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Without our amazing and dedicated faculty and staff, none of the work in the areas of cultural awareness and diversity would get done. The faculty and staff represent the best of RIT and those who wholeheartedly believe in diversity and the Inclusive Excellence Framework.

This year, the Office for Faculty Recruitment and Retention was added to the suite of offices under the direction of the Vice President and Associate Provost for Diversity, Kevin McDonald. This is an important step in the advancement of inclusive practices on campus as we weave those practices into the curriculum and everyday practice of our dedicated faculty and staff.
The Isaac L. Jordan Sr. Staff Pluralism Award recognizes a staff member for significant contributions to enhance diversity at RIT. The fall 2012 recipient is Rauncie Ryan, Academic Advisor, College of Liberal Arts. Rauncie has "transformed her workplace by exhibiting the type of character and passion that Isaac L. Jordan Sr. would have truly respected and valued. Rauncie's accomplishments and her dedication to fostering an environment of mutual inclusiveness, diversity and respect for all members of the RIT campus are nothing short of exemplary. Her kind demeanor and compassion for all people make her a true asset for the advancement of inclusiveness and pluralism on the RIT campus. Her dedication to the welfare of others is contagious."

Catherine Clark, Au.D., an associate professor in NTID's Communication Studies and Services Department, is this year's recipient of the Isaac L. Jordan Sr. Faculty Pluralism Award.

Clark, who came to NTID in 1986, is an audiologist and cochlear implant specialist. More than 300 RIT/NTID students have cochlear implants.

"For 25 years, Dr. Clark has been a strong advocate for diversity and inclusion within the college of NTID and at the greater university," says NTID President Gerry Buckley. "The NTID community is proud of the numerous contributions she has made to the success of NTID and that her work has been recognized by the greater university." Clark received her award at the Excellence in Teaching awards ceremony, reception and dinner Tuesday.

"I know that I speak for the entire RIT community in commending you for your work and service to the university," says RIT Provost and Senior Vice President for Academic Affairs Jeremy Haefner.... Click here to read the full news article from 2012

The Dancy Duffus Outstanding Citizenship Award recognizes staff members who demonstrate a high degree of excellence, professionalism and integrity. This year's recipient is Nizhoni Chow-Garcia, Co-director of the Future Stewards Program. According to her nomination form, "RIT has 142 Native American students and Nizhoni has touched every one of them in her capacity as the co-director of the department. In addition, she helped secure the $500,000 grant that re-established the Collegiate Science and Technology Entry Program. She possesses a unique ability to connect with others and make them feel at ease."

In addition to Authoring and co-authoring 57 articles, professional papers and reports, Jason is president of the national Association of Indigenous Anthropologists and a member of the Coquille Indian Tribe of Oregon. Jason holds a Ph.D./MS, anthropology from the University of Oregon M.Ed. in Talented and Gifted Education, Oklahoma City University and a BS, communication, Cameron University. Dr. Younker has worked tirelessly on and off campus to further the goals of the Native American population. A full-time associate professor at RIT Jason dedicates his time outside the classroom to building relationships between RIT and Ganondagan State Historic Site to establish research and public awareness programs through the engagement of RIT students. He continues to inspire Native and non-native students across the community.
She never dreamed that teaching math would take her to so many places.

Born and raised in Guadalajara, Mexico, Miriam never imagined her path would lead her to Rochester N.Y. When she came to the United States from Mexico in 1997, she barely spoke English, but armed with two Bachelors degrees, one in electrical engineering and the other in adolescent education, she was determined to make her mark in this country. And she has made her mark in the community and in the classroom on a path paved with hard work and determination.

“My husband worked for Xerox at the time, and we moved here for a 1-year contract position,” she says. Fourteen years later, Miriam proudly calls Rochester home. In that time, she and her husband raised two children and have seen many successes.

When she arrived in the US, Miriam had already been a high school math and physics teacher for 10 years, and she knew she wanted to continue teaching. She had two bachelor's degrees from prestigious Mexican institutions, Normal Superior Nueva Galicia, and Instituto Tecnológico de Estudios Superiores de Occidente in Guadalajara.

While the timing was not ideal, she understood the opportunities coming to the United States, specifically Rochester, would afford her in teaching. Miriam had hopes of reentering teaching in the Rochester City School district but had to get through her master's degree first in a new language and new country. She faced many challenges and encountered discrimination along the way.

“America is a place where hard work will get you anything,” says Santana. “I needed to go back to teaching.”

Her husband, an international businessman, made connections to the city through networking, and was able to extend his one year contract at Xerox.

