

THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION

### ANNUAL REPORT

2021 - 2022

**EDITION** 

### PACE UNIVERSITY

Division of Diversity, Equity, and Inclusion

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# WHO ARE WE: THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION

### **OUR MISSION**

The Division of Diversity, Equity, and Inclusion is committed to creating and sustaining a welcoming and just campus climate for all members of Pace University through inclusive policies, practices and programming.

### THE OBJECTIVE

We uphold the University's mission Opportunitas by:

- Addressing structural and historical barriers to pursuing and completing higher education
- Advocating for underserved students by increasing access and opportunities
- Educating the campus community on inclusive practices in the classroom and working environments that are equitable, supportive, and affirming of all identities
- Leading and shaping domestic and global dialogues on oppression, violence, and injustice

### **PACE UNIVERSITY**

Division of Diversity, Equity, and Inclusion

# Leadership Offices &



The Division of Diversity, Equity and Inclusion at Pace University includes the following departments:

- Office of Institutional Equity and Title IX Compliance (NYC & PLV)
- Office of Sexual and Interpersonal Wellness (NYC & PLV)
- Office of Gender and Sexuality (PLV)
- Office of Multicultural Affairs (NYC & PLV)
- The LGBTQA+ Center (NYC & PLV)

### Leading the Division of DEI: Pace University's Chief Diversity Officer

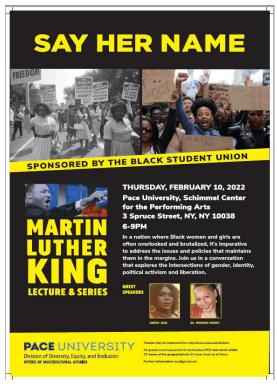
The Division of Diversity, Equity, and Inclusion is led by Pace's first Chief Diversity Officer, Tiffany S.W. Hamilton. Tiffany oversees the university's strategic initiatives around DEI and supervises all of the the departments within division. Working with Enrollment Management, Student Affairs, Human Resources, and other departments at its New York City and Pleasantville campuses, ensures that Pace University practices implements best for recruitment and retention of students, staff, and faculty.



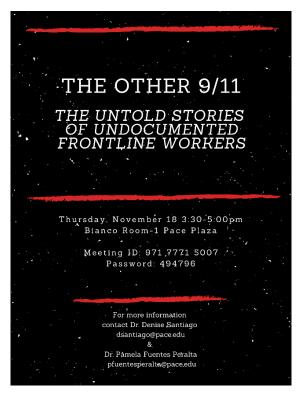
## 2021 - 2022 Highlights

### from the Division of DEI

Here are a few programmatic highlights from the Division of Diversity, Equity, and Inclusion during the 2021 - 2022 academic year:









# THE OFFICE OF INSTITUTIONAL EQUITY AND TITLE IX COMPLIANCE

The Office of Institutional Equity and Title IX Compliance aids in the implementation of the University's commitment to equal opportunity, affirmative action, and diversity.

This office ensures campus compliance with Federal, State, and Local laws pertaining to non-discrimination and affirmative action.



Bernard Dufresne
He/Him
Executive Director, Office of
Institutional Equity/Title IX
Compliance



Jordy Mensah
He/Him
PT Assistant, Office of
Institutional Equity/Title IX
Compliance

### THE LGBTQA CENTER



The Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, and Ally (LGBTQA) Center at Pace University exists to create campus environments that are inclusive and supportive of student, staff, and faculty diversity in the areas of sexuality and gender identity/ expression. The office promotes identity expression and exploration on all levels for all members of Pace University through advocacy, education, activism, programming, and a commitment to social justice.

### **Functions of the Center**

- Serve as a clear and visible sign of university-sanctioned support for the LGBTQ and ally community.
- Create a welcoming environment for all people interested in developing their understanding of LGBTQ and ally issues.
- Help students, staff, and faculty to build conscientious communities of care, inclusion, support, and trust.
- Recognize and explore the differences in ability, age, ethnicity, gender, health, language, national origin, race, religion, and socioeconomic among the LGBTQ and ally student, staff, and faculty population.
- Celebrate how differences in the LGBTQ and ally student staff and faculty population can enrich campus and local communities.
- Provide direct service to LGBTQ students, staff, faculty, and their allies in the forms of advisement, advocacy, career networking, referral services, education and training, event sponsorship and co-sponsorship, leadership development, and peer mentorship programs.

