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 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 those simulation games so we would change different factors and we would see how that effected 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 get the hang of the process I stick with it and get an A. The on-campus professors have been super helpful. If you don’t understand why you’re not succeeding, the teachers help you. The tutoring services in Saunders has been amazing. My dream job would be to work at PriceWaterHouse Cooper! 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 1) 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.”
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 wove 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

DR. BRIAN UZZI
Richard L. Thomas
Distinguished Professor
of Leaderships,
Northwestern University
and NICO
LAWRENCE MATTESON
Executive Professor of
Business Administration,
Simon Business School,
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Get Big Things Done

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

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YOUNG PROFESSIONALS HIGHER EDUCATION CONFERENCE 2016
Friday, March 25, 2016

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

MOVING FORWARD WITH YOUR HIGHER ED CAREER PANEL

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

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

Goals? - To expose the RIT community to discontenting diversity issues regarding changing populations in the RIT community, their respective careers and the world.

To use theater and performing arts as a vehicle to educate, motivate and address social, economic, 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.

GET INVOLVED!

COLLABORATE

PLAN

PERFORM

Why diversity theatre? by georgeme bishop

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 here at RIT. It’s a way to leave the classroom, the offices, the labs and see the world through the eyes of others.

How to get involved?

The call for performers went out in the spring of 2015. I was right away 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 me. As I learn how diversity and inclusive 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 on 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 good stuff going on right here.
ADVOCATES AND ALLIES

EDUCATION & SCHOLARSHIP

assault during scientific fieldwork. It became in 2014 regarding the climate of harassment and across the country including research published as of late regarding various incidents at campuses they raised my awareness on the issues in the news harassment issues in the sciences. In addition, informative sessions to faculty, staff and students since then, we have partnered to provide conversations surrounding Title IX at RIT. Their interest in engaging more faculty on the reached out to me in early fall of 2015 to express Physics faculty Drs. Scott Franklin, Dawn Hollenbeck and Jeyhan Kartaltepe first active with bringing awareness to issues of sexual harassment and discrimination in the classroom and out. Physics faculty Dir. 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, they raised my awareness on the issues in the news of late regarding various incidents in campuses across the country including research published in 2014 regarding the climates of harassment and assault during scientific fieldwork. It became clear after the first coffee chat session that there was not just a need but also an interest for continued conversations. The faculty and staff who were present clearly cared deeply about the issues that may have previously lacked understanding or awareness. We have already seen some outcomes from our collaboration in the form of reports about behaviors some have experienced. The hope with increased training and awareness is that all members of the RIT community know about resources and options for reporting while trusting in the equitable process.

All incoming students receive training regarding Title IX as well as all student leaders, athletes, members of the Greek community, NTID and International Students. Faculty and Staff receive Title IX training during New Employee Orientation. There are open sessions for Faculty and Staff through CPD as well as the training presentation being available online. We anticipate the less formal conversational sessions to take hold and spread to colleges beyond the College of Science. They have continued conversations. The faculty and staff was not just a need but also an interest for increasing the hiring and promotion of female faculty in STEM fields along with ensuring the fair and equitable treatment of women within their departments," said Garrick, who with Roger Green, associate professor of electrical technology in RIT’s College of Applied Science and Technology, the program was launched this March with a training session that included 12 male faculty members from across campus.

Faculty and Staff through CPD as well as the Training Program Training Begins.

In other Advance RIT news…

In the equitable process.

“Male faculty are critical change agents in terms of increasing the hiring and promotion of female faculty in STEM fields along with ensuring the fair and equitable treatment of women within their departments,” said Garrick, who with Roger Green, associate professor of electrical engineering at North Dakota State. Allies are a new program called Advance RIT’s newest programs called Advocates & Allies group will come Advocates who commit to can be taken to address the issue. From that original Allies group will come Advocates who commit to understanding or awareness.

The program is based on a successful initiative originally developed by North Dakota State University. Allies attend formal educational workshops to discuss focused 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 come Advocates who commit to meeting regularly to collate, discuss and disseminate new research on gender bias and social issues. Led by Betty Dell and Robert Garrick, both faculty in the mechanical and manufacturing engineering technology department in RIT’s College of Applied Science and Technology, the program was launched this March with a training session that included 12 male faculty members from across campus.