Not prepared to let teaching go, Miriam decided to go back to school, attending St. John Fisher College to obtain a master's degree. From there, she continued at Nazareth College in its bilingual extension certification program and began preparing for her New York state teaching certifications in an effort to return to K-12 education.

“So many people I spoke to would say, 'What are you going to school for?' And I would say, 'I want to become a teacher,’” she adds. Most assumed she wanted to be a Spanish teacher and when she replied that she preferred to teach math, she was surprised by responses such as 'how can you teach math when you can't even speak English?'

“This hurt me, but made me more determined. When you hear things like

**Miriam Santana**

“I never dreamed that teaching math would take me to all of these places” When Miriam Santana came to the United States from Mexico in 2006, she barely spoke English. Armed with two Bachelors degrees, one in Electrical Engineering and the other in Adolescent Education, she was determined to make her mark in this country.

**ABOUT NTID**

The primary mission of the National Technical Institute for the Deaf is to provide deaf and hard-of-hearing students with outstanding state-of-the-art technical and professional education programs, complemented by a strong arts and sciences curriculum, that prepare them to live and work in the mainstream of a rapidly changing global community and enhance their lifelong learning.

Secondarily, NTID prepares professionals to work in fields related to deafness; undertakes a program of applied research designed to enhance the social, economic and educational accommodation of deaf people; and shares its knowledge and expertise through outreach and other information dissemination programs. **CONT'D NEXT**
this, you just smile and work harder because you have goals and dreams too.”

Miriam continued her pursuit of her goals and dreams at St. John Fisher, despite the naysayers. She learned she had to ask for help with writing and speaking English. “You need to be humble to ask for help, so I did, and I just went to the writing center.”

When it came to the daily work of a master’s program however, the struggles were more personal. She faced seemingly insurmountable amounts of work in a foreign language and discrimination in her assigned group tasks.

“In group work,” says Santana, “they would ask me things like ‘Do they have coffee makers in Mexico?’ or they would skip me because I couldn’t speak the language. I would just smile and do my own work.”

Again, despite being left out on graded assignments Miriam found a way to get the work done on her own.

Her perseverance and courage paid off. When Miriam began her program she could barely speak English, when she concluded she had achieved a 4.0 and her MS in Science with a STEM education specialization.

Miriam went on to Nazareth for the bilingual certification allowing her to teach in Spanish and English My son is the one who went last year to Oxford ;)

“I tell students now, Don’t be shy! Apply!” While she always encourages students, specifically minority students to apply, she emphasizes, “You must be good.”

Miriam went on after her MS to the Rochester City School District (RCSD) where she taught algebra, advanced algebra and geometry in a bi-lingual math program. Never one to shy away from hard work, while at RCSD, she obtained an NSF grant that provided SMART tech training and SMART tech technology.

“I believe technology facilitates teaching and student learning.”

Miriam arrived at NTID in 2006 and began as a lecturer teaching Spanish. By 2007 she was back to teach math to college students. Continuing in her pursuit of education, she became fluent in ASL. She now teaches and tutors students who are Deaf or Hard of Hearing. She has been published multiple times for her work in mathematics, and has presented over 25 times on the use of technology in teaching. In 2008 she was awarded with the National Board Certification of Professional Teaching Standards in Mathematics, one of highest credentials in teaching. Santana was also a finalist for the 2012 Provost’s Innovative Teaching with Technology Award, RIT.

While teaching wasn’t her life’s dream as a youth, she says that it has become her dream and it has been fulfilled. Her dream now is to motivate youth from underrepresented populations to pursue education, specifically a STEM education. As a member of the Council of American Instructors of the Deaf (CAID) and the NTID Diversity Council, this dream is also becoming a reality.

“We have the responsibility to help bring up those who are less fortunate or parts of our culture that haven’t been so lucky. We need to put our work to their service,” she says.

For Miriam Santana, completing her service starts at home. Her daughter, who came to the US at four-years-old and only spoke broken English, is now entering her final year as an international relations major at Harvard University.

DEGREE PROGRAMS
Students enrolled at NTID can earn associate degrees in more than 30 accredited programs. Qualified deaf and hard-of-hearing students also can earn bachelor’s or master’s degrees in more than 200 programs offered by RIT’s other colleges: Applied Science and Technology, Business, Computing and Information Sciences, Engineering, Health Sciences and Technology, Imaging Arts and Sciences, Liberal Arts and Science.
Center provides empowering support for RIT’s LGBT
By Scott Bureau

Robb Dooling started his freshman year at RIT hiding a secret. “I was afraid I would lose all of my friends if I came out as gay,” says Dooling, now a fourth-year computer science student. “Thankfully, when I did come out, my friends accepted me.”