### THE LGBTQA CENTER STAFF

The LGBTQA+ Center has a dedicated group of 4 staff members who collaborate to provide programs, resources, and services to the LGBTQA+ and ally community at Pace.



LaDarius DuPree
They / Them
Associate Director



Mengwe Wapimewah She/Her/Hers Student Assistant



Anthony Incristo He/Him/His Student Assistant



Alani Weeks
She/Her/Hers
Student Assistant

# Programming and Community

### **EVENTS & PROGRAMS**

The LGBTQA Center has a variety of programs and events from weekly discussion groups, like Out to Lunch, to our annual leadership retreat, like Q- Camp!





### **Trainings & Workshops**

A Call to Men (w/ the Office for Sexual & Interpersonal Wellness)

**About the Center** 

**Active Allyship** 

**Advancing Towards a Post-Gender Future** 

**Healing Fridays** 

**HealthySexuals Program (w/ Gilead)** 

**Home for the Holidays** 

**Kappa Delta Inclusive Recruitment Workshop** 

Mt. Sinai HIV/STI Monthly Testing

**National Coming Out Day: The Coming Out Monologues** 

**Out to Lunch** 

**QTPOC Corner** 

Safe (r) Zone

**Trans 101** 

**T-Time** 

# Programming and Community

### **LOUNGE HOURS**

Due to COVID-19, the LGBTQA Center offered virtual lounge hours for connection and community. Healing Fridays space led by our doctoral intern/Counseling Center liaison, Home for the Holidays sessions, and various educational conversations for students in the physical space of the Center.



### DISCUSSION GROUPS

### Out to Lunch

Tuesdays
12:00 p.m. - 1:00 p.m.
A weekly discussion of various LGBTQA topics, ranging from media representation to queer history to current activism, alongside a free lunch for students. Open to everyone!

### T-Time (T-Time Ally Day)

Mondays
12:15 p.m. - 1:15 p.m.

A weekly discussion group for transgender and gender nonconforming college students, offering conversations, community, advice, and support.

\*This group is closed to trans and GNC students, except for the first Wednesday of every month, which is open to everyone for a discussion on trans allyship.

### Healing Friday

Fridays
12:15 p.m. - 1:15 p.m.
This group invites students to engage in self-care through art, meditation, reflection, workshops, community, conversations, and more. Healing Friday is open to everyone!

# LGBTQA Center Highlights! VIRTUAL Q-CAMP 2022



Q-Camp is a weekend-long leadership retreat for LGBTQ+ Pace students. Through a series of educational workshops, social justice dialogues, and fun camp activities, Q-Camp seeks to build community across both Pace campuses and empower students to develop their own leadership skills.

During the Fall semester — as a joint initiative between the Pleasantville and New York City campuses — this signature event was hosted for approximately thirty students and led by six professional staff members.

# OFFICE OF MULTICULTURAL AFFAIRS

At the core of the Office of Multicultural Affairs (ōMA) mission is the commitment to provide opportunities and venues for Pace University and external communities to examine, discuss, debate, collaborate and develop partnerships around themes that perpetuate (un)checked power, privilege, marginalization and social injustices.



