

PACE UNIVERSITY

Division of Diversity, Equity, and Inclusion

2023-2024

ANNUAL REPORT

Redefining DEI at Pace



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OUR MISSION

The Division of Diversity, Equity, and Inclusion is committed to providing an institutional vision for diversity, equity, and inclusion (DEI) at Pace, educating faculty, staff, and students on foundational concepts to enhance diversity and inclusion on campus, consulting with divisional leaders on matters related to DEI, and ensuring the college is compliant with all federal regulations related to equal opportunity (e.g., Affirmative Action, Titles VI, VII, IX).

We seek to uphold the University's mission of *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

MEET OUR CHIEF DIVERSITY OFFICER

Dr. Stephanie Akunvabey (she/her), a native New Yorker who has dedicated her career in higher education to championing issues relating to equity and inclusion, was named Pace University's Chief Diversity Officer and Associate Vice President for Diversity, Equity, and Inclusion.



Stephanie oversees the university's strategic initiatives around DEI and supervises all departments within the division.

Working with Enrollment Management, Student Affairs, Human Resources, and other departments at Pace University, she ensures that Pace University implements best practices for recruitment and retention of students, faculty, and staff.

PACE DEI DEPARTMENTS:

The Barry M. and Jackie Gosin Center for Equity and Inclusion

The Office of Institutional Equity and Title IX Compliance

The Office of Sexual and Interpersonal Wellness

The Office of Multicultural Affairs

The LGBTQA+ Center

STRATEGIC PRIORITIES & IMPACT

In 2023-2024, the Division of Diversity, Equity, and Inclusion reinforced Pace University's core values of **diveristy, integrity, and innovation** while taking bold steps forward.

By advancing anti-discriminatory frameworks and pedagogies, this year's milestones included a **comprehensive review of institutional policies** to align with DEI's best practices, the **launch of the Barry M. and Jackie Gosin Center** as a hub for inclusive engagement, and significant **improvements in campus communications**—including a refreshed DEI website and an expanded newsletter reach.

These efforts reflect our commitment to fostering an inclusive, equitable, and forward-thinking community at Pace University.

STRATEGIC PRIORITIES AND IMPACT: NADOHE'S ANTI-RACISM FRAMEWORK

A comprehensive review of institutional policies



Advances DEI in higher education through a holistic approach to institutional change. Pace University has worked to foster mentorship, leadership, and career growth. While promoting inclusive hiring practices, equitable policies, and strong student support services.

NADOHE'S ANTI-RACISM FRAMEWORK

A Breakdown

Institutional Structure: Establishes concrete leadership roles to ensure commitment to anti-racism through clear responsibilities and accountability (e.g., Chief Diversity Officer and Associate Vice President for DEI)

Policies & Procedures: Ensures institutional policies are equitable, anti-racist, and regularly reviewed for systemic bias (e.g., Title IX Enforcement of Policies and Procedures)

Resource Allocation: Directs funding and resources to support DEI initiatives and underrepresented communities (e.g., The Gosin Network Scholarship, Lavender Graduation, Black Excellence Dinner, Heritage Celebration)

Academic Equity & Student Success: Creates equitable learning environments and support systems to ensure student success (e.g., Diverse curriculum initiatives and expanded academic support)

Curriculum & Pedagogy: Develops inclusive curricula and teaching methods that reflect diverse perspectives and histories (e.g., Anti-Racism Education courses)

NADOHE'S ANTI-RACISM FRAMEWORK

A Breakdown (Cont.)