But they did more than accept him. They also introduced the Omaha, Neb., native to the support of RIT’s lesbian, gay, bisexual and transgender (LGBT) community. In fact, today Dooling is president of Spectrum, an RIT/NTID organization for deaf and hard-of-hearing LGBT students.

“Deaf LGBT students often have an upbringing that is isolated from people who share the same identities as you do,” says Dooling. “At a recent conference, I spoke about the parallels between Harry Potter, deaf students and LGBT students feeling more at home in the school community than anywhere else.”

Spectrum is one of four groups serving this community, all supported by RIT’s GLBT Center, which works to provide education and advocacy. The GLBT Center serves as a resource to the student organizations—OUTspoken, RIT Gay Alliance, Spectrum and Tangent—and seeks to unify and represent LGBT students. Last month, the center hosted the Northeast LGBT Conference, an event that brought more than 500 students and professionals to RIT to celebrate, educate and empower LGBT and ally leaders to become agents of change.

“We all come from different walks of life and the conference brought people together to share and learn from those diverse experiences,” says Felicia Baa-Adomako, a second-year graphic design major from Philadelphia.

Henry Hinesley, GLBT Center coordinator and an adjunct RIT professor, says it is difficult to determine just how many on campus identify themselves as among the gay, lesbian, bisexual or transgender community.

“But it’s safe to say it’s close to the national average of one in every 10 people,” he says.

The center, located in the Student Alumni Union lower level, reflects the diversity of the community it serves, offering a library of books, magazines and movies about LGBT topics. The group also hosts Lavender Tour, an orientation program for incoming LGBT students, and Rainbow Graduation, a celebration for seniors.

“Each student organization has its own functions, too,” says Dooling. “Between events like drag shows, guest speakers, free HIV testing, Rainbow Week and Ally Week, we are always supporting the community and having a good time doing it.”

Educating the larger RIT community is also central to the center’s mission. “Crossing the threshold won’t make you gay,” jokes Hinesley. “Many of our best friends and supporters are straight allies.”

An ally is anyone who is not gay, lesbian, bisexual or transgender, and advocates for and supports members of the community.

“I didn’t even know anything about the RIT LGBT community until I was invited to a Gay Alliance meeting as an ally,” says Baa-Adomako. “I was ignorant to a lot of the issues and terminology, but in the last two years, I’ve learned so much.”

Through sharing experiences and ideas, the center works to educate the RIT community about what it means to be an ally, offering SafeZone training that teaches inclusive vocabulary and signs essential to LGBT issues.

Allies serve as advocates, fulfilling another mission of the center. The students it serves often have unique issues.

“When I arrived at RIT and was going through my gender transition, I found that I could not change my name with the Registrar’s office until I had legally changed my name,” says Tristan Wright, a third-year interpreting student from Rochester. “When you have to personally contact your professor each quarter to explain who you are and what name you use, this can be a real problem.”

As president of OUTspoken, the LGBT voice of Student Government, Wright is pushing for more gender-neutral housing and bathrooms on campus, for policy changes regarding name changes and to promote the transgender group Tangent.

Frank Selvaggi, a 1981 graduate who helped sponsor the conference here, says he’s happy to see greater recognition and acceptance of LGBT students.

“When I was a student, such support was nonexistent,” says Selvaggi, who lives in New York City. “It’s amazing to see how free and open people can be on campus today.”
Kevin Williams, department head of Materials Science in Kodak Research Laboratories, was appointed the 2012–2013 Minett Professor at Rochester Institute of Technology. He joined the university on Oct. 1 and serves in the School of Chemistry and Materials Science in RIT’s College of Science.

The Minett Professorship is designed to bring distinguished Rochester-area multicultural professionals to the RIT campus to share their professional knowledge and experience with RIT’s students, faculty and staff for one academic year. Appointments are made by RIT President Bill Destler and Kevin McDonald, RIT’s vice president and associate provost for diversity and inclusion. Williams will present a special topics graduate course in the college, work with a faculty team to redesign aspects of the materials science program and support the college’s efforts to increase enrollment and further current students’ academic careers in STEM disciplines.

“We are thrilled Dr. Williams has accepted the nomination as this year’s Minett professor,” McDonald says. “As a manager, an organic chemist, former Harvard fellow and holder of numerous patents, Dr. Williams brings a set of experiences to the position that we haven’t had before.”