Dr. Denise Belen Santiago She/Her Director of OMA NYC



Timothy Stanfield
He/Him
Director of OMA PLV



Geanina Riley
She/Her
Student Assistant OMA NYC

# oMA 2021 - 2022 Highlights!





SPRING 2022

Calendar of Events

# Programming and Community

### **EVENTS & PROGRAMS**

### **Be the leader in Experiential Education**

Volunteers for Food Justice Awareness & Equity

- **Exposure**: Convened 6-one-square mile walking surveys of South Bronx Community District 1 for participants to perceive food apartheid in action
- Volunteerism/Civic Engagement: Hosted 11work-days at New Roots Community Farm [South Bronx]
- **Service @ Provisions**: A Bhandari Jain Family Food Pantry
- **Awareness/Fundraising:** Hosted Chopped competition

### **Commit to being an Anti-Racist Institution**

Dialogues on Race, Racism & Resistance: Social Justice Podcast & Reading Club Series

**Courageous Conversations** 

Diversity, Inclusion & Belonging-Related Workshops

### **Commit to a Student-Centric Culture**

Shades Women of Color Collective

ALMA: A Community of Black & Latino/x Men

Knitting For a Cause

Panels / Public Programming / Outings

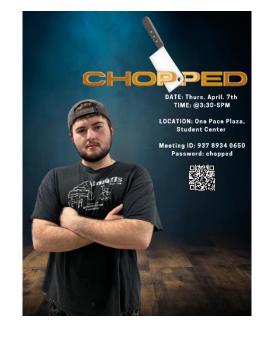
**Uncover NYC Series** 

### **Professional Development/Certificates of Completion**

Critical Race Theory Summer Boot Camp [August 2021]

Museum of Jewish Heritage: A Living Memorial to the Holocaust

Workshops [January 2022]



# OFFICE OF SEXUAL & INTERPERSONAL WELLNESS

The Office of Sexual and Interpersonal Wellness (OSIW) provides guidance for the Pace community on issues of sexual misconduct, including sexual assault, unhealthy or abusive relationships, harassment, exploitation, and related experiences. OSIW supports current students who are or have been impacted by sexual misconduct and develops on-campus violence prevention initiatives, educational workshops, and a variety of events for the community.

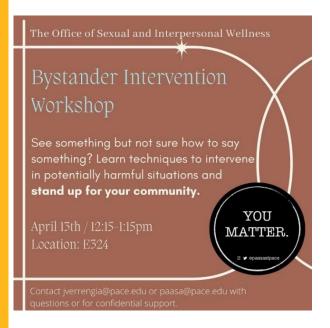
The office is directed by specialist, Juliette Verrengia, who is a licensed social worker with varied experience working on issues of sexual violence, dating violence, and mental health. She is a confidential resource for student.



Juliette Verengia
She/Her
Interpersonal Violence Prevention & Education Specialist

# Education SIW Training

### **OSIW WORKSHOPS**



BYSTANDER
INVERTION WORKSHOP:
OSIW and PAASA teach
techniques to intervene
in potentially harmful
situations.

A program hosted by OSIW and friends, sharing best practices on how to have healthier behaviors in relationships both romantic and platonic.

HEALTHY
RELATIONSHIPS 101

Who: You, your friends, and the Office of Sexual & Interpersonal Wellness

What: A 60 minute workshop to discuss healthy and unhealthy relationship behaviors, with a focus on patterns in abusive relationships.

Where: 1 Pace Plaza Room W102 (Zanzinno Conference Room)

When: Monday, October 4th / 12:00-1:00pm

Why: Dating violence on campus is too common. From friendships to marriage and everything in between, everyone deserves a healthy ad happy relationship. Many of us are not taught how to have a healthy relationship, and we can all work toward healthier behaviors and relationships.



## OSIW 2021-2022 **Highlights!**

OISW has various educational programs from honest conversations about sex, consent, and relationships to guided meditations! Check out these highlights!









# OFFICE OF GENDER AND SEXUALITY

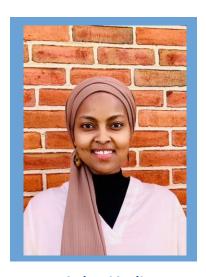
During the 2021 – 2022 academic year, The Office of Gender and Sexuality (OGS) continued development and success of the FIRE Peer Educator program – outreach to UNV 101s, hundreds of students attended SVAM events, retention and personal growth of Q-Camp participants, and the hiring of part time Interpersonal Violence Prevention Ed Specialist.

