

Diversity, Equity, and Inclusion

2022 ANNUAL REPORT



A MESSAGE FROM

The Vice President for Equity and Inclusion



On behalf of the Diversity, Equity, and Inclusion (DEI) Task Force and the Office of Diversity, Equity, Inclusion, and Belonging (DEI&B), I welcome you to this first Annual DEI Report.

We are very fortunate that New York Tech is one of the most diverse universities in America. While we are proud to celebrate this diversity, we also recognize our responsibility to continue to work together to foster an environment where every student, faculty, and staff member is treated with respect and dignity and feel a sense of inclusion and belonging. During these challenging times—when divisiveness is far too common and widespread—we must remain committed to ensuring that our learning and working environment is free of any form of harassment and discrimination.

By promoting a deep understanding and appreciation of the diversity within our New York Tech community, we have an exceptional opportunity to create a microcosm of what society could and should be like when we value and learn from everyone's unique experiences, backgrounds, values, identities, and beliefs.

I am pleased to report that since the DEI Task Force was founded in 2018, New York Tech has undertaken a number of important initiatives, including the creation of the Office of Diversity, Equity, Inclusion in 2020, and our inaugural campus-wide employee DEI training in the spring of 2021. Additionally, this past fall, for the first time in our university's history, we rolled out a climate survey to all campuses to help assess issues pertaining to diversity, equity, and inclusion. The execution of this survey required the involvement of members from many different

areas and included a comprehensive social media outreach effort led by our students. We are grateful to everyone involved in promoting and participating in this important institutional effort. The survey feedback will provide us with invaluable guidance as we finalize the vision and mission of our expanded Office of DEI&B.

A broad and diverse array of intellectual perspectives is essential to our pursuit of excellence as an institute of higher learning. It sparks innovation and enriches our entire New York Tech community. While we have taken important first steps, there is still much work to be done. We look forward to your continued participation in this important effort.

Sincerely,

Brian L. Harper, M.D., M.P.H.

A MESSAGE FROM

The DEI Task Force Co-Chairs



When the New York Tech Diversity, Equity, and Inclusion (DEI) Task Force was formed in 2018, we were charged by President Foley to begin weaving diversity and inclusion into the fabric of New York Tech.

As a task force, we've sought to identify the many challenges that limit student learning and professional growth, advocate to increase community awareness of DEI issues, and help foster a sense of belonging for all members of our community.

Much has transpired at New York Tech and in the world around us in the past three years. The murder of George Floyd and the strengthening of the Black Lives Matter movement, the rise of white nationalism, and the accelerating incidence of bias-related violence have brought issues of diversity and inclusion to the forefront

of the nation's consciousness, while the global COVID-19 pandemic has underscored the impact of social inequities on healthcare, access to virtual education, and employment choices.

Despite the many challenges of the pandemic, we made some significant strides in 2021. We conducted both our first campus-wide DEI training for faculty and staff as well as New York Tech's first campus climate survey. We also began working with SOVA Consultants to help facilitate the creation of a clear mission and vision for a new and expanded Office for Diversity, Equity, Inclusion, and Belonging.

While ensuring equitable access to educational opportunities remains a major goal, we must also look to develop more welcoming spaces for everyone. Our task force is committed to continuing the courageous and vulnerable conversations necessary to develop a more accepting and peaceful working and learning environment, and we look forward to creating similar spaces for the entire New York Tech community.

We thank Dr. Harper for his guidance and wisdom, and extend a special acknowledgment to the task force members whose hard work and

dedication to this work has enriched our own. And a special shout out to the Student Life team for creating a variety of vibrant DEI-related activities and programming for our students and the larger New York Tech community.

Our future success relies on all of you. We invite you to engage in our activities and provide feedback on our work and suggestions for new initiatives. Let's make change happen together.

Respectfully,

Anu Raj, Psy.D.
Co-chair, DEI Task Force
Assistant Professor, Department of Family Medicine
NYIT College of Osteopathic Medicine

Felipe Henao, Ed.D.
Co-chair, DEI Task Force
Dean of Students

Diversity, Equity, and Inclusion at **New York Tech**

At New York Institute of Technology, diversity is represented by a mosaic of unique individuals from a variety of racial, ethnic, religious, gender, gender presentation, sexuality, geographic, cultural, age, ability, and socioeconomic groups. Each individual brings unique intellectual, artistic, and creative gifts to create a rich, vibrant campus community. New York Tech recognizes the strength that stems from a diversity of perspectives, values, ideas, backgrounds, styles, approaches, experiences, and beliefs. We aspire to continue to grow as a place that always welcomes and encourages individuals of all backgrounds to contribute to and be part of the university culture.

