DIVERSITY PLAN

Plan for Equity Inclusion & Diversity
Diversity Plan

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**Diversity Equity & Inclusion**

SUNY Maritime College is committed to diversity, inclusiveness and equal opportunity. The College pursues rigorous programs to ensure diversity and equal opportunity in its educational and employment practices. The College is committed to recruiting, hiring, training, and promoting persons at all employment levels without regard to race, color, gender, religion, age, pregnancy, national origin (including ancestry), disability, being a disable veteran or veteran of the Vietnam era, sexual orientation, gender expression and gender identity, marital status, or any other protected category.

All members of the College Community—administration, faculty, staff, students, parents, alumni, contractors and visitors—are responsible for taking personal action to ensure that no one is discriminated against or harassed regardless of his/her role within the SUNY Maritime College environment including the campus, the Empire State Training Ship or when they are representing the College away from the campus environment at conferences, athletic events, internships, cadet shipping or field trips, among other off-campus activities.

The College administration and supervisory staff share responsibility for ensuring equitable employment decisions and promotional opportunities and all other aspects of employment including, but not limited to, compensation generally, discretionary salary increases, benefits, transfers, layoffs, institutionally sponsored training, educational opportunities, tuition waivers/tuition assistance, and social and recreational programs.

The designated office for administering diversity initiatives is the Office of Human Resource Services’ – Chief Diversity Officer located in Room 209 of McMurray Hall.
Diversity & Inclusion Mission Statement

Mission Statement
First and Foremost, Maritime College educates dynamic leaders for the global maritime industry.

Vision Statement
Maritime College will be recognized as the leading maritime educational institution.

Core values
SUNY Maritime College core values supports our vision, shape our culture, and reflect Maritime College’s principles, beliefs, and day-to-day values: “Academic Excellence; Student-Centeredness; Integrity; Respect; Leadership; Applied Learning; and, Relevance.”

The college is fully committed to the core value of respect and embraces diversity, equity, and inclusion to celebrate the unique contributions of all. The messages of respect are amongst one the core values championed by the President and members of the administration.
Responsibilities of the Chief Diversity Officer

As a member of the President’s cabinet the Chief Diversity Officer works collaboratively with offices across SUNY Maritime College including but not limited to, the offices of academic affairs, human resources, enrollment management, and admissions—to elevate inclusiveness and implement best practices related to diversity, equity and inclusion in such areas as the recruitment and retention of students and senior administrators, faculty and staff hires; and serve as part of a system-wide network of CDOs to support SUNY’s overall diversity goals.

Essential functions include:
Responsible for the implementation and ongoing evaluation of the College’s strategic diversity and inclusion plan and updates consistent with the goals and objectives set by SUNY and our campus. Work collaboratively with the Provost & Vice President for Academics Affairs, Dean of Admissions and Dean of Students to meet goals and objectives.

Responsible for cultivating and promoting inclusive work and learning environments that encourage and support Diversity, Equity & Inclusion initiatives such as trainings, multicultural and appreciation events and advocacy for faculty, staff, and student groups promoting campus learning that is diverse and inclusive.

Responsible for the coordination, development, implementation, and monitoring of the Colleges’ diversity wide efforts.

Work with internal and external constituents to establish network of experts and organizations involved in the national discussion of diversity equity and inclusion to consistently advise leaders and program concepts for consideration.

Serves as a liaison to SUNY’s Office of Diversity, Equity and Inclusion and SUNY CDO’s including attending events, conferences, workshops and meetings on behalf of SUNY Maritime College.

Identify opportunities to integrate diversity, equity and inclusive initiatives which advance diversity building partnerships in the community.

Collaborate with academic departments to create diversity recruitment plans for faculty and staff that address adversity, networking, recruitment outreach activities, and other techniques for increasing and retaining the number of candidates from underrepresented groups.

