COMMITTEE ON INSTITUTIONAL EQUITY & DIVERSITY
Strategic Direction IV in the Strategic Plan for 2015-2020 identified Forging a Distinctive Institutional Identity as a direction with a specific goal (# 5) to ensure that the institutional identity fosters both community and diversity, and to create a Committee on Institutional Equity and Diversity to promote diversity at all levels.

In accordance with this strategic goal, the Committee on Institutional Equity and Diversity was established in Fall 2019.

Members were nominated by senior leadership to represent a diverse group of faculty and staff from across academic departments and administrative units.

A student was nominated from the Student Government Association.

The Committee’s work will be integral to the Strategic Plan 2020-2025.

The overarching goal of the Committee is to develop a road map for establishing equity, diversity, and inclusion as central to CUNY SPS’s “institutional identity.”
COMMITTEE MEMBERS

The Committee began with 14 members, with Sahana Gupta as the Chair. In Summer 2020, Celeste Clarke, Director of Campus Operations, joined the Committee as Co-Chair. 5 other members joined the Committee, whose expertise and experience contribute to meeting the goals of the Committee.

The Committee now has 20 faculty and staff members representing the different units of the School:

- Academic Programs
- Academic Support Services
- Admissions
- Alumni Services
- Campus Operations
- Human Resources
- Institutional Effectiveness and Planning
- Marketing and Communications
- Professional Education and Workplace Learning (PEWL)
- Student Services
COMMITTEE MEMBERS

1. Adeola Adegbola, Assistant Director, M.A. in Applied Theatre
2. Arianna Rodriguez, Senior Academic Advisor
3. Bonaparte R. Pierre, Student Representative (Health Services Administration), Student Association Representative, University Student Senate Delegate, Malave Leadership Academy, National Society of Leadership and Success
4. Celeste Clarke, Director of Campus Operations (Co-Chair)
5. Christopher Leydon, Associate Director, Student Services
6. Clarke Griffith, Program Director, Professional Education and Workplace Learning (PEWL)
7. Edwin Knox, Associate Professor and Academic Director, Online Business Programs
8. Ellen Karl, Academic Director, Health Information Programs
9. Ema Izquierdo, HR Generalist
10. Habeebah Yasin, Administrative Coordinator, Offices of the Senior Associate Dean for Strategy and Innovation & Associate Dean of Enrollment Management and Student Services
11. Jeanine Molock, Institutional Research Director
12. Jenna Coplin, Academic Program Manager, Museum Studies / Research Administration & Compliance
13. Jennifer Chand, Program Evaluator, Professional Education and Workplace Learning (PEWL)
15. Lucas Sifuentes, Director of Undergraduate and Graduate Admissions
16. Monique Aviles, Web and Digital Communications Specialist
17. Nikia Isaac, Academic Program Specialist - Psychology Program
18. Rianna Miller, Senior Admissions Advisor
19. Sahana Gupta, Chief Diversity Officer/Title IX Coordinator/ADA-504 Coordinator (Co-Chair)
20. Sarah Krusemark, Student Services Coordinator (Alumna)
KICK-OFF WORKSHOP
RACIAL JUSTICE CONFERENCE – NOVEMBER 2019

A kick-off workshop was held at the Racial Justice Conference on November 8, 2019.

Led by Adeola Adegbola and her colleagues from the Applied Theatre Program, the workshop helped define our thinking on
• Workplace Engagement
• Campus Culture
• Institutional Identity
• Student Involvement in Campus Culture
MISSION OF THE COMMITTEE

MISSION
The Committee on Institutional Equity and Diversity (CIED) is dedicated to promoting and embedding diversity, equity, and inclusion in the identity of the CUNY School of Professional Studies (CUNY SPS). The Committee aspires to develop and sustain a School-wide culture of belonging in which diversity, equity, and inclusion are integral components that support our continued excellence.

The Committee will engage in a wide range of educational and professional development activities to foster a culture of respect where students, faculty, and staff can thrive. (January, 2020)

To ensure that the mission of the Committee reflects and embraces the significance and impact of the current racial justice movement, the Committee will engage in an exercise to ensure that the mission statement is reflective and representative of the values of the Committee and the School.
GOALS OF THE COMMITTEE

GOALS
The goals of the Committee are both aspirational and deliverable.

• The aspirational goal is to create a space for continuous communication and discussion of complex, societal issues in a spirit of exploration and openness, and to encourage and cultivate equity, diversity, and inclusion as cornerstones of the School’s identity.

• The deliverable goal is to establish specific awareness, educational, and professional development targets for each year.
COMMITTEE ACTIVITIES

Four sub-committees have been formed:
• Communications
• Equity, Diversity and Inclusion Resources
• Equity, Diversity and Inclusion Learning Programs
• Survey and Needs Assessment and Evaluation

Each sub-committee will work on short- and long-term goals and activities.

Members of the Committee are involved in one or two sub-committees and will be meeting on a regular basis.

Information about the activities of the Committee will be available on the website.
Committee on Institutional Equity and Diversity

Mission and Vision
Online Learning
Office of the Dean
Foundation
Committee on Institutional Equity and Diversity
Mission
Committee Members
Diversity and Compliance
Institutional Effectiveness and Planning
Directory