### **OGS Highlights, Events and Programs for 2021 - 2022:**

- o Intro to WGS received the Anti-Racism Education (ARE) attribute
- Sexuality and Society taught as a Civic Engagement (CE) course
- o FIRE successes in SVAM over 150 student participants
- Panel organizer and presenter at AWP Philadelphia conference
- Partnership with Planned Parenthood Promotores Program
- Lived Name Policy support of TGNCNB students through policy support
- Collaborations with SGA, FIRE, and Pride at Pace to develop greater equity and inclusion
- Secured a \$23,000 grant from the Leonard Litz Foundation to support leadership development and programming for QTPOC and TGNCNB students



Rachel Simon
She/They
Associate Director
The Office of Gender and Sexuality (PLV)



Asha Kadir
She/Her
PT Interpersonal Violence
Prevention Ed Specialist (PLV)

# **Training & Education**

Through training such as Safe(r) Zone, Trans 101, Bystander Intervention & Active allyship the Division of DEI trained over 3,000 students, staff, and faculty.

1,324 people trained by LGBTQA Center

853 people trained by oMA

**Total for 2021-22 3,342 Trained!** 

This program is part of Wellness Week 2022



1,165 people trained OISW

THE OFFICE OF SEXUAL AND INTERPERSONAL WELLNESS

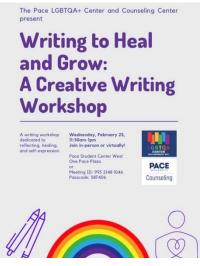
BYSTANDER INTERVENTION TRAINING

See something of Learn techniques to intervene in potentially harmful situations and stand up for your community.

THURSDAY DECEMBER 2ND 3:30-4:30PM 1 PACE PLAZA, E326

Open to the entire Pace NYC community. epassadatpace Email perrengiaepace.edu with any questions.

The Pace LGBTQA+ Center and Counseling Center present



### **Student Leadership**

# within the Division of Diversity, Equity, and Inclusion

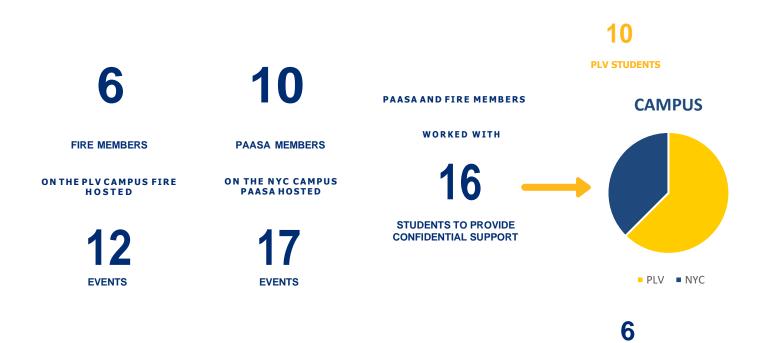
The Division of DEI strongly supports and advocates for student leadership opportunities. During the 2021-2022 academic year, we had 2 peer education programs: PAASA and FIRE.

### **PAASA & FIRE**

Each year, student leaders are hired by the Office of Sexual and Interpersonal Wellness. PAASA (Peer Advocates Against Sexual Assault) is the peer education group on the NYC campus and FIRE (Fighting Ignorance and Rape through Education) is on the Pleasantville campus. Peer educators lead events, conduct workshops, and raise awareness for the office. They are also confidential resources and meet individually with students who have been impacted by sexual misconduct. Hiring typically begins around March in the Spring semester.



