environment with the various departments at RIT.

James plans to use his experimental learning at RIT throughout his future professional career endeavors. In particular, James hopes to replicate the inclusive excellence framework that RIT has instilled on their campus as the fundamental structure of his own unique leadership style.

Basilios C. state and gender only partially explains the relatively small number of tenure-track women within the STEM disciplines, with institutional advancement playing a crucial yet understated role as well. To date, the existing research does not give in-depth consideration to the effects of driving behavior and barriers shift on the advancement of women of color who work as faculty in STEM disciplines, providing the impetus for ADVANCE.

Each of these important topical areas are being explored by Kijana Crawford, associate professor of sociology and anthropology in RIT’s College of Liberal Arts. She is also a member of ADVANCE, a campus initiative to enhance recruitment, retention, and advancement opportunities for women faculty in STEM disciplines supported by funding from the National Science Foundation. Crawford leads a team within the project that focuses on challenges faced by female faculty of color and a complimenting NTID research team is also researching Deaf and Hard of Hearing women faculty as part of the overarching ADVANCE research initiative. On Feb. 11, Crawford presented “Considerations for the Effective Mentoring and Work-Life Balance of STEM Women of Color” as part of ODI’s Diversity & Research Series. Information and results came from focus group sessions she held in Spring 2013 with a variety of female faculty on campus. Some topics emerged as part of the qualitative inquiry. The focus groups included a lack of clarity toward guidelines for tenure and promotion, limited understanding by peers and administrators of their lived experiences and the need for better work-life balance, disconnect of status to influential networks, and limited knowledge of RIT’s current faculty mentoring program.

The focus groups were a means to hear this important information about female faculty experiences, but also provided Crawford an opportunity to impart information, especially related to faculty mentoring. “Some had little understanding of the role of a mentor or how to navigate the tenure process,” she said. “And they also need to understand that effective mentors are not one-size-fits-all. Sometimes having a broader, network-based mentoring model with not just one, but several mentors can be a benefit. And it can help decrease feelings of isolation.”

Another factor that she is continuing to address is the evaluation of faculty of color, and the challenges that arise in the classroom from students toward female faculty, with research showing that they are often evaluated more harshly than their white counterparts. Crawford acknowledged that the Advance RIT Connectivity Series, yearlong workshops on varied equity topics, have been helpful in providing a forum for sharing experiences and solutions to those and other challenges faced by the women.

It provides support; it is more than a safe space,” she said. “They are glad to see someone that looks like them, someone who has similar experiences, and they are not dismissed as paranoid or given rationalizations.” Other outcomes of the work included: highlighting the P & T Smarts, a promotion and tenure informational initiative by the Office of Graduate Studies and RIT Provost; developing two campus literature outlets for women of color and female faculty of color as a way to discuss, critique and prepare scholarly work prior to publication. Another avenue re-opened by Crawford’s work is the Black Women’s Professional Forum, open to female faculty from all area universities. Her work is ongoing and more information about her research can be found on the Advance RIT website as well as through RIT’s Scholarworks site which currently highlights her paper, “Tailor Made: Meeting the unique needs of women of color STEM-SBS faculty through mentoring.”
INSIGHT Into Diversity magazine has recognized RIT as a Diversity Champion, one of the first colleges and universities in the nation to receive the designation. Diversity Champions exemplify an unyielding commitment to diversity and inclusion throughout their campus communities, across academic programs, and at the highest administrative levels. Only 10 colleges and universities across the nation have received the Diversity Champion designation.

"RIT is a visionary leader among campus communities striving for diversity and inclusion," said Lenore Pearlstein, publisher of INSIGHT Into Diversity. "As a Diversity Champion school, RIT exceeds everyday expectations, often eclipsing even its own goals, and develops successful strategies that serve as models of excellence for other higher education institutions."