Hiring, Retention & Promotion: Promotes fair hiring, career advancement, and retention practices to build diverse faculty and staff (e.g., DEI-informed hiring practices and Async Bias Trainings)

Institutional Programming: Implements events, workshops, and initiatives that foster an inclusive and anti-racist campus (e.g., Gosin Fireside Chat Series)

Educational/Training/Employee Development: Provides DEI training and professional development to cultivate an anti-racist workplace (e.g., DEI Training and Workshops)

Campus Climate/Culture: Assesses and improves the campus environment to ensure inclusivity, safety, and belonging for all (e.g., Campus affinity groups & safe spaces for students)

Admissions & Access: Expands access to education through equitable admissions policies and outreach to marginalized communities (e.g., Holistic admissions processes)

STRATEGIC PRIORITIES AND IMPACT: THE BARRY M. AND JACKIE GOSIN CENTER FOR EQUITY AND INCLUSION

A new hub for inclusive engagement

Pace University proudly welcomed the Barry M. and Jackie Gosin Center for Equity and Inclusion as a dedicated hub for fostering diversity, equity, and belonging within our community.

The Gosin Center facilitates the development of equitable literacy, inclusive curricula, and anti-oppression pedagogies, while also assisting academic units in their research on these vital topics. Through engaging lectures, events, and community outreach, the center strives to empower students, faculty, and staff in their pursuit of equity and inclusion.

In 2024, The Gosin Center introduced two Gosin Fellowships and six Gosin Network Scholarships to Pace University.



FIRESIDE CHAT SERIES
with Elizabeth Nieto,
Global Head of Equity and Impact at Spotify.
Nieto spoke at the inaugural fireside chat event and met with students afterwards, setting a high precedent for the following speakers in the fireside chat series.

Shared Equity Leadership

The Gosin Center champions the values of **Shared Equity Leadership (SEL)**, a collaborative approach in which responsibility for diversity, equity, and inclusion is **distributed across multiple leaders**- rather than resting on a single individual or office.

It fosters a collective commitment to equity by engaging students, faculty, staff, and administrators in driving systemic change.



The Gosin Advisory Board

The Gosin Advisory Board embodies Shared Equity Leadership by bringing together a diverse group of voices from Pace's NYC, Pleasantville, and Haub Law campuses, alongside executive board members and community partners. Through their collective efforts, they ensure that Pace University's commitment to inclusivity extends beyond the classroom, influencing policies, programs, and community engagement initiatives.

Peta-Gay Clarke

Board of Trustees Global Lead for Community Programs at Google

Erik Cliette

Community Member Executive Director for One Hundred Black Men

Terryl Brown

Pace University General Counsel

Patricia Morrobel

Program Manager Pace Continuing Education

Randolph McLaughlin

Haub Law School Professor

Lori Kanner

Haub Law Director of Community Relations and Special Programs

Anthony Guerrero

Pleasantville Senior Business Economics

Joana Velasquez

Lienhard School of Nursing Assistant Professor

Vinny Caprio

Marketing and Project Management Coordinator

Chase Nelson

New York City Senior Applied Psychology and Human Relations

Chrismary Reynoso

Haub Law School Student 3rd Year

GOSIN FELLOWSHIP & GOSIN NETWORK SCHOLARSHIP

The **Junior Faculty Fellowship** members join forces to co-author two scholarly works and participate in a weekend writing retreat at Easton's Nook. This fellowship program is designed to provide support and avenues for cultivating equity literacy and inclusive curricula.

The **Emerging Scholars Fellowship** is a grant designed to facilitate partnerships between faculty and graduate students. It puts students in the driver's seat while allowing them to collaborate on research projects, publish findings, and present their work.

The **Gosin Network Scholarship** is a year-long program designed for Pleasantville Lubin Business School sophomores to engage their entrepreneurial skills and participate in a cohort that will grow together for career enhancement. Students earn up to \$1000 each semester by attending Gosin selected events, meeting with executive coaches, and working to develop themselves professionally to be ready for life after graduation.



GOSIN NETWORK SCHOLARSHIP MEMBERS

Skylar Ferguson, *Business*

Sky has long dreamed to be an entrepreneur and a business leader. As a first-generation African American woman, she recognizes that her time at Pace will equip her for success in the business world.

Jahmir Harris, *Public Accounting*

Jahmir aims to leverage his accounting degree to assist others in managing their finances while promoting inclusivity and fairness.

Michael Kim, *Advertising & Integrated Marketing*

With an interest in fashion and advertising, Michael aims to refine his business skills, gain deeper industry insights, and establish his place in the business world.