Collaborate with Admissions to implement strategy planning initiative in Admissions that includes programs and activities that will enable the campus to enroll a student population that is increasingly representative of the diversity.
Works with the communications area to develop publications that promote goals and successes of the Office of Diversity, Equity & Inclusion.

Implement diversity training for faculty and staff and works with the Office of Student Affairs for the implementation of diversity programs for students.

Generate annual reporting to highlight activities and outcomes in support of faculty, staff and student diversity, equity and inclusion results.

Utilizing knowledge of Federal, State, local and SUNY policies, laws regulations and rules, facilitate appropriate resolution to reports of bias-related incidents. Identify and coordinate appropriate actions (referral, training, and counsel) for any identified trends or patterns identified.

Serves as the Title IX Coordinator and ADA Compliance Officer for the college.
Current Campus Diversity & Inclusiveness Assessment

SUNY Maritime College is committed to building upon ongoing efforts to enhance a climate of Diversity Equity & Inclusion. In doing so, we must provide an analysis and in accordance with SUNY’s mission and explore opportunities of continuously improvement in the areas of recruitment, enrollment, retention and enhancing the campus climate for students, faculty, staff and administrators.

Maritime offers programs geared towards diversity with a great deal of opportunities to increase programming to the campus community. Here is a list of diversity outreach programming/organizational participation opportunities offered at SUNY Maritime College with the premise of inclusions:

**Big Sister Program**
The program links upper-class females with freshman females serving as a mentor throughout their time at SUNY Maritime College.

**LGBTQ Services** Safe Space Awareness
An exploration and open discussion of gender and its relationship to how we experience life - sex, television, sports, partying, violence, relationships, health, etc. The program separates the class into groups for a peer-facilitated activity, before bringing everyone back together for an open, honest discussion where nothing is off limits. The Safe Space program aims to create a visible network of support for lesbian, gay, bisexual, transgender, and queer/questioning individuals and their allies by providing an avenue through which any member of the SUNY Maritime community can show their support. By placing the Safe Space symbol on doors or showing the symbol to others, Safe Space members signify a space is safe to discuss LGBTQ issues.

**Military & Veteran Affairs**
As part of Student Affairs, the Office of Veterans and Military Affairs ensures the veteran, veteran spouse, veteran dependent active duty person, service reservist, Army and/or Air Force National Guard person receives expedited and expert counsel during the admission process, financial aid benefit adjudication, registration, matriculation, graduation and job placement regardless of nationality, race, religion, skin color, gender identity, sexual orientation, physical abilities, and age.

**National Society of Black Engineers – SUNY Maritime Chapter**
The National Society of Black Engineers is a club for students to network and connect with professionals in their respective field. With conventions and community service events we hope to help build a better student and an experienced graduate.
Newman Club
Newman Club is New York Maritime's Catholic Student Organization. We meet weekly on to explore faith, make friends, and gather in prayer.

Out at Sea
Out at Sea is an organization for members of the LGBT community and their allies. The organization acts as a place of support for LGBT persons and their allies. Work with the maritime industry to become more LGBT friendly.

Semper Fidelis Society
The Semper Fidelis Society was organized to support the men and women with a connection to the United States Marine Corps at SUNY Maritime College.

Sisters Taking Action for Recruitment [STAR]
Members of the group will assist the Admissions office with college fairs, open houses, calling campaigns and other events in order to increase the female student population at SUNY Maritime College.

Society of Bahamian Merchant Mariners
The purpose of this club is to equip its members with knowledge and understanding that will facilitate the participation of the Bahamian Maritime industry in the global business market. Additionally the group helps members to sharpen their management skills and make a positive contribution to the college environment and the world in general. The group trains its members to support all international students and minorities attending SUNY Maritime College.

SUNY Maritime College Cultural Club
The purpose of the Cultural Club is to provide a forum for broadening the scope of cultural awareness of the campus community in response to the increasingly ethnic diversity of students enrolled at Maritime College.