Click here to read the full article from the University News
Newsmakers

As the message of inclusion spreads across campus and the Rochester community, our professionals are making strides in the pursuit of excellence in diversity and academics. Through the Native American Future Stewards program (FSP) our Native American population on campus has experienced exponential growth. We have also been recognized for the work with the Rochester City Scholars program, the achievements of our Multicultural Center for Academic Success (MCAS), which boasts an over 90% student retention rate, and the growth and addition of the Office for Faculty Recruitment and Retention, LSAMP and McNair Programs.

We have also begun the process of moving the Inclusive Excellence Framework into the strategic plans of most of RIT’s colleges. As we work together towards a more inclusive campus community that celebrates diversity, we are proud to recognize those that are doing this good work everyday.
American Indian Science Engineering Society (AISES) National Conference

The AISES National Conference will take place in Anchorage, Alaska from November 1-3, 2012. AISES is a national organization with the goal of substantially increasing the representation of American Indians and Alaskan Natives in STEM disciplines, as well as encouraging young Native Americans to pursue their education beyond high school. Held annually since 1978, the AISES National Conference is a one-of-a-kind, three-day event convening high school juniors and seniors, college and graduate students, teachers, workforce professionals, corporate partners, and all members of the "AISES family." Held in a different North American city each fall, the AISES Annual Conference includes professional development, networking opportunities, student presentations, the largest career fair in Indian Country, awards, and traditional events. The Native American Future Stewards Program (FSP) at RIT will be attending this year’s conference with seven students, three faculty/staff, and two alumni. Caitlin Kavanaugh, (Kahnawake Mohawk Turtle Clan and 3rd year Mechanical Engineering w/Aerospace Option and Computer Science major), is the AISES Region Six Representative and will present research in the Undergraduate Poster category along with two graduate students, Robert Jimerson (Seneca, Information Technology M.S. ’13) and Richard Nelson (Navajo, Imaging Science PhD). They are expected to present research in the Oral Presentation category. Other student attendees include: Samantha Domon (Onondaga, Computational Mathematics ’17), Logan Herrick (Seneca, Electrical/Mechanical Engineering Technology ’15), Alicia Lazore (St. Regis Mohawk, Environmental Health & Safety ’15), and Benjamin Parker (Squaxin/Turtle Mountain/Objibwe/Cree, Computational Mathematics M.S. ’13).

Native American Advisory Council Meeting at RIT

This past spring RIT held the inaugural meeting of President Destler’s Native American Advisory Council (NAAC) on June 7, 2012. The Native American Advisory Council was created to bring together Haudenosaunee Grand Council members, tribal government, and education partners with the purpose of fostering a tribal government-to-university relationship. The NAAC provides RIT senior administrators with the necessary connections to the Tribal community, in order to make RIT and higher education more accessible, provide the proper support systems to keep current Native scholars successful, and assist in the return of Native scholars to the Tribal community. The first meeting was highly successful with all involved walking away with enthusiasm for the future of Native American students at RIT and elsewhere. "RIT seeks to build lasting and productive partnerships with Domestic Governments based upon mutual respect and reciprocity. It is expected that these relationships will facilitate synergetic relationships whereby tribal governments consider hiring RIT graduates and graduates consider working for tribes” stated Nizhoni Chow-Garcia, Co-director of the FSP program. The Future Stewards Program invites domestic government to send their best and brightest students (Future Stewards) to RIT to learn the latest science and technology and self-determined skills needed by tribal communities while applying traditional values, methods and knowledge.

On June 14, 2012, the biannual NAAC meeting was held at the Onondaga Nation Longhouse in Nedrow, NY, hosted by the head chief of the Haudenosaunee, Tadodaho Sidney Hill. The Native American Future Stewards Program (FSP) at RIT facilitates the strategic partnership between RIT and

The AISES conference offers RIT’s Native scholars the opportunity to network with top companies and has led to co-ops and jobs for past FSP conference attendees with companies such as GE, NASA, and Toyota. The conference also provides a valuable bonding opportunity for our FSP students, faculty, and staff. For more information visit: www.aises.org/nationalconference

Native American, Alaska Native and First Nation Governments and communities for the purpose of providing directed educational and experiential programs for Native American, Alaska Native and First Nation scholars. To learn more visit: www.rit.edu/academicaffairs/futurestewards/index.php

Newsmakers
This winter, RIT was fortunate to bring Yolanda Moses to campus. As the creator of the "RACE: Are We So Different?" exhibit, her visit was seen as instrumental in the revitalized effort towards racial equity in Rochester. With the collaborative efforts of the University of Rochester, we had the opportunity to listen to Dr. Yolanda Moses speak about race, myths about race, and the exhibit that she created with the American Anthropological Society. Dr. Moses is a professor of anthropology, and a nationally recognized expert on cultural diversity. She presented on the topic of Race as a social construct and not a biological difference in human development. Her ideas and passion for the science behind the creation of race in our culture was the impetus to the "Race: Are we so Different?" Exhibit which was in Rochester from January through April of this year at the Rochester Museum & Science Center.