The university won INSIGHT into Diversity's Higher Education Excellence in Diversity award in 2014 and again in 2015 in recognition of campus-wide diversity initiatives, programs and outreach, support of student recruitment and retention, and for supporting equitable hiring practices for faculty and staff. RIT’s College of Science associate professor of chemistry Lea Vacca Michel was named a 2015 INSIGHT into Diversity Inspiring Women in STEM Award. It is given to women in STEM professions—science, technology, engineering and mathematics—who inspire and encourage young women to consider careers in these fields. And in March, RIT President Bill Destler was awarded the Diversity Giving Back Award, given to university presidents and chancellors in recognition of their social responsibility, philanthropic achievements. Destler was nominated for his dedication to RIT’s numerous student-centered programs, his leadership and participation in faculty and staff equity projects and for his contributions to the Greater Rochester community through the establishment of the Rochester City Scholars program.

RIT was recognized in Winds of Change magazine as one of the Top 200 Colleges for Native American Students. It is the seventh time the university made the annual list, sponsored by the American Indian Science and Engineering Society (AISES), of top universities in the U.S. where significant numbers of Native American students attend and graduate. Colleges like RIT are ranked on admissions selectivity, enrollment numbers, top majors and support programs on the campus and within the region. The university was recognized for its academic programming and support services for Native American students, its cooperative relationships with New York state tribal leaders, and several research initiatives specific to Native American communities in the region.

Integral to this success is RIT’s Future Stewards Program. Native American scholars have excelled academically with a current, cumulative mean GPA at 3.02, and 85 percent of those entering RIT since 2007 have earned a degree, said Jeff Burnette, director of the Future Stewards Program, and an assistant professor of economics in RIT’s College of Liberal Arts.

"Native American is not just one culture, one group—it is 567 sovereign nations, each with their own traditions and histories," Burnette said. "As the students learn about these nations, they help educate the larger community."

Program director Nicole Scott agreed. "College is that time where you get to explore other cultures and you can take advantage of the diversity that surrounds you. Not only are they learning in school, they are learning to become leaders. That's something that will be very important outside of RIT. They will be better able to advocate for themselves."

More about the program, its student leaders and community initiatives can be found at www.rit.edu/academicaffairs/futurestewards

CONGRATULATIONS Bernard Rogers on receiving a $10,000 Global Scholarship! https://www.rit.edu/cla/newsletter/story/co-la-student-wins-10000-global-scholarship
UPCOMING EVENTS

APRIL 15
Gray Matters: Is Conflict a Spectator Sport? Allies, Bystanders and Cell Phone Video
12:00 pm - 1:00 pm | MOSAIC Center

APRIL 18
MOSAIC Anniversary
12:00 pm - 2:00 pm | MOSAIC Center

APRIL 20
Innovation Through Collaboration Conference
Hosted by Saunders College of Business
9:30 am - 3:30 pm | Free Event | Saunders College of Business

APRIL 28
A Spiritual Mind: Hindu
1:00 pm - 2:00 pm | MOSAIC Center

MAY 4
“No Justice, No Peace; Racial Violence, Epistemic Deather and Insurrection” Lecture with Dr. Jose Medina from the Department of Philosophy at Vanderbilt University
3:00 pm - 4:30 pm | Eastman Hall, Room 2000

MAY 7
Imagine RIT
10:00 am - 5:00 pm | Free Event | Rain or Shine

RIT DIVERSITY THEATRE PRESENTED PHOTOGRAPH 51
Cast members for the first theatre presentation of Photograph 51 who brought tremendous life to the characters were COLA professors David Murrell, Theatre Arts (Maurice Wilkins) and Timothy Engstrom, Philosophy (Francis Crick), students Ian Hogue (Ray Gosling) and Zachary Yaro (James Watson), and community partner Kenya DaCosta Center for Disability Rights (Don Caspar).

The initial idea to present Photograph 51 at RIT came from Hector Flores, Dean of the Office of Graduate Studies.
THANK YOU KEVIN
FOR ALL YOU HAVE DONE FOR RIT
AND THE LOCAL ROCHESTER
COMMUNITY, YOU WILL BE MISSED.