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**PACE UNIVERSITY**

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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.

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
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 Multicultural Affairs (NYC & PLV)
- The LGBTQIA 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 departments within the division. Working with Enrollment Management, Student Affairs, Human Resources, and other departments at its New York City and Pleasantville campuses, she ensures that Pace University implements best practices for recruitment and retention of students, staff, and faculty.
2020 - 2021 Highlights from the Division of DEI

Here are a few programmatic highlights from the Division of Diversity, Equity, and Inclusion during the 2020 - 2021 academic year:
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 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, student leadership opportunities, programming, and a commitment to social justice.
The LGBTQA+ Center has a dedicated group of 6 staff members who collaborate to provide programs, resources, and services to the LGBTQA+ and ally community at Pace.

Emmett Griffith
He/Him/His
Associate Director

Tasha McCombs
She/Her/Hers
Graduate Intern

Alex Looker
He/They
Student Assistant

May Minard
She/Her/Hers
Student Assistant

Mengwe Wapimewah
She/Her/Hers
Student Assistant

Anthony Incristo
He/Him/His
Student Assistant
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!

**QUEER MOVIE MONDAY**

A MONTHLY LGBTQ+ MOVIE NIGHT
All NYC & PLV students welcome!
THE FIRST MONDAY OF THE MONTH
7 PM EST

Meeting ID: 924 8144 7674
Password: lgbtqfilm

**OUT TO LUNCH**

VIRTUAL LUNCH & LGBTQ+ DISCUSSION
EVERY TUESDAY
12-1 PM EST
*Open to NYC & PLV students!

Meeting ID: 939 7977 1835
Password: queerlunch

**T-TIME**

A DISCUSSION GROUP FOR TRANS, NON-BINARY & GENDER NON-CONFORMING STUDENTS
*Open to TGNCAB NYC & PLV students

WEDNESDAYS 12-1 PM EST

Meeting ID: 959 2377 9236
Password: TGNCAB

**QTPOC HANGOUTS**

February 18
March 18
April 15

Monthly casual meet and greet for LGBTQ+ Students of Color
7 PM EST

Meeting ID: 918 6867 7414
Password: QTPOC

Contact nmcombs@pace.edu with any questions!
*Open to NYC & PLV QTPOC Students

**HEALING FRIDAY**

Join the LGBTQA Centers for weekly reflection, mindfulness, self-care strategies, conversations, community & more!

Meeting ID: 975 1378 5772
Password: healing

*Open to all NYC & PLV students!

EVERY FRIDAY FROM 12 - 1 PM EST
LOUNGE HOURS
Due to COVID-19, the LGBTQA Center offered virtual lounge hours for connection and community. Including Wednesday Coffee Chats with Emmett, Thursday Virtual Games with Tasha, and 30 Minutes of Good on Fridays with SAs Mengwe and Anthony.

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)
Wednesdays
12:00 p.m. - 1:00 p.m.
A weekly discussion group for transgender and gender non-conforming 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
12:00 p.m. - 1:00 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!
Some moments from 2020 - 2021...

P.A.C.E. BOARD X LGBTQA+ CENTER PRESENTS:

DAY 2 UNLEASHED WITH LAVERNE COX
WED. 4/14 @9:00 VIA ZOOM
RESERVE FREE TICKET AT PACE.UNIVERSITY.COM

COMING OUT
DEBUNKING MYTHS & SHARING LIVED EXPERIENCES
FRIDAY, OCTOBER 9 @ 2 PM EST
MEETING ID: 963 2932 5468
PASSWORD: 535827

LAVENDER GRADUATION
An opportunity to celebrate graduating LGBTQA+ seniors & honor students, staff, and faculty who are committed to LGBTQA+ advocacy at Pace University!
FRIDAY, APRIL 23 AT 2 PM EST
LAV GRAD REGISTRATION: www.pace.edu/lavgradRSVP
Typically, Q-Camp unites the New York City and Pleasantville campuses at Camp Mariah in Fishkill, NY for a 3 day leadership retreat for LGBTQ+ students. However, this year we moved the camp to Zoom! Through a multitude of identity workshops, community building activities, and fun! This weekend empowers students to develop leadership skills, challenge their personal growth, and become advocates for change.
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

Rachel Simon  
She/They  
Interim Director of OMA PLV

Geanina Riley  
She/Her  
Student Assistant  
OMA NYC
oMA 2020 – 2021 Highlights!

INTERROGATING WHITENESS
On the Path Towards Anti-Racism
Tuesday, October 13 • 3:30-5:00pm
REGISTER IN ADVANCE FOR THIS WORKSHOP: https://pace.zoom.us/meeting

STOP THE HATE
Combating Anti-Asian Violence
A panel conversation on ways to combat the violence against Asians, Asian Americans, Pacific Islanders, people of Asian descent, and anyone targeted by such a malignant force, and to stand in solidarity with victims of racism, xenophobia, and sexism.

Speakers:
• J correlated
• Dr. Ying Wang (Modern Languages and Cultures, Dyson)
• Prof. P. V. Visvanathan (Lubin School of Business)
• Dr. Satish Kolluri (Communication Studies, Dyson)

Moderator
• Prof. Joseph Lee (History/Global Asia Institute, Dyson)

Tuesday, April 6 | 3:30pm - 4:20pm
Meeting ID: 974 9442 7475
Password: 088359

MAKING CHANGE FROM WITHIN
MONDAY 11/16, 9:00 PM EST
a conversation with Vincent Fields
Why work for social justice & change from within government, instead of protesting from the outside?

co-sponsored by BSU, CCAR, Dyson College, Government & Community Relations, oMA, and Pride at Pace.

Zoom ID: 969 3595 9724
Password: bsu

BLACK GIRLS ROCK!
Instagram Activism:
Keeping it Black, Backed, & Brief w/ Lynae Vance of Parking Lot Pimpin'
February 22nd, 9 p.m. EST
Zoom ID: 933 6759 3259
Password: Black

Stop the Hate:
A panel conversation on ways to combat against Asians, Asian Americans, Pacific Islanders, people of Asian descent and anyone targeted by such a malignant force and to stand in solidarity with victims of racism, xenophobia, and sexism
Justice Podcast

Wednesdays

Wednesday's at 12:00 p.m. - 1:00 p.m.

A weekly program where students, staff and faculty listen to a podcast (prior to attending) and have engaging conversations around social justice, politics, pop culture and more!

Thursday's at 3:30 p.m. - 4:30 p.m.
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 students.
OSIW WORKSHOPS

DEEP DIVES: A monthly discussion group hosted by PAASA on different topics regarding sexual and interpersonal wellness.

A program hosted by OSIW and friends, sharing best practices on how to have healthier behaviors in relationships both romantic and platonic.
OISW has various educational programs from honest conversations about sex, consent, and relationships to guided meditations! Check out these highlights!
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.

- **1,067 people trained by LGBTQA Center**
- **930 people trained by oMA**
- **1107 people trained by OISW**

**Total for 2020-21**

**3,104 Trained!**
The Division of DEI strongly supports and advocates for student leadership opportunities. During the 2020-2021 academic year, we had 4 peer education programs: the DEI Peer Facilitators, PAASA, FIRE, and the Queerleaders.

The DEI Peer Facilitators

The DEI Peer Facilitator program is a newly established peer education program within the Division of DEI. The most essential role of the DEI Peer Facilitators is to promote the psychological and social wellbeing of a diverse student body at Pace through ongoing peer-to-peer communication on diversity and social justice issues.

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.
The Queerleader Program

The Queerleader Program is the LGBTQ+ Student Leadership Program with a peer education component. Queerleaders attend monthly training focused on LGBTQ+ issues, social justice education and leadership development. They learn the presentation skills and curriculum content necessary to present the Center’s educational training to the Pace community.

7 QL Core Competencies

1) Social Justice, Diversity, & Identity Awareness  
2) Facilitation & Communication Skills  
3) Responding to Difference & Conflict  
4) Advocacy, Allyship, & Creating Change  
5) Self-Development & Personal Growth  
6) Group Development & Community Building  
7) Leadership Frameworks & Dispositions

Reflections from Queerleaders

"The QL program has given me the opportunity to be my truest self not only in this space, but in a leadership role as well. I have become more open with my identity and I have brought my knowledge from this space to the other spaces in which I am a leader. The intersectional education I have received in this program is unparalleled and continues to influence me in all of my roles."

"The Queerleader program has taught me that growth never ends, and there’s always new things to learn."

"This community is always full of love and acceptance."

“I am able to use these skills in real life, educating people like my boss and my friends and it’s really cool.”
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.

- 1 Graduate Assistant at the Office of Sexual & Interpersonal Wellness
- 1 Graduate Intern at the LGBTQ+ Center (NYC)
- 4 Undergraduate Student Assistants at the LGBTQ+ Center (NYC)
- 1 Undergraduate Student Assistant at OMA (NYC)
- 1 Counseling Center Doctoral Intern at the LGBTQ+ Center (NYC)
- 2 Undergraduate Student Assistants at the LGBTQA Center & OMA (PLV)

Total: 10 student staff members within the Division of DEI
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, 10th Floor, Rm. 107, New York, NY 10038 or Assistant Secretary for Office for Civil Rights.
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.

219
TOTAL REGISTERED GUESTS

40
AVERAGE MONTHLY RECIPIENTS

“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
2020 – 2021 Staff

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

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Pace University
Division of Diversity, Equity, and Inclusion