The talk with Dr. Moses, and the exhibit that has emerged from her research was enlightening to all in attendance. The lecture offered the opportunity to contemplate all those who have these deeply held beliefs about other cultures and groups, and those beliefs are rooted in the thought that we are biologically different. In some cases, many believe they are culturally and biologically superior. Dr. Moses illustrated when confronted with the facts about human variation, we are all very similar. She discussed how the idea of "race" is an invention and ways on which we can try to change the minds of those who oppress, prejudge and hate based on race. Dr. Moses explained to the diverse audience that race is a creation of culture, and she and anthropologists like her, can find no scientific differences between races.

Several people in the audience were visibly moved and thanked Dr. Moses for her candor and honesty, as well as her perseverance with regard to the creation of the exhibit. As she pointed out initially most major museums, including the Smithsonian, didn't want to have any involvement with the exhibit. Now, those same rejectors are providing funding and are eager to have the traveling exhibit in their space and several are installing it permanently. Dr. Moses delivered a friendly, engaging and interactive lecture that surely changed many minds.
Students Stand Against Racism

For the third year in a row, RIT participated in the YWCA’s annual Stand Against Racism. The Stand Against Racism campaign is an annual community-wide event to build awareness about racism. The Stand Against Racism event is spearheaded by the national YWCA. More than 100 local organizations and businesses, including RIT, took part in the 2011 events, generating the second-highest number of marchers at participating sites in the U.S, according to the national YWCA. Again this year, nearly 100 students, faculty and staff from RIT marched down the Quarter Mile to Global Village, united in this national initiative to end racism.

“We seek to bring people together across communities, for one common goal—the elimination of racism. Our strength will be in numbers! Meet up at the Sentinel at 11:30am for FREE T-shirts, wristbands, stickers, tattoos! We will begin marching at 12:00pm!” read the announcement from the AALANA Collegiate Association (ACA), this year’s “Stand” facilitator and host. “In year’s past we[office for diversity staff] have lead the on-campus efforts for the ‘Stand,’” said Mike D’Arcangelo, Director for Diversity Education, “this year we turned it over to the students, so that they would feel empowered to make a difference, specifically ACA, and they have done a fantastic job!”

After the march, a lunch discussion on racism was led by Dr. Rebecca Johnson, Associate of the University and Morgan Martins, Marketing and Public Relations Manager in the Wallace Library, Idea Factory! Almost 60 people attended the discussion, where participants were paired off to discuss ideas about race presented on cards that had been distributed across campus earlier in the month.

Unlike in years past this year’s “Stand” extended into the evening with a “Stand Against Racism” poetry slam. A collaboration with the Democrat & Chronicle’s Unite Rochester. Students were invited to perform their original unique poems on the topic “How to unite Rochester against racism”. Themes of poetry had to include unity, diversity, inclusion, identity and culture. Nine students competed for a top prize of $200, second prize of $150 and third prize of $100. It was a fun-filled event made even better by the fantastic emcee for the night, Multicultural Events Manager, Stephanie Paredes and some fantastic poetry. The winners of the evening (picted center, last image) were from left: RIT students Erika Mason, 2nd place; Alexis Harris, 1st place; Michelle Sason and Jivon Hardware, tied for 3rd. If you didn't see it, see previous link to video.

Click here to read a fantastic editorial from the Democrat & Chronicle on the event!

Click here to watch video of the winning performances!

Diversity & Development
Forging the Future Together

The Division of Development and Alumni Relations and the Office for Diversity and Inclusion co-hosted a half-day workshop, entitled “Valuing Diversity”, with guest speakers Nelson Bowman III of Prairie View A&M University and Dr. Marybeth Gasman, of the University of Pennsylvania. Dr. Gasman and Dr. Bowman tour the country conducting workshops for universities of all sizes looking to diversify their development and alumni outreach efforts.

Dr. Gasman is often called upon for her expert knowledge in areas of the history of American higher education, historically black colleges and universities, minority serving institutions, African American leadership, and fundraising and philanthropy. Similarly, Mr. Bowman is also a nationally recognized leader on the topic and is the co-author of, Unearthing Promise and Potential: Our Nation’s Historically Black Colleges and Universities, A Guide to Fundraising at Historically Black College and University: An All Campus Approach and, Engaging Diverse College Alumni: The Essential Guide to Fundraising.