“Male faculty are critical change agents in terms of increasing the hiring and promotion of female faculty in STEM fields along with ensuring the fair and equitable treatment of women within their departments,” said Garrick, who with Roger Green, associate professor of electrical engineering at North Dakota State, led RIT’s recent training. Students from RIT’s School of International Hospitality and Service Innovation traveled to Dubai and Abu Dhabi 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 corporate headquarters, 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 classmate, as well as faculty and staff. The itinerary continues to include the impressive Sheikh Zayed Grand Mosque, located in Abu Dhabi, where the students take a guided tour of the facility, its art and architecture. The students marveled at its beauty, but also walked away with a better understanding of Islam. Photo provided by Rick Lagewski, lecturer, CAST’s School of International Hospitality and Service Innovation. 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 corporate headquarters, 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 classmate, as well as faculty and staff. The itinerary continues to include the impressive Sheikh Zayed Grand Mosque, located in Abu Dhabi, where the students take a guided tour of the facility, its art and architecture. The students marveled at its beauty, but also walked away with a better understanding of Islam. Photo provided by Rick Lagewski, lecturer, CAST’s School of International Hospitality and Service Innovation.
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. Throughout his undergraduate degree, James hopes to pursue a degree in Higher Education and Student Affairs concentrating on leadership and diversity. Currently, James is the intern within RIT’s Division of Diversity and Inclusion working directly with Dr. Tomika Wagstaff and Kate Torrey for RIT’s AdvanceRIT initiative. In the future, James hopes to replicate the inclusive excellence framework that RIT has installed on their campus as the fundamental structure of his unique leadership style.

Throughout his internship James has explored different diversity initiatives offered at RIT. The biggest takeaway from his internship has been learning how to cultivate and develop readiness on a college campus. During his internship James had the ability to interact with RIT’s faculty, staff, and students, 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 within RIT.

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

Baccalaureate career and gender only partially explains the relatively small number of tenure-track women within the STEM disciplines, with institutional advancement playing a crucial yet understudied role as well. To date, the existing research does not give in-depth consideration to the effect of aspiring behavior and success 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 AdvanceRIT, a campus initiative to enhance recruitment, retention and advancement opportunities for women faculty in STEM disciplines. She leads a team within the project that focuses on challenges faced by female faculty of color 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 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 in STEM disciplines supported by funding from the National Science Foundation.

Kijana Crawford
Details Research of Results on Challenges for Female Faculty of Color

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 one 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.

“Many students also felt underprepared in terms of access to influential networks; better work-life balance; denial when they also need to understand that effective mentors are not one-size-fits-all. Sometimes having a broader, network-based mentoring model with one just one but several mentors can be a benefit. And it can help decrease feelings of isolation.”

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Crawford acknowledged the challenges faced by female faculty of color and a complimenting NTID initiative by the Office of Graduate Studies and RIT Provost; developing two campus listserv 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. The work is ongoing and more information about her research can be found on the AdvanceRIT 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, for their commitment to serving underrepresented populations and for 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 RECOGNIZED BY NATIONAL ORGANIZATION FOR CAMPUS AND COMMUNITY DIVERSITY EFFORTS

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. “At the root of learning these nations, they help educate the larger community.”

Program director Nicole Scott agreed. “College is that time when 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

INSTITUTIONAL INFRASTRUCTURE

CONGRATULATIONS
Bernard Rogers on receiving a $10,000 Global Scholarship!

https://www.rit.edu/cia/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 Tina Chapman DaCosta, Office for Diversity & Inclusion (Rosalind Franklin), COLA professors David Munnell, Performing Arts and Visual Culture (Maurice Wilkins) and Timothy Engstrom, Philosophy (Francis Crick); students Zachary Yaro (James Watson), Jaquan Outlaw (Ray Gosling), and community partner Kenyatta DaCosta, Center for Disability Rights (Don Caspar).

UPPER RIGHT: Tina Chapman DaCosta, David Munnell, Zachary Yaro
MIDDLE: David Munnell, Timothy Engstrom
LOWER LEFT: Jaquan Outlaw, Kenyatta DaCosta, Tina Chapman DaCosta, David Munnell
LOWER RIGHT: Cast and crew Photograph 51

UPPER RIGHT: Tina Chapman DaCosta, David Munnell, Zachary Yaro
MIDDLE: David Munnell, Timothy Engstrom
LOWER LEFT: Jaquan Outlaw, Kenyatta DaCosta, Tina Chapman DaCosta, David Munnell
LOWER RIGHT: Cast and crew Photograph 51
THANK YOU KEVIN
FOR ALL YOU HAVE DONE FOR RIT AND THE LOCAL ROCHESTER COMMUNITY, YOU WILL BE MISSED.