Turkish Club
The Turkish club is a social and cultural community on Turkish culture.
Current Demographics Students & Employees

Ensuring our goals are congruent with the overarching goals outlined in SUNY’s Diversity, Equity and Inclusion Policy and in striving to ensure that our students, faculty and staff are representative of the diversity of our state of New York we need to assess where we are as a college and where we intend to concentrate our efforts.

Students
The current enrollment at the college is predominately indicative of the male gender. Of the students enrolled for fall 2015, male students account for 1634 [or 88%] of our student body. Female students for the fall 2015 reflect 12% [or 226] of this demographic.

Data source: Business intelligence fall 2015
Analyses in data of prior years’ highlight progressive gains in the recruitment of female students from 11% in 2012 to 12% in 2013, 2014 and 2015 with a current of 14%.

Enrollments by race/ethnicity of our student body represent the following:

<table>
<thead>
<tr>
<th>Diversity</th>
<th>Fall 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Undergraduate</td>
</tr>
<tr>
<td>Diversity</td>
<td>#</td>
</tr>
<tr>
<td>Nonresident alien</td>
<td>34</td>
</tr>
<tr>
<td>Hispanic/Latino*</td>
<td>205</td>
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<tr>
<td>American Indian / Alaskan</td>
<td>1</td>
</tr>
<tr>
<td>Asian</td>
<td>74</td>
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<tr>
<td>Black or African American</td>
<td>70</td>
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<tr>
<td>Two or more races*</td>
<td>36</td>
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<tr>
<td>White</td>
<td>1154</td>
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<tr>
<td>Ethnicity unknown</td>
<td>61</td>
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<tr>
<td>Total</td>
<td>1635</td>
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* Categorically a segment of the population that has continued to make gains in enrollment at SUNY Maritime College

Data source: The Office of Institutional Research

The data reflects growth in our undergraduate and graduate enrollment of Hispanic/Latino students of 13% undergraduate/ 6% graduate. This represents a 3% trajectory from the undergraduate percentages in 2002. Increase has also been identified in students with two or more races from 0% in 2002 to 2% in 2016. Slight decreases by 1% were identified in the colleges’ Black/African American student population. Predominance indicated in students identified as White at 69% of the cumulative student population.
**Employees**

At SUNY Maritime College of the 397 employee population consists of 64% representing men with 36% representing the female population. Female employees constituted a 4% growth from 2006 then reflecting 32% of the overall employee population and the male population shows slight decreases by 4% in 2006 where men constituted 68% of the college’s employee demographic.

**2016 Current Gender representation [Employee Type]**

![Bar chart showing gender representation by employee type in 2016]

*Data source: Business Intelligence*

**2006 History of gender representation [Employee Type]**

![Bar chart showing gender representation by employee type in 2006]

*Data source: Business Intelligence*
By “employee type” [Civil Service, Faculty, Librarian, Management Confidential and Professional] referenced above female representation increased in the Professional employee categories from 40% in 2006 to 51% in 2016 similar gains have also been identified with Librarians which represented 67% of females in 2006 and increased to 88% in 2016. Additionally gains by employee type were identified within the Management Confidential categories [females] from 46% in 2006 to 54% in 2016 as well as faculty increases of females by 3% from 2006 to 2016.

The ethnicity of our employee population exhibited predominance of white employees currently at 80%. This is an increase by 1% from 2006 [79%]; increases in the representation of Asian employees were also identified from 4% in 2006 to 6% in 2016; increases in the ethnicity of the Black/African American employees from 10% in 2006 to 13%; Hispanics currently at 11%; Multi-racial employees representing .5% of the colleges’ employee demographic.

Data source: Business Intelligence

Challenges
While minor increases have been identified, the college will be required to make concerted efforts to attract and retain underrepresented categories of employees by race and gender.
Long and Short Term Goals Strategies & Implementation

The goal of SUNY highlights aspirations of becoming the most inclusive State University system in the country. A goal achieved by “striving to ensure that the student population we serve and the administrative staff and faculty we employ are representative of the diversity of our state; recognizing the value of international experiences and interactions; and eliminating achievement gaps for minority and low income students.”