DEI Task Force Mission

In support of these principles and goals, New York Tech established the Diversity, Equity, and Inclusion (DEI) Task Force in February 2018 with a founding mission to develop strategies that advance the institution's efforts to welcome diversity, foster equity, and promote a culture of inclusion that offers all community members access to a meaningful teaching, learning, and working environment.

DEI Task Force Goals

- Evaluate the diversity, equity, and inclusion landscape at New York Tech and create a roadmap for success in that area.
- Identify the institutional capacity necessary to establish shared and sustained leadership including an organizational structure, areas of accountability, resources, and staffing levels within the context of other priorities at New York Tech.
- Develop a strategic plan with recommendations for the university community.
- Execute priority projects on diversity, equity, and inclusion in focus areas identified by senior leadership.



“Universities like ours must lead the way in new approaches and thinking about equity and inclusion.”

— NEW YORK TECH PRESIDENT HANK FOLEY



MAKING REAL PROGRESS

DEI Task Force Initiatives and Achievements

In its three years of existence, New York Tech’s DEI Task Force has ushered in new institutional policies and procedures, spearheaded new initiatives, and increased community awareness while also contributing to a climate of change at the university—one that supports diversity, equity, and across all of our campuses. Collectively, these changes—whether big or small—have demonstrated the ongoing desire and commitment to change. Below is a timeline marking some notable task force accomplishments at the institutional level.

2018 **DEI Task Force is Established**

After campus LGBTQ+ groups raise concerns over diversity, equity, and inclusion at New York Tech campuses, the DEI Task Force is formed with nominations for invested representatives from various schools/departments/offices across the university. The task force holds its first retreat on April 20.

2019 **Campuswide Gender-Neutral Restrooms**

In response to student requests for safe and inclusive facilities for all members of the community, the task force works with New York Tech’s facilities teams to identify and convert, a total of 26 restrooms on the New York City (5) and Long Island (21) campuses to gender-neutral restrooms.

New Preferred Name Policy

Recognizing that students, faculty, and staff may prefer to use a first name other than their legal name to identify themselves, the task force spearheads an effort to create a new institutional preferred name policy allowing people who use a name that affirms their gender identity and others to have their preferred name in place of a legal first name on most internal systems and reports.

2020



Celebrating Juneteenth

In June 2020, following the death of George Floyd and “in the spirit of fostering a new level of understanding of and appreciation for the experiences of African-Americans in United

States history,” President Foley announces that New York Tech will observe Juneteenth as an official university holiday, beginning in 2021.

Establishment of Vice President for Diversity and Inclusion

In November 2020, President Foley announces that Chief Medical Officer and Associate Professor Brian Harper, M.D., will add the title of Vice President for Equity and Inclusion to his responsibilities at New York Tech, expanding upon the role he played as the inaugural co-chair of the DEI Task Force. He remains involved in the task force, representing its views and goals in the university’s President’s Council, communicating about DEI issues at the administrative level, and acting as a key advisor to the president and voice for the institution.

2021

Communications in Response to DEI Issues

Beginning with the events of January 6, 2021, the task force plays an increasingly important role prompting university leadership speak out in response to events of senseless acts of violence and ignorance, reassuring students, faculty, and staff of New York Tech’s commitment to diversity, equity, and inclusion within the campus community and the world at large.

EverFi Diversity Training for Faculty and Staff



In April - May 2021, New York Tech faculty and staff participate in an online diversity training developed by EverFi, a firm that specializes in higher education training, to help members of the New York Tech community gain a better appreciation for our shared experiences, differences, expectations of respect, and need to belong and feel appreciated. Topics include identity definitions, inclusion strategies, respect and empathy, intersectionality, power and inequality, stereotypes, invisible disabilities, and more. Over 60 percent of faculty and staff completed the training in less than two months.

Columbus Day Holiday Becomes Fall Holiday

Beginning in fall 2021, New York Tech observes Fall Holiday on the second Monday in October. This new Fall Holiday incorporates celebrations of Indigenous People’s Day, honoring the history, cultures, contributions, and resilience of Native peoples; Columbus Day as it celebrates the energy and contributions of Italians and other Europeans to this country; and Canadian Thanksgiving.