NYC STUDENTS

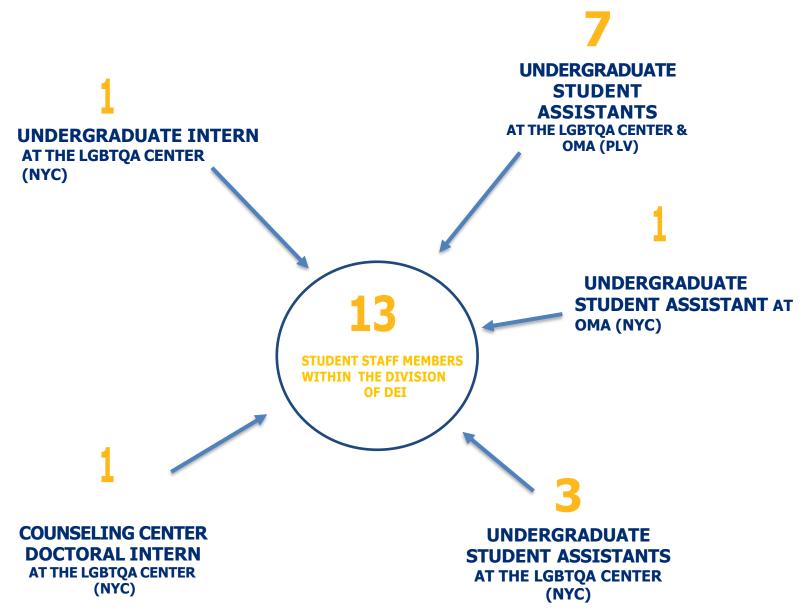


### **Student Leadership**

within the Division of Diversity, Equity, and Inclusion

### **Employment and Internships**

In addition to student leadership programs, the Division of DEI also employs and works with undergraduate and graduate students as student assistants, volunteers, interns, and externs across departments.



## **Non-Discrimination Policy**

The University is strongly committed to maintaining working and learning atmosphere that is free from unlawful discrimination, harassment and retaliation. The University is also an equal opportunity employer that is strongly committed to making all personnel decisions without regard to actual or perceived sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation or affectional status; genetic predisposition or carrier status; military or veteran status; status as a victim of domestic violence, sex offenses or stalking; or any other characteristic protected by law federal, state or local law, rule or regulation.

All University employees, supervisors, administrators, officials, faculty members, students, and applicants, as well as everyone with whom the University does business (e.g., outside vendors, consultants, contractors) are prohibited from engaging in unlawful discrimination and/or harassment based on any of these protected characteristics. Inquiries concerning the application of Title IX and implementing regulations, as well as inquiries concerning the application of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and Title VI of the Civil Rights Act, may be referred to the Executive Director of Title IX Compliance and Title IX Coordinator, Bernard Dufresne, (212) 346-1310, 163 William Street, 3rd Floor, Rm. 340, New York, NY 10038 or Assistant Secretary for Office for Civil Rights.

# BHANDARI FOOD PANTRY

Provisions: A Bhandari Jain Food Pantry is open twice monthly to all students, staff, and faculty that are food insecure. Now in its second year and led by oMA Director Dr. Denise Santiago, Provisions gained momentum when COVID-19 took hold. Despite the limited number of students in residence halls and faculty / staff on campus, participation continued to grow.

**276** 

### **TOTAL REGISTERED GUESTS**

### **PACE UNIVERSITY**

Division of Diversity, Equity, and Inclusion OFFICE OF MULTICULTURAL AFFAIRS



### PROVISIONS: A BANDHARI JAIN FAMILY FOOD PANTRY

Open to all students, faculty, and staff for emergency food needs.

Thursdays, 9:30-11:00am 1 Pace Plaza, W105

February 10, 24 • March 10, 31 • April 14, 28 "Grocery Pick-Up Only"

Pre-registration is required: www.pace.edu/multicultural-affairs/resources/provisionsbhandari-jain-family-food-pantry

ALL VEGETARIAN/VEGAN MEALS ARE BROUGHT TO YOU BY A GENEROUS DONATION BY THE BHANDARI JAIN FAMILY.



"I want to thank you so much for this. It means a lot during these times."

"I greatly appreciate you doing this for us. My gratitude is genuinely unspeakable."

# The Division of Diversity, Equity, and Inclusion 2021 - 2022 Staff



### Visit www.pace.edu/diversity to learn more!

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LaDarius Dupree, M.Ed. (they/them)
Associate Director, LGBTQA Center (NYC) ldupree@pace.edu

Juliette Verrengia (she/her)
Interpersonal Violence Prevention & Education Specialist Office of Sexual and Interpersonal Wellness jverrengia@pace.edu

Rachel Simon (she/her; they/them)
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