The first session focused on the four major racial and ethnic groups and provided a rich understanding of philanthropy and fundraising strategies in diverse contexts. The second session focused on strategies for cultivating diverse fundraisers as well as highlight examples of other institutions that are experiencing success. Both sessions were very engaging and informative as the two presenters have a great rapport. The information presented was enlightening to all in the room and offered the opportunity to connect and share ideas via breakout group sessions.
Keith Motley, University of Massachusetts chancellor, was the keynote speaker at RIT’s 2013 Multicultural Center for Academic Success (MCAS) STAR Awards: A Celebration of Stars. This annual event highlights student leaders’ community service and academic successes.

Student leaders will be recognized at the 2013 STAR Awards being held at 6 p.m. on Tuesday, May 7, in the University Gallery at Rochester Institute of Technology. The annual event and gala dinner, sponsored by RIT’s Multicultural Center for Academic Success, showcases the academic achievements of its students and their contributions to campus clubs and organizations.

The spotlight will be on graduating seniors from the center’s programs who have achieved GPAs of 3.0 or better, and outstanding students within AALANA clubs and organizations. The AALANA Collegiate Association, Unity House, the Latin Student Association along with 11 other organizations will distribute awards to student leaders. Multicultural Center for Academic Success Awards are also given to faculty and staff, including the Unsung Hero and Community Partner of the Year awards.

“This year’s keynote speaker is Keith Motley, chancellor of the University of Massachusetts Boston. He leads an institution with nearly 16,000 undergraduate and graduate students and has held several key leadership positions in his more than 20 years in higher education administration. Motley also founded the Roxbury Preparatory Charter School, the nonprofit organization Concerned Black Men of Massachusetts Inc., and the Paul Robeson Institute for Positive Self-Development, an academic and social enrichment program for school-aged children of color.

Motley serves on numerous boards of community organizations including Carney Hospital, Freedom House, the Boston Sports Museum, the United Way of Massachusetts Bay, the John F. Kennedy Library Foundation, and the Boston Committee for the “Do the Write Thing Challenge,” an initiative of the National Campaign to Stop Violence.

The event was hosted by Heath Boice-Pardee, RIT’s associate vice president of Student Affairs, and Jonathan Ntheketha, assistant director of first-year initiatives in the Multicultural Center for Academic Success. It also featured a soul-stirring musical performance by local singer Brittany Walker.

The annual awards celebration and dinner was highlighted by an evening of music, awards and inspiration from the graduates with 4.0 averages to the keynote speaker, Keith Motley, president of the University of Massachusetts Boston.

Motley talked about strength and courage in the face of adversity. His campus lost a student in the recent bombing at the Boston Marathon.

“Boston is going through a tough time, our city is mourning, but it is healing,” he said that evening, and encouraged the more than 100 campus and community guests to learn from those closest to them. “Always wake up wanting to know more. And know that a younger generation is watching you. Someone wanting to come here is watching you. Lead by example, and get a 4.0 in life, too.”

The STAR Awards are also given to campus and community members who have provided support to the center, its programs and students. Current graduates who also participate in the center’s programs are recognized. Individual awards are distributed to influential student-leaders.
Economist Julianne Malveaux Opens Expressions of King’s Legacy Jan. 28

Three Mo’ Tenors and the play ‘The Meeting’ round out a full day of events at RIT

In the one-act play The Meeting, Malcolm X says to Rev. Martin Luther King, “You know, we may give our lives for this thing called freedom, don’t you?” The play, which imagines a meeting between the two Civil Rights leaders, takes place in February 1965. Within a day, Malcolm X would lose his life to assassination; Dr. King would as well in April 1968. The play is only one part of the rich, enlightening and compelling 2013 Expressions of King’s Legacy Celebration at Rochester Institute of Technology on Jan. 28.

This year’s celebration opened with a keynote address by Julianne Malveaux, considered one of the leading experts in racial and cultural economics. She discussed how race, gender and culture are shaping public opinion in the 21st century.

Malveaux spoke about the relevance of Martin Luther King Jr’s message and the so-called post-racial era in America. As Tiffany Lankes of the Democrat & Chronicle put it:

Along with celebrating past victories, those honoring the legacy of Martin Luther King Jr. need to focus attention on how to further equality for future generations. "Lots of people will do things today and in the past couple of weeks to celebrate Dr. King’s legacy," she [Dr. Malveaux] said. "But while song and dance have their place, so does action so does reflection.