Info Gathering: Campus Climate Survey



In October - November 2021, all New York Tech students, faculty, and staff are invited to participate in the university’s first-ever Campus Climate Survey. The survey, created by the Higher Education Data Sharing Consortium (HEDS), is designed to help assess and improve the community’s culture and environment as it relates to diversity, equity, and inclusion. The survey achieves an overall response rate of more than 25 percent, with at least a 20 percent response rate among all subgroups: undergraduate students (20 percent), graduate students (22 percent), and faculty/staff (42 percent). Our Vancouver and Arkansas campuses achieve a 43 percent response rate, while Long Island and New York City have a 22 percent response rate.



DEI Efforts Across the New York Tech Community

There are many activities that fall outside the purview of the DEI Task Force that have contributed to the university's DEI efforts over the past year. The following pages describe initiatives, events, programs, awards, and news from various departments, schools, and colleges within New York Tech that contribute to the university's DEI story and success.

Engaging Students in DEI Initiatives

In June 2020 – December 2021, the Division of Student Life created student programming specifically focused on issues related to diversity, equity, inclusion, and belonging that included 18 DEI series events, 18 open dialogues, and more than 25 speakers.

The speakers ranged from faculty, staff, and alumni to industry professionals, DEI activists, and well-known thought leaders. This student programming began as a partnership between Student Engagement and Career Services, and eventually grew into a cross-campus collaboration among nine different

student affairs and academic departments and multiple student organizations.

As this collaboration continued to flourish, the DEI Series and Open Dialogues were incorporated into an overarching institutional initiative, Time to Talk: Community Connections, which included Civic Thursdays series and other similar events. In addition, some DEI series events have been integrated into other campus programs including the First-Generation Student Series.

Time to Talk: Community Connections

Time to Talk is an initiative sponsored by the Office of Student Engagement & Development to showcase our institutional dedication to becoming part of the change that needs to happen in our world. Through community-wide discussions, panels, forums, and activities, Time to Talk aims to explore power dynamics on the micro and macro level and contribute to a more just and equitable society. Its offerings include:

- **Civic Thursdays:** Critical thought and civic participation are essential to being an educated person of the 21st century. In this open forum discussion, community partners debate current issues of importance—one Thursday at a time.
- **DEI Series:** The Diversity, Equity & Inclusion Series features engaging panels, speakers, workshops, and webinars on important matters impacting the student experience. Discussions identify barriers faced by members of our community, encourage activism, and promote self-advocacy in the workplace, among other topics.

- **Open Dialogues:** These student-driven conversations focus on current issues related to diversity, equity, inclusion, and the student experience. Topics may include identity, colorism and racism, gender, cultural assimilation, societal impacts, and more. These dialogues aim to provide a “safe space” for discussion among students.

By encouraging students to think critically about their role in creating a world in which issues of diversity, equity, and inclusion no longer exist, some anticipated learning outcomes shared by students include: recognizing the relationship between current DEI-related issues and U.S. history, institutions, practices, and policies; understanding the roots of individual cultural values and prejudices and how they influence behavior; understanding how to navigate the workforce with “insider knowledge” and skills needed to succeed after graduation; and reassessing one’s own personal perspective when appropriate and listening while withholding judgment about the new or unfamiliar.

First-Generation Student Series

New York Tech strives to recognize, serve, empower, and celebrate our first-generation students as they join the university community and progress through their academic programs.

First-generation programming and resources at New York Tech focus on supporting academic, personal, and professional success throughout the first-gen student’s journey toward a college degree.

Student Clubs and Organizations

The range and focus of clubs available to New York Tech’s diverse student body is far-reaching and include:

American Medical Women's Association (AMWA)
Asian Pacific American Medical Student Association (APAMSA)
Arab American Club
Awareness for All
Bengali Students Association
Black Student Union
Chabad Jewish Student Club
Chinese Student Association
Christian Medical and Dental Association
Girl Up
Global Health Organization (GHO)
InterVarsity Christian Fellowship
Latino Medical Student Association (LMSA)
Latinx Student Union
Lesbian, Gay, Bisexual, and Transgender Organization of NYITCOM
Maimonides Association

