

Diversity, Equity and Inclusion

2022-2023 ANNUAL REPORT



**MOLLOY
UNIVERSITY**

Diversity, Equity and Inclusion Statement

Through academic excellence, our values and guiding virtues, leadership, and collaboration, Molloy University strives to identify barriers to equity and inclusivity for