Although Malveaux recently announced her resignation as president of Bennett College, she will remain at her position until May 6. She held the position of president for the historically black, all-women’s college in Greensboro, N.C., since 2007. An educator, author, activist and civic leader, Malveaux has held positions in numerous women’s, civil rights and policy organizations. Her commentary has been seen on multiple news channels including CNN and MSNBC, and her syndicated columns are published in USA Today, Essence magazine and The Progressive.

Showcasing the extraordinary versatility of African-American tenors, Three Mo’ Tenors has been hailed by critics as entertaining, inspiring and exciting performers. The group performed classical operatic selections as well jazz, blues, gospel, spirituals and popular songs. The group’s original performance was dynamic. They enthralled the audience with humor, song and dance.

The 2013 Expressions of King’s Legacy Celebration was sponsored by RIT’s Office for Diversity and Inclusion, the Center for Campus Life, Delta Sigma Theta Sorority Inc. – Pi Beta Chapter, the National Technical Institute for the Deaf Cultural and Creative Studies, the College of Imaging Arts and Sciences and the departments of economics and music and fine arts in RIT’s College of Liberal Arts. Thank you to our partners!
Accomplished diversity trainer and public speaker, Eva Vega, captivated RIT attendees on October 8 during her keynote presentation for Hispanic Heritage month. The talk, themed Pa’lante!, was a joint program between the Office for Diversity & Inclusion and the Center for Campus Life. The cultural heritage program series celebrates a different culture each month to acknowledge, educate, and appreciate diversity among students, faculty, and staff. In her keynote address, Vega spoke about her life experiences as an American-born, New York native Latina, including her personal accounts with discrimination as an undergraduate student. Ms. Vega enthusiastically spoke about identity, ethnicity, and emphasized the importance toward self-development. “Wherever you are on your path, it is leading you to your purpose” stated Eva. She encouraged students to raise the expectations of society in their own communities through the act of leadership, voicing their opinions, as well as their shared vision for the future.

The celebration was well attended by members of the supporting student groups, AALANA Collegiate Association (ACA), Latin American Student Association (LASA), and a combination of students, faculty and staff. As the current director of education at the A World of Difference Institute at the Anti-Defamation League, she celebrated the unique qualities of the Latino community as well as all cultures within the African American, Latino American and Native American (AALANA) populations. The event was filled with music, stories and meaningful discussion regarding the inclusion of all ethnicity groups to foster a sense of community. Many thanks to Stephanie Paradis for coordinating Ms. Vega’s appearance and travel; ACA, LASA and Center for Campus Life for their support.

McNair, CSTEP, LSAMP poster campaign returns big numbers

With the introduction of a comprehensive application for all three research-based and STEM scholarship programs, an almost 50% increase in applicants was seen across the board this year. For the first time ever, the McNair scholars program has received applications from our deaf and hard-of-hearing student populations, and has accepted those students into the program. The increase in applicants is significant given the diverse representation of student backgrounds within these programs. Please join us as we congratulate them on a banner year, and please take a peek at the campaign posters. Many thanks to Kate Torrey, McNair Program Assistant for initiating the idea!

RIT named one of the Top 200 Colleges in the nation for Native American Students

For the fourth year in a row, Rochester Institute of Technology has been named as one of the country’s top educational options for Native American students.

The American Indian Science and Engineering Society named RIT as one of America’s Top 200 Colleges for Native Americans. The list appears in the annual college guide of the society’s Winds of Change magazine.

The university is being recognized for its academic programming and support services for Native American scholars, its cooperative relationships established with New York state tribes and leaders, and several research initiatives specific to Native American communities in the region. - excerpt from Unews article by Michelle Cometa
ALUMNI SPOTLIGHT

This year, we have had the pleasure of hosting Dr. Rick Kittles, RIT alumnus and Biology researcher several times on campus. Dr. Kittles is a pioneer in the area of DNA research and genetic medicine. Recently appointed to RIT’s President’s roundtable, Dr. Kittles will continue as an influential member of the campus community. This past October, he along with Kevin McDonald appeared on the 104 WDKX morning radio program the “wake-up club,” where they discussed the importance of health care to the inner-city and African American communities as well as education and support. The following is an article from University Magazine that appeared in Spring 2010 issue about Dr. Kittles and his research. Many thanks to Candi Boston, Assistant Director of Chapter Programming, Alumni Relations for making this special connection.

Rick Kittles: Finding his roots in DNA research
by Kathy Lindsley

Rick Kittles ’89 (biology) has devoted his career to the study of genetics. But early on, the subject held very little interest for him. “It seemed too abstract,” says Kittles. “It didn't seem very relevant to me.” Then, during his first year in grad school, he read a scientific paper on human mtDNA variation. The article explored mtDNA variation around the world and indicated that all human beings descended from one female who lived in Africa around 200,000 years ago – the “African Eve.” “That got me really excited about genetics,” says Kittles, associate professor in the Section of Genetic Medicine of the Department of Medicine at the University of Chicago. Kittles’ research focuses on the role of genetic background in disease, particularly looking at health disparities related to race. His current research involves study of genetic changes related to prostate cancer. The connections are complex and intriguing. “I’ll be busy for a long time,” he says. “This is a lifetime worth of work.” Kittles began his career as a high school science teacher. But working in public schools wasn’t completely satisfying. “I wanted to teach, to mentor, but I also wanted to have my own research to pursue.”

He was in a biology master’s degree program at State University of New York at Brockport in 1991 and earned a Ph.D. in biology from George Washington University (1998). Kittles worked with the New York African Burial Ground Project in New York City, gathering DNA samples from the remains and comparing them with samples from a DNA database to determine where in Africa the individuals had come from.

In 1998, Kittles became an assistant professor of microbiology at Howard University. He also served as director of the African American Hereditary Prostate Cancer Study Network at the university’s National Human Genome Center and co-directed the molecular genetics unit of Howard University’s National Human Genome Center. In 2003, while continuing his work at Howard, Kittles co-founded African Ancestry Inc. (www.AfricanAncestry.com), a genetic testing service available to individuals interested in tracing their roots. “That really came out of my interest in finding my own African connections,” says Kittles. By comparing his own DNA to samples in a database, he learned that his ancestors came from Nigeria, Senegal and Germany. He found that many others were interested in this. “I hope it has been helpful to people,” he says. “For many African Americans, information about where their ancestors came from has been lost. There’s a richness in knowing that. It’s one piece of who we are.”

Kittles’ work in this area has received significant media attention. Notably, he was featured in BBC films Motherland: A Genetic Journey (2003) and Motherland – Moving On (2004). He has also appeared in the PBS series African American Lives and African American Lives 2 and CBS’ 60 Minutes. His interest in African American issues was evident at RIT, where he served as president of the Black Awareness Coordinating Committee. Kittles was instrumental in bringing the controversial Nation of Islam leader Louis Farrakhan to campus. “I remember being at odds with the administration at times,” Kittles recalls. He also co-hosted a late-night radio show, The Unique Beat, on WITR with Phil Thorne ’90 (film and video), and served as business director of WITR.

For Kittles, who considered attending Howard University, RIT turned out to be the right choice. “I wouldn’t have changed anything. RIT was a great experience, and I’m not just saying that for this interview. I was challenged. I was nurtured.” He tries to do the same with his own students. “I try to inspire my students that their life’s work should be for more than financial gain,” he says. Pursuing work that you love is much more satisfying, Kittles has learned from experience. “When you get to do exactly what you want to do, I think that’s a blessing. Not many people can do that.”

For more information about Kittles’ work, visit http://genemed.bsd.uchicago.edu/~kittleslab/.
UPCOMING EVENTS & PROGRAMS

Future Faculty Career Exploration Program 10th Anniversary!
FFCEP Dates to Remember: June 1, 2013 Application deadline | September 19-23, 2013 FFCEP at RIT, concluding with a gala Celebration of the program’s 10th Year Anniversary. The Future Faculty Career Exploration Program is one of a series of recruitment strategies designed to fuel the future pipeline of faculty at RIT. This innovative program furthers RIT’s goal of “Grow Your Own” future faculty by bringing in students, nearing the end of their doctoral studies, for an all-expense-paid trip to Rochester to receive the “RIT Treatment.”

Summer Bridge for MCAS Students
The Summer Bridge is a four-week summer academic enrichment, confidence and community-building program that consists of credit-bearing courses, enrichment education, exposure to research, and community service programs. The Summer Bridge Program accepts 40 students and is available to first-year students who have been accepted by RIT and paid their deposit to the university. Once the academic year commences, students will meet with their MCAS academic advisor on a weekly basis to discuss academic progress and services available to support their success. http://www.rit.edu/president/mcas/bridge.php

Rochester City Scholars, Welcome Reception
August 2013 | 5:00 pm*
An invitation only event where we will welcome the new class of Rochester City Scholars to RIT. It’s an opportunity for the students to connect and network with local business professionals, their college deans, university administration and RIT university President, Dr. William Destler. *date & time to be confirmed

SAVE THE DATE: Expressions of King’s Legacy
January 30, 2013
FREE and Open to the public

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