Muslim Student Association (MSA)
National Organization of Minority Architecture Students
National Society of Black Engineers (NSBE)
NYITCOM DEI Committee
(includes faculty, staff, and students)
NYIT Nashaa
Physicians for Human Rights (PHR)
Pride Alliance
Roots
Society of Hispanic Professional Engineers (SHPE)
Society of Women Engineers (SWE)
South Asian Student Association (SASA)
Spanish for Future Health Careers Club
Thaakat
The Coptic Club of New York Tech
The Same Page, NYITCOM DEI Book Club
(includes faculty, staff, and students)
Think Sikh

Community Engagement

Among other schools and offices within New York Tech, the College of Engineering and Computing Sciences (CoECS) and the Office of Career Success and Experiential Education (CSEE) work on initiatives that tackle issues like training and introducing science, technology, engineering and mathematics (STEM) to under-represented minorities. Some of these projects include:

- **Python Programming for Women and Single Parents Workshop (CoECS)**
- **Middle School Maker Academy (CoECS/CSEE)**
- **STAMP High School Mentoring Program (CoECS/CSEE)**
- **Mini Research Grant Program for High Schoolers (College of Arts and Sciences (CAS)/CSEE)**
- **Building Resilient Communities in Harlem (CSEE)**
- **Consultants for the Public Good (CSEE)**

Faculty and Professional Development

In 2021, NYITCOM worked to include DEI subjects in faculty development efforts, consulting with faculty and Academic Affairs to infuse DEI into the curriculum, purchasing task trainers of diverse skin tones, reviewing cases for diversity, including statement on commitment to diversity during interview days for faculty and students, and establishing the Consilience Group (offering six workshops on faculty development, implicit bias, microaggressions) to support health equity.

A Year of DEI Events

The 2021 calendar included DEI-related events sponsored by the Office of Student Engagement and Development—including Student Life and Career Success and Experiential Education—as well as the DEI Task Force, and various schools and departments across the university. Most spring events were held virtually due to COVID-19 restrictions.



JANUARY

- 25 2021 Spring Semester Begins

FEBRUARY

- 5 Week of Welcome: Open Dialogue Series Kickoff
- 10 SOAD Lecture Series: Undocumented Designs: Equity and the Social Contract
- 11 Black History 101 Mobile Museum
Insurrection to Inauguration: Where Do We Go From Here?
- 12 Black Artistry and Expression
- 16 Rhythm and Revolution
- 18 Black Business and Creating a Legacy
DEI Series: Acting Up: Reflecting on the Movement to End the AIDS Pandemic
Civic Thursday: The Power of Language
- 19 Open Dialogues
- 23 DEI Series: Moving from Diversity and Access to Equity and Inclusion
- 25 Race, Medicine, and COVID-19

MARCH

- 4 Civic Thursdays: Money Talks - Grant Funding Institutions and Proximity to Power
- 5 Open Dialogues: Addressing Anti-Asian Hate Crimes
- 9 DEI Series: Addressing Inclusion & Equity in STEM
- 18 DEI Series: Universal Design and Rethinking Accessibility
- 19 Open Dialogues
- 24 Sixth Annual She.E.O.Panel

APRIL

- 7 DEI Series: Protections on Discrimination & Exploitation of International Students
- 8 Civic Thursday: The Legacy of Stonewall
- 15 Take Back the Night
- 16 Open Dialogues

- 16-17 SOAD R-CUBED Symposium: "Best Practices for Community-based and Multidisciplinary, Comprehensive Disaster Response"

- 20 DEI Series: Fluctuating Policies on LGBTQIA+ Rights and Allyship
- 22 Civic Thursday: Accessibility & Activism
- 30 Open Dialogues

MAY

- 1 CoECS: Women in Engineering & Technology Day
- 5 Mayfest 2021: Glam Ball Extravaganza Drive-in and Drag
- 22 2021 Spring Semester Ends
- 24 2021 Summer Semester Begins

JUNE

- 21 National Indigenous Peoples Day 5km Walk in Stanley Park

JULY

- 6 SOAD Lecture Series: Design + Health, The Open City Paradigm

AUGUST

- 31 2021 Summer Semester Ends

SEPTEMBER

- 8 2021 Fall Semester Begins
- 13 First Generation Students Welcome Reception
- 15 SOAD Lecture Series: Cultural Asymmetries of Public Space: Addressing Minority Associations with the Urban Landscape
- 23 First-Gen Students: Finding the Right Academic Resources
- 24 Rep Your Flag
- 28 Latinx and Hispanic Culture Pop-Up Shop
- 30 Latinx and Hispanic Celebration Night
Civic Thursday: Grief & Loss in COVID-19