Cassidy Marfisi, *Business*

Cassidy hopes the Gosin Network Scholarship will equip her for the professional world and expand her network, creating opportunities for success.

Isaac Yang, *Public Accounting*

Isaac strives for success to give back to those who supported him and to help other students achieve their goals.

Russell Yang, *Business*

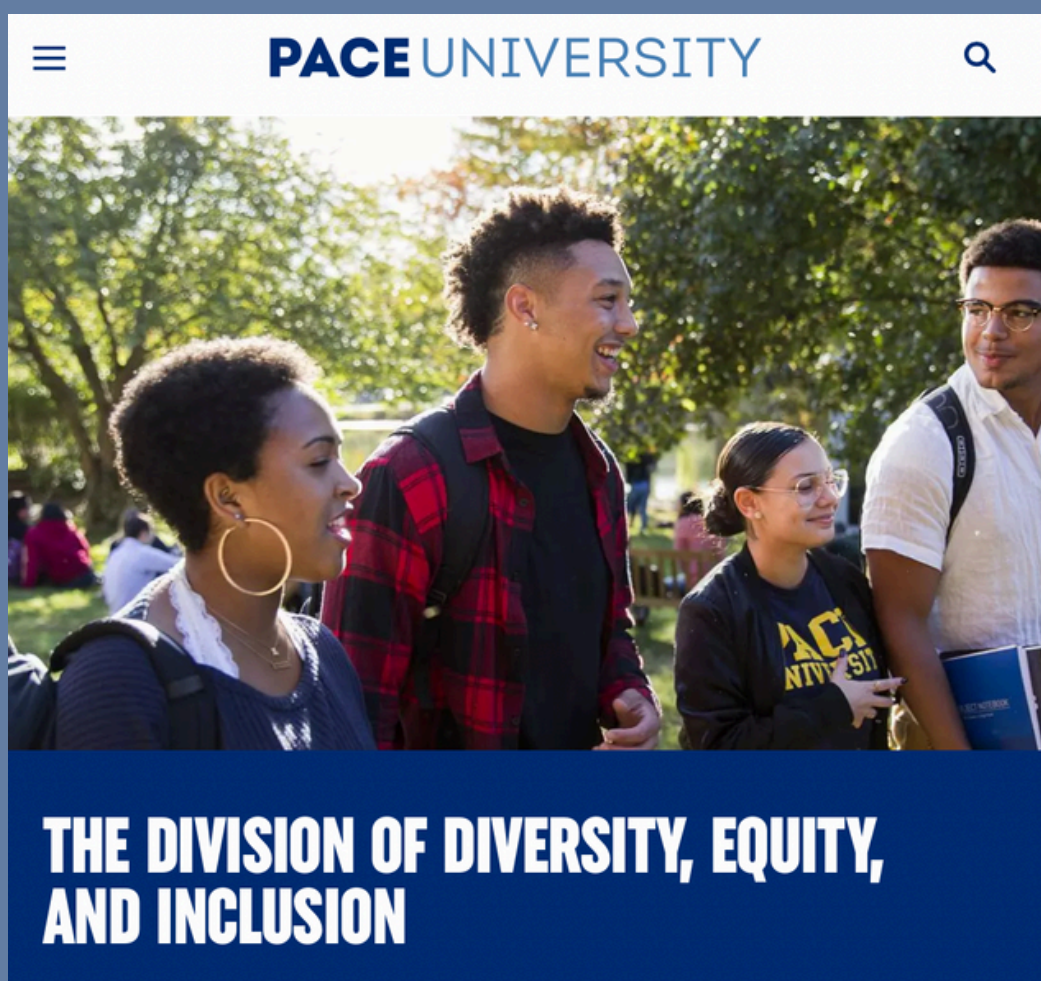
Russell aspires to be a business leader and mentor, fostering inclusion, valuing others, and helping them find meaning in their work.

STRATEGIC PRIORITIES & IMPACT: IMPROVEMENTS IN CAMPUS COMMUNICATIONS

DEI Website

Our DEI website underwent a refresh, enhancing accessibility, communication, and resource availability for the entire Pace community by revamping each DEI department's webpage, updating team members and roles, and adding a webpage for specifically requesting DEI trainings/workshops.

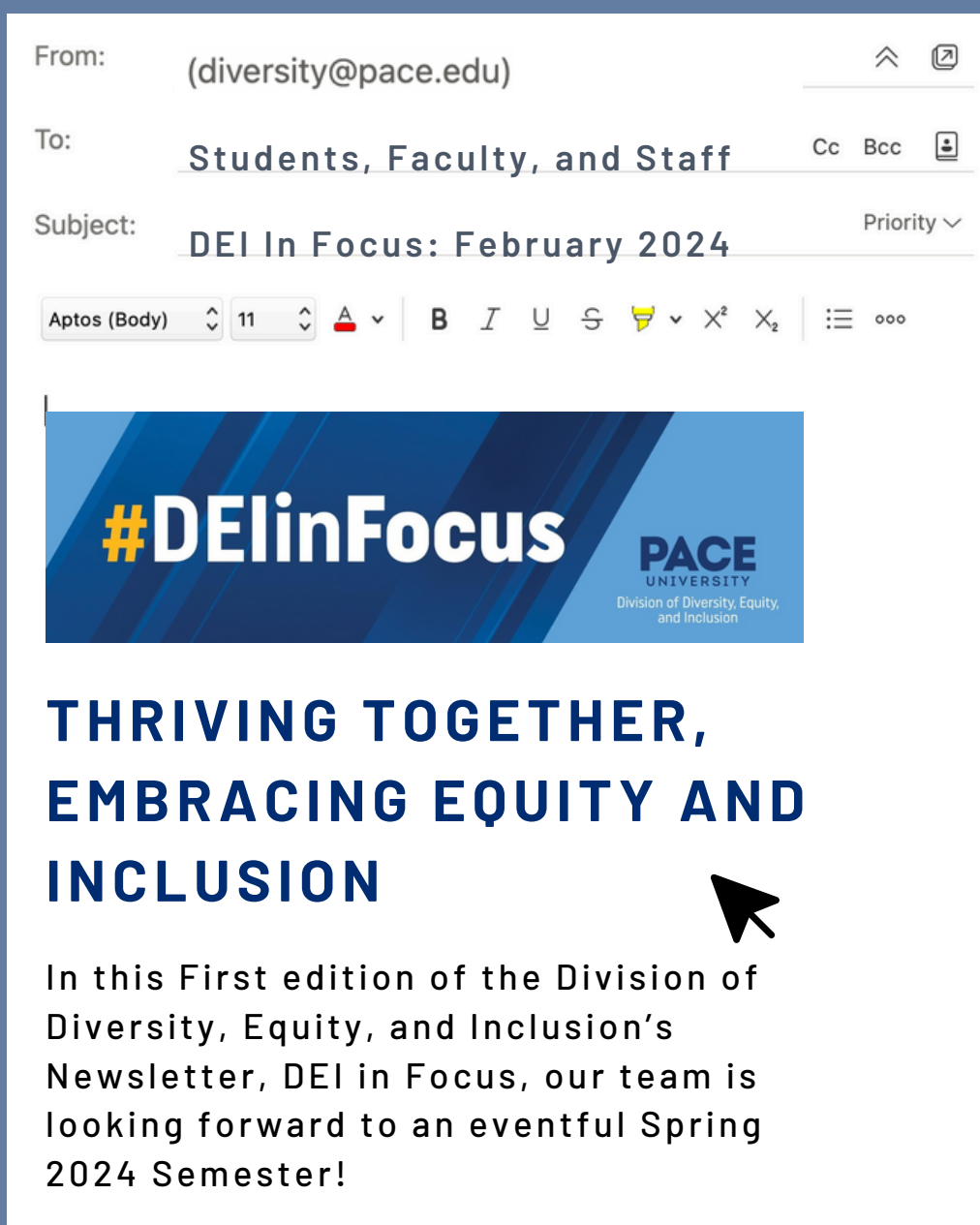
[Visit the DOIE Webpage](#)



IMPROVEMENTS IN CAMPUS COMMUNICATIONS

DEI Newsletter: DEI in Focus

Since its launch, the DEI In Focus Newsletter has significantly expanded the division's outreach and served as a medium for communicating DEI events, updates, and more.



STRATEGIC PRIORITIES & IMPACT: ORGANIZATIONAL STRUCTURE

Divisional Realignment

Organizational structure has a direct impact on every aspect of an operational unit. In the 2023-2024 academic year, we re-imagined the unit's mission, vision, and structure to create measurable improvements and practical support for the University's strategic priorities in coming years.

While internal drivers warranted a re-organization, Pace must also prepare for the 2026-2027 Middle States Commission on Higher Education Self-Evaluation. Pace will be expected to follow the Fourteenth Edition Standards which includes a new Diversity, Equity & Inclusion Guiding Principle. The realignment demonstrates a proactive, results-oriented approach to DEI that is anchored in our mission of *Opportunitas* and tethered to a spirit of innovation. With intentional hiring and transition efforts throughout Spring & Summer 2024, the new DEI structure will be in place and operational by Fall 2024.

The Division of Diversity, Equity, and Inclusion is committed to strengthening our initiatives through the strategic expansion of our department. While we continue to grow, there is still progress to be made as we work to create additional DEI roles within our organization.

STRATEGIC PRIORITIES & IMPACT: ORGANIZATIONAL STRUCTURE

Updated DEI Roles

Assistant Vice President for Institutional Equity and Title IX

In August 2023, Bernard Dufresne was promoted to Assistant Vice President for Institutional Equity and Title IX, creating an opportunity for the staff in the Offices of Sexual & Interpersonal Wellness to report to this new role. This restructuring allows for a streamlined approach to providing the university with required federal trainings, prevention & educational workshops, and improved compliance practices.

Director of the Office of Multicultural Affairs

Dr. Denise Belén Santiago actively works to improve the Pace student experience by partnering with key stakeholders to embed equity, inclusion and antiracist practices in core elements of the student experience.

DEI Coordinator

In February 2024, Carolanne Clark was hired as the DEI Coordinator for the Division of Diversity, Equity, and Inclusion at Pace University. The DEI Coordinator assists in creating and implementing initiatives that promote an inclusive and equitable environment within Pace University.

Gosin Center Program Coordinator

In February 2024, The Barry M. and Jackie Gosin Center for Equity and Inclusion hired Sophie Serage as the Gosin Center Coordinator. The program coordinator is charged with the execution of programs that promote diversity and foster inclusive environments for all.

The Office of Institutional Equity and Title IX Compliance

The Office of Institutional Equity/Title IX Compliance's mission is to ensure a campus environment where all members of our community have equitable access to academic and professional opportunities. The Office is responsible for processing allegations of harassment and discrimination, including Title IX, and works collaboratively across the University with students, staff and faculty to achieve its mission.

The Biden Administration released final revised Title IX regulations that go into effect on August 1, 2024. These regulations require schools to respond to Title IX incidents with greater care and ensure more comprehensive investigations.

[Visit Pace's Webpage for the Office of Institutional Equity and Title IX](#)



Bernard Dufresne

Assistant Vice President of Institutional Equity and Title IX Compliance

Shawna Mott
Associate Director of Institutional Equity and Title IX Compliance



The Office of Sexual and Interpersonal Wellness

The Office of Sexual and Interpersonal Wellness (OSIW) provides confidential support, education, and advocacy for students impacted by sexual misconduct, relationship abuse, harassment, and exploitation. Committed to fostering a safe and respectful campus, OSIW offers violence prevention initiatives, educational workshops, and community events.

[Visit Pace's Webpage for the Office of Sexual and Interpersonal Wellness](#)



Asha M. Kadir, PhD

***Interpersonal Violence Prevention and
Education Specialist, Pleasantville***

Ashleigh Andersen, LCSW
**Interpersonal Violence Prevention and
Education Specialist, NYC**



The Office of Sexual and Interpersonal Wellness

This year, the Office of Interpersonal Wellness hosted a wide range of events aimed at fostering awareness, education, and support for the Pace community.

Events included campus-wide workshops, interactive activities, and advocacy initiatives, such as:

Sexual Assault Awareness Campaigns (Denim Day, Take Back the Night)

Educational Workshops (UNV 101, Security Training, Academic Success Grad Workshop)

Community Engagement Events (Wellbeing Fair, Speed Dating, RHA Sex Party)

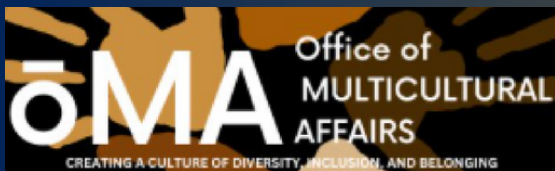
These initiatives were made possible with the help of our OSIW Peer Educators:

NYC Campus: Courtney Chaney, Felicity Flores, Jackie Hunt, Duygu Kondakci, Ian Moscato, Bell Santos, Kaitlyn Weinerman

Pleasantville Campus: Mburucuya Gomez, Antony Guerrero, Ellisa Camille Jane Lecointe, DeMarah Chanelle Martin, Amora Morales

The 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.

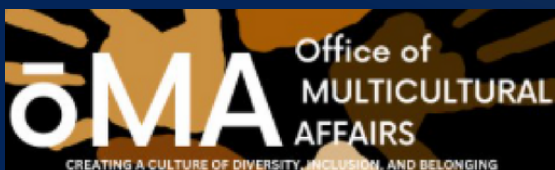


Dr. Denise Belén Santiago

Director of the Office of Multicultural Affairs

Casiano R. Hamer

DEI Student Specialist NYC



Jayveon Boland

Anti-Racism Advocates Collective

Coordinator for the Land & Labor Farm

The Office of Multicultural Affairs

ōMA offers community-based programming on the New York City and Pleasantville campuses. Through events and advocacy initiatives, ōMA provides spaces for students to connect, engage, and grow

Below are some of ōMA's programs and initiatives:

ALMA: A Community for Black & Latino Men (NYC) – Supports retention, leadership, and academic success for historically marginalized males.

SHADES: A Women of Color Collective (NYC Campus) – Encourages academic excellence, leadership, and meaningful dialogue among women of color and their allies.

These initiatives were made possible with the help of our Student Assistant, Danielle Herari.

The LGBTQA+ Center

The Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, and Ally (LGBTQA+) Center proudly promotes identity expression, self-determination, and exploration for all students, faculty, and staff. The Center creates an inclusive and supportive environment where students are highly encouraged to participate and lead efforts in advocacy, education, activism, and programming in an overall commitment to social justice.



LaDarius Dupree, M.Ed.

Associate Director, NYC

These initiatives were made possible with the help of our student assistants:

NYC: Felicity Flores and Dyoisa Wiggins

Pleasantville: Olivia Johansson and Amanda Rodriguez

The LGBTQA+ Center

The Center provides spaces for community building, support, and identity exploration while hosting events that promote education, advocacy, and celebration.

LGBTQA+ Center Programming

(Non-exhaustive)

LGBTQA+ Center Welcome Party

HIV/STI Testing

LGBTQA+ Center Craft Kiki

LGBTQA+ Center Watch Party

Lavender Graduation

Training & Education

Request a DEI Workshop or Training:

Our department facilitates workshops and trainings that may be helpful for your campus group.

Trainings include but are not limited to *How the University Responds to Harassment/ Discrimination, Neurobiology of Trauma, and Oppression, Identity, and Intersectionality*.

To inquire about how we can work together in our commitment to inclusion, [request a DOIE Workshop or Training](#).

Resources

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 third 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 continues to grow.

Contact

For more information, questions, or inquiries, feel free to contact us.

Email

Diversity@pace.edu

Phone

[1\(212\)-346-1961](tel:1(212)346-1961)

[Visit our DOIE Webpage](#)