In tandem with the aforementioned aspirations and goals outlined in the SUNY Policy for Strategic Diversity & Inclusion Plan SUNY Maritime has established the following goals, timelines and strategies for implementation of those goals. Assessments of these goals will be reviewed on an ongoing basis to ensure a trajectory of effectiveness in building a more inclusive environment.

Goal 1: Improve the campus climate for all students, faculty and staff by addressing identified challenges.

Strategies for implementation of goal 1

- Identify challenges by conducting climate surveys to the campus community.
  **Timeline: Fall 2016**

- Cultural competency training faculty/staff: Identify training opportunities through the colleges’ online training program. Modules relating to workplace diversity are being assessed for implementation using an online service entitled WeComply. Modules to include targeted training on biases and principles of respecting differences are expected for implementation.
  **Timeline: Fall 2016**

- Cultural competency training student: The College will increase training on multi-culturalism and inclusion for the community at large. Currently programs address the needs of incoming students. A Diversity & Multiculturalism session is included in the lesson plan for Lead 101 with the objective of providing students with a better understanding of issues of diversity that exist in our society. The course provides an understanding of various ways in which we can look at diversity and its contributions to a college education. Programs will be expanded to cover a greater scope of our student population.
  **Timeline: Spring 2017**

- Explore opportunities for implementation of training geared towards implicit biases
  **Timeline: Fall 2017**
• Review colleges’ diversity statements to ensure that communication is consistent and free of bias and that the campuses commitment to diversity is included as points referenced in various media outlets.  
**Timeline: Current and ongoing**

• Implementation of a Diversity, Equity & Inclusion website to increase visibility of the diversity mission/vision statements  
**Timeline: Spring 2017**

• Increase collaboration and communication across various diversity and inclusion efforts with campaigns targeted on raising awareness.  
**Timeline: Ongoing**

• Expansion of Title IX initiatives to include awareness campaigns and programs  
**Timeline: Current and ongoing**

2: Achieve a diverse representation in faculty and staff and a commitment to recruitment of goals.  

Strategies for implementation of goal 2

• Ensure that the search process includes wider dissemination of available openings including national advertising as well as outreach to local community based organizations. Understanding the unique position and challenges of diverse representation in the maritime industry casting wider efforts and utilizing national publications will increase visibility among underrepresented incumbents.  
**Timeline: Current & ongoing**

• Solicit potential candidates through professional networks in addition to those identified outside of the Maritime industry.  
**Timeline: Current & ongoing**

• Provide incentives to stimulate campus engagement, such as service awards that recognize excellence amongst faculty and staff. The college is expanding it rewards and recognition programs in various categories.  
**Timeline: Fall 2017**

• Support professional affiliations and social networking to build engagement with campus groups, students and other faculty.  
**Timeline: Current**
• Revise the exit interview survey to include questions relative to an inclusive climate.
  **Timeline: Fall 2016**

3: Achieve a balance of representation among students and a commitment to retention and completion, consistent with Policy goals.

Strategies for implementation of goal 3

• Review the existing student support services for possible gaps.
  **Timeline: Summer 2017**

• Identify diverse community leaders that can serve as mentors for students.
  **Timeline: Summer 2017**

• Outreach with community-based organizations as a means to reach out to prospective students and their families.
  **Timeline: Summer 2017**

• Utilize enrollment/completion data to inform student support efforts and also to demonstrate a commitment to underserved populations.
  **Timeline: Summer 2017**

• Continue efforts to lessen the gender gaps between our student populations to include outreach of underrepresented groups.
  **Timeline: Summer 2017**

• Targeted recruitment towards underrepresented and underserved populations. This will be accomplished with a presence at national fairs; college tours ex. Autopista College Tour --Puerto Rico and USVI; EducationUSA college tour [Jamaica, Bahamas, Trinidad etc.].
  **Timeline: Current and ongoing**

• Analyze rates for accepted students to determine if campus climate affects decisions on enrollment.
  **Timeline: Fall 2017**
4: Ensure that campus security and emergency plans address diversity/inclusion related activities and crises.