OCTOBER

- 6 SOAD Lecture Series: Inclusive Design Trajectories: The Female Voices in Architecture & Design
- 8 Tech Tuesday: National Coming Out Day
- 12 DEI Series: Religious Persecution, Privilege & Freedom
Improving Access to Healthcare and Services
- 13 First-Gen Students: Tips & Resources on Paying for College
- 14 Hispanic Heritage Month Keynote Speaker: "The Perfect Latino": Javier Ávila
- 15 Open Dialogues
- 19 Tech Tuesday: Cultural Pop-Up Shop
- 28 Civic Thursdays: Access and Equality in Mental Healthcare

NOVEMBER

- 2 DEI Series: Redhawk Native American Arts Council
CAS Dean's Digital Café: "But you forgot I was a seed": Black Youth and Reckoning in 21st Century African American Literature
- 4 First-Generation Student Experience
- 9 National First-Generation College Day Celebration
DEI Series: Addressing Homelessness & Food Insecurity as Barriers to Student Success
- 10 First Gen Students: Finding Mentors and Building Academic & Professional Relationships
- 11 Queer Coffee Hour
- 12 Diwali and Navratri Celebration
- 19 Open Dialogues

DECEMBER

- 7 DEI Series: Politics of Philanthropy, Altruism & Non-profits
- 23 2021 Fall Semester Ends

CAS: College of Arts and Sciences;
CoECS: College of Engineering and Computing Sciences;
SoAD: School of Architecture and Design



Recognitions

New York Tech has been acknowledged not only for its diversity but also for offering an inclusive environment and access to opportunity. Here are some recent honors from esteemed rankings agencies, media outlets, and professional organizations, as well as some grants awarded for DEI-related initiatives.

#1 MOST DIVERSE STUDENT BODY

Among Colleges and Universities in the United States

24/7 Wall St. as reported by USA Today

Institutional Rankings

2022 WALL STREET JOURNAL TIMES HIGHER EDUCATION COLLEGE RANKINGS

In this survey, which focuses on student success, New York Tech moved up 11 places to #253—an impressive 167 spots since 2019.

- **Ranked #2 in New York State** and **#8 in the U.S.** for Environment, a pillar that measures inclusion, diversity, and international student representation.
- **Ranked #2 among regional universities in the North** for Student Diversity.
- **#60 Top Performer on Social Mobility** (Regional Universities – North) - up from #73 in 2021

24/7 WALL STREET—AS REPORTED IN USA TODAY

- **#1 Most Diverse Student Body** Among Colleges and Universities in the United States
- **#4 Campus Ethnic Diversity**
- **#6 Most International Students**

2022 U.S. NEWS & WORLD REPORT COLLEGE RANKINGS

- **2021 Excellence in Diversity, Equity, and Inclusiveness in Marketing, Enrollment and Student Success Award: College of Engineering and Computing Sciences**

Diversity in Business Awards

- In 2021, **Brian Harper, M.D., M.P.H.**, vice president for equity and inclusion and chief medical officer, received the **Long Island Business News award**, designed to highlight the outstanding achievements of Long Island leaders who actively support the growth of diversity and equality in the community.
- In 2020, Assistant Provost for Student Engagement and Development **Tiffani L. Blake** was honored with the **LIBN Diversity in Business Award**, and in 2019, Provost **Junius Gonzales** received the award.

School and College Rankings

COLLEGE OF ENGINEERING AND COMPUTING SCIENCES

- **ASEE Diversity Recognition Program (ADRP): Bronze Award** American Society for Engineering Education, 2021-2023
- **Excellence in Diversity, Equity and Inclusiveness in Marketing, Enrollment and Student Success Award** UPCEA, 2021
- **Top 10 Graduate School** for offering a diversified curriculum, student base, and faculty, and fostering a diverse and inclusive learning environment. *Woman Engineer Magazine*, 2020
- **Inspiring Programs in STEM Award** (honored for Girls in Engineering & Technology Day and Middle School Summer Academy: Technology and Engineering programs). *INSIGHT Into Diversity*, 2020



Grants

New York Institute of Technology has been the recipient of several grants that have helped support diversity, equity, and inclusion efforts in the areas of recruitment, retention, and research.

\$100K grant in 2020 from The Voya Foundation, the charitable arm of Voya Financial, Inc., to help New York Institute of Technology increase diversity in Science, Technology, Engineering, Art, and Math (STEAM). The grant supports a yearlong project called "Diversifying STEAM Leadership," where public school students and teachers in minority and underrepresented Long Island and New York City communities can experience hands-on STEAM-based learning opportunities.

\$250K grant from New York State Energy Research and Development Authority (NYSERDA) awarded to Willdan Group in partnership with NYIT College of Engineering and Computing Sciences will help support the university's efforts to develop research and training opportunities in the area of energy efficiency. The initiative further expands NYSERDA's and the college's commitment to diversity and inclusion. The research and training offerings will be promoted to underrepresented communities, providing opportunities for as many as 150 students and professionals to gain new skill sets to answer the needs of energy efficiency industry and market trends, while creating a highly skilled, diverse workforce.

\$25K grant from Xilinx supports a comprehensive new College of Engineering and Computing Sciences program to recruit, retain, and engage middle and high school female students notably underrepresented and marginalized minorities (URM) in computer science, engineering, and technology disciplines (CET).

DIVERSITY, EQUITY, AND INCLUSION

Task Force Members

We gratefully acknowledge the members of the DEI Task Force who contributed their time and talents in 2021:

LEADERSHIP

Brian Harper

Vice President for Equity and Inclusion

Anu Raj, Cochair

College of Osteopathic Medicine, Assistant Professor

Felipe Henao, Cochair

Student Engagement & Development, Dean of Students

MEMBERS

Anoma Zehra Ahmed

School of Health Professions, Associate Professor

Anthony Song Lara

Vancouver campus, student

Karen Vahey

Enrollment Management, Dean of Admissions & Financial Aid

Folashade Alawiye

College of Engineering and Computing Sciences, Laboratory Engineer

Diana Moronta

Library, Instruction and Technology, Librarian II

Diane Williams

College of Osteopathic Medicine, STEP Director

Tiffani Blake

Student Engagement & Development, Associate Provost

Suzanne Musho

Vice President for Real Estate Development & Sustainable Capital Planning

Kate E. O'Hara

College of Arts and Sciences, Associate Professor

William Blazey College of Osteopathic Medicine, Associate Dean/Associate Professor

Vicki Oladoyi

College of Osteopathic Medicine-Jonesboro, student

Rosemary Burgos-Mira

Library, Director of Public & Technical Services/Librarian III

Brent Owens

College of Osteopathic Medicine-Jonesboro, Director of Pipeline Programs & Regional Recruitment

Ron Goldberg

Strategic Communications, Web Content Editor

Maria Perbellini

School of Architecture and Design, Dean

Ellen Katz

College of Arts and Sciences, Associate Professor

Maya Kroumova

School of Management, Professor

Amba Sekhar

School of Management-Vancouver, Associate Professor

Michael Lane

Research, Assessment & Decision Support, Senior Director

Veneta Sotiropoulos

School of Management, Associate Professor

WE GRATEFULLY ACKNOWLEDGE THESE FORMER FACULTY AND STAFF WHO WERE AMONG THE TRAILBLAZERS IN THE ORIGINAL DIVERSITY, EQUITY, AND INCLUSION TASK FORCE:

Nada Anid

Sheldon Fields

Christelle Gerdes

Cheryl Monticciolo

Emily Rukobo

Kristen Smith

DIVERSITY, EQUITY, AND INCLUSION

Subgroup Members

PROFESSIONAL DEVELOPMENT

Ron Goldberg, Lead

Zehra Ahmed

Tiffani Blake

Rosemary Burgos-Mira

Suzanne Musho

Maria Perbellini

Brent Owens

Anu Raj

**CLIMATE SURVEY
MERGED WITH COVID-RELATED CONCERNS**

Michael Lane, Lead

Tiffani Blake

Ron Goldberg

Anoushka Guha

Felipe Henao

Ellen Katz

Bhuma Kishnamachari, IRB

Maya Kroumova

Carline Mordan

Mohammed Moizuddin

Vicki Oladoyin

Brent Owens

Lillian Pratt

Tina Shoa

Hassani Lashidani

Karen Vahey, Lead

**CULTURALLY RESPONSIVE/
SUSTAINABLE EDUCATION**

Kate O'Hara, Co-lead

Diane Williams, Co-lead

Zehra Ahmed

Sekhar Amba

Tiffani Blake

William Blazey

Rosemary Burgos-Mira

Ron Goldberg

Ellen Katz

Maya Kroumova

Diana Moronta

Suzanne Musho

Brent Owens

Maria Perbellini

Anu Raj

**WEB CONTENT
MERGED WITH BIAS/DISCRIMINATION GROUP**

Ron Goldberg, Lead

Zehra Ahmed

Folashade Alawiye

Sekhar Amba

Tiffani Blake

Bobbie Dell'Aquilo

Ellen Katz

Diana Moronta

Anthony Song Lara

**DEI ACCOMPLISHMENTS/
ANNUAL REPORT**

Diana Moronta, Lead

Rosemary Burgos-Mira

Bobbie Dell'Aquilo

Ron Goldberg

Ellen Katz

Brent Owens

Erica Pennant

Anu Raj



Long Island, NY Campus

Northern Boulevard, P.O. Box 8000, Old Westbury, NY 11568-8000
516.686.1000



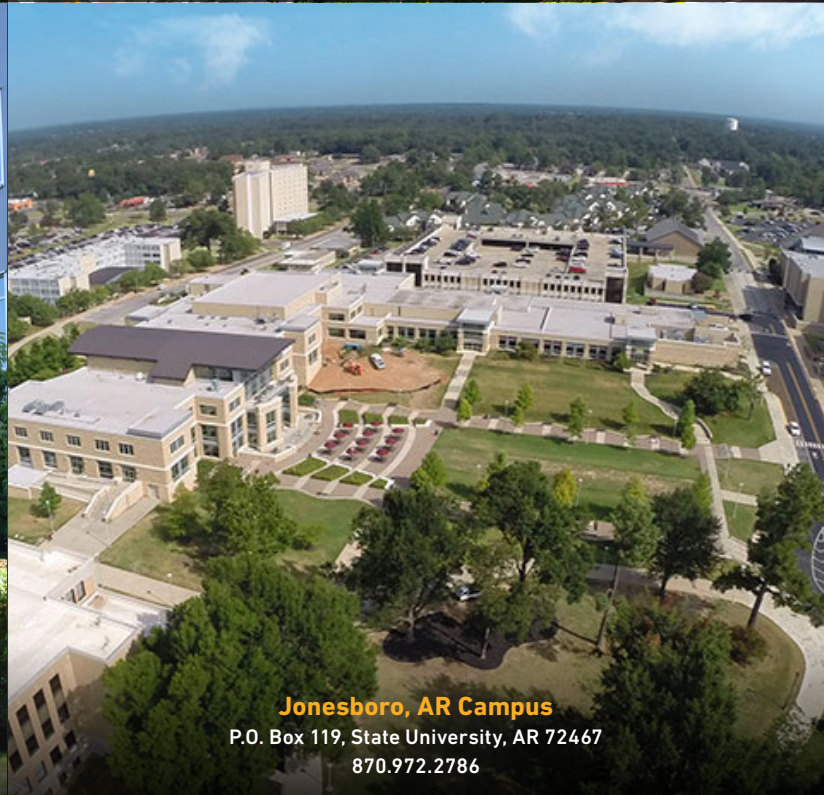
New York, NY Campus

1855 Broadway (at 61st Street), New York, NY 10023
212.261.1500



Vancouver, Canada Campus

701 West Georgia Street, Suite 1700, Vancouver, BC,
Canada V7Y 1K8



Jonesboro, AR Campus

P.O. Box 119, State University, AR 72467
870.972.2786

New York Institute of Technology's six schools and colleges offer undergraduate, graduate, and professional degree programs in in-demand disciplines including computer science, data science, and cybersecurity; biology, health professions, and medicine; architecture and design; engineering; IT and digital technologies; management; and energy and sustainability. A nonprofit, independent, private, and nonsectarian institute of higher education founded in 1955, it welcomes nearly 8,000 students worldwide. The university has campuses in New York City and Long Island, New York; Jonesboro, Arkansas; and Vancouver, British Columbia, as well as programs around the world. The university's student-centered approach, academic support programs, generous scholarships, and career-oriented programs support its mission to provide all qualified students access to opportunity. Caring, expert faculty and staff provide an outcomes-focused, technology-infused student experience and support research and scholarship that benefit the larger world. More than 112,000 alumni are part of an engaged network of physicians, architects, scientists, engineers, business leaders, digital artists, and healthcare professionals. Together, the university's community of doers, makers, healers, and innovators empowers graduates to change the world, solve 21st-century challenges, and reinvent the future.

NYIT.EDU/DEI



FOLLOW #NEWYORKTECH