



## **Executive Summary**

***Advancing Diversity: Division of Science, CCNY  
2017 – 2021***

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### *Advancing Diversity: Division of Science, CCNY 2017-2021*

The Division of Science at The City College of New York is committed to fostering an open, diverse and inclusive community and is actively engaged in an ongoing process to ensure a welcoming and safe environment for all students, postdocs, faculty, staff, alumni, and friends of the College. The Division's Diversity Statement clearly shows its commitment to having a wide range of interests, experiences, and cultural points of view that will enhance and enrich the intellectual atmosphere in the Division.

*For over 150 years, The City College of New York has provided access to excellence in the scientific disciplines for the diverse population of New York City, molding sharp minds from all backgrounds into a potent STEM workforce to meet national needs. Today, the Division of Science aspires to ensure a diverse and engaging environment, knowing that the creative energy and innovative insights that result from diversity are vital for the intellectual rigor and social fabric of the College, and are requisite for a highly effective scientific workforce of the future. As a scholarly community, the Division welcomes people of all racial, ethnic, cultural, socio-economic, national and international backgrounds, without regard to religion, age, gender, gender identity, sexual orientation, or political affiliation.*

Among its efforts, the Division has developed this Diversity Strategic Plan, *Advancing Diversity: Division of Science, CCNY 2017-2021* (DSP) that defines three goals for the Division's current focus to increase the ethnic and racial diversity of its full-time faculty. These goals are:

**Goal I:** Promote sensitivity to issues around diversity within the Division, especially pertaining to respect, equity and inclusiveness.

**Goal II:** Enhance recruitment efforts within the Division, with a focus on underrepresented racial and ethnic groups.

**Goal III:** Strengthen retention and continued success of all faculty within the Division, with a focus on underrepresented racial and ethnic groups.

A series of strategies and milestones has been detailed and will be implemented over the next five years to achieve these goals. Implementation of the DSP will begin in September 2016 under the guidance of the Dean of the Division and overseen by a Division Diversity Committee that will be charged and

convened as the first item to be implemented in September 2016. Planned activities and programs in the Division will address the climate, recruitment strategies, pipeline development, unconscious bias training, cultural competency training, faculty engagement, etc. In addition, the Division will develop a self-assessment plan to monitor its successes and challenges during the implementation of the DSP.

In December 2015, the Dean of the Division of Science created an *ad hoc* Division Diversity Committee (DDC) charged with creating a diversity strategic plan for the Division. Under the guidance of C Gita Bosch, a diversity expert, the DDC developed this DSP. The membership of the DDC included faculty from all departments within the Division. They were:

Daniel L. Akins (Professor, Chair, Chemistry & Biochemistry)  
Karin Block (Associate Professor, Earth & Atmospheric Science, and Chair, DDC)  
Gautam Chinta (Professor, Mathematics)  
Karen Hubbard (Professor, Chair, Biology)  
Tony M. Liss (Professor of Physics, Dean, Division of Science)  
Mark Pezzano (Associate Professor, Biology)  
Bianca Santoro (Assistant Professor, Mathematics)  
Myriam Sarachik (Professor, Physics)  
Maria Tamargo (Professor, Chemistry & Biochemistry)