Strategies for implementation of goal 4:

- Continue to ensure training of our campus police about community policing and interactions to ensure fair policing:
  **Timeline: Current & ongoing**

- Explicitly plan for student protests, threat response, and racist, homophobic or intolerant communications/incidents
  **Timeline: Current & ongoing**

- Work with neighboring SUNY and non-SUNY campuses to share expertise, identify opportunities to share resources.
  **Timeline: Current & ongoing**

5: Ensure that messages of valuing diversity are addressed in various facets of the college.

Strategies for implementation of goal 5:

- Establishing a DPP Diversity Partner Program. This program solicits volunteers including students that will be trained on facilitating topics of diversity.
  **Timeline: Summer 2017**

- Create an Information Sharing publication via email covering topics related to diversity and centering on messages of respect.
  **Timeline: Summer 2017**

- Working with the Office of University Relations to ensure publications are representative of diverse students.
  **Timeline: Summer 2017**

- Implementation of a suggestion program [Inclusion Suggestion Program] with the ability to anonymously submit recommendations comments or concerns the Chief Diversity Officer.
  **Timeline: Summer 2017**

- A review of the campus facilities for implementation of gender neutral single stall facilities.
  **Timeline: Summer 2017**
Committee

The Committee on AA/Diversity will assist in implementation of SUNY Maritime’s Strategic Diversity Plan. The committee will assist in the dissemination of information regarding diversity policies and be an advocate for diversity by becoming aware of policies and assist by supporting training on topics relating to diversity. The committee will assist in the preparation of training materials on discrimination, sexual or other forms of harassment and/or other issues related to a diverse, civil and a non-discriminatory learning/working environment. The committee will meet quarterly to review the statistical analysis prepared by the Affirmative Action Officer or Chief Diversity Officer. 

November 2016

Affirmative Action & Diversity Committee

<table>
<thead>
<tr>
<th>Captain Ernest Fink</th>
<th>Dr. Daniel An</th>
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<tbody>
<tr>
<td>Chair of Professional Education &amp; Training</td>
<td>Associate Professor Science Department</td>
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<tr>
<td>Rohan Howell</td>
<td>Virna Wong</td>
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<tr>
<td>Dean of Admissions</td>
<td>Graphic Design Specialist</td>
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<td>Admissions Department</td>
<td>University Relations</td>
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<tr>
<td>Deborah Fountain Toomer</td>
<td>Nina Timonina</td>
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<tr>
<td>Secretary</td>
<td>Office Manager</td>
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<tr>
<td>Engineering Department</td>
<td>Global Business &amp; Transportation</td>
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<tr>
<td>Arianne Romeo</td>
<td>Dr. Kathy Olszewski</td>
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<tr>
<td>Assistant Dean of Students</td>
<td>Professor &amp; Chair of the Science</td>
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<tr>
<td>Student Affairs</td>
<td>Department</td>
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<tr>
<td>Alison Romain</td>
<td>Jimmy Alfredsson</td>
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<tr>
<td>Assistant Professor</td>
<td>Maintenance Supervisor I</td>
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<td>Global Business &amp; Transportation</td>
<td>Facilities Department</td>
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<tr>
<td>Ayesha Payne</td>
<td>Lu-Ann Plaisance</td>
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<tr>
<td>Assistant Director of Human Resources &amp; AAO</td>
<td>AVP for HR &amp; Chief Diversity &amp; Title IX Officer</td>
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Summative Statement

SUNY Maritime College in continuing its commitment to diversity, equity and inclusion will require investment in a “multi-pronged approach” to addressing diversity and assuring inclusiveness in accordance with the Diversity, Equity and Inclusion Policy. In our unique environment, the college has an opportunity to strengthen the diverse representation particularly in the underrepresented groups of which will impact the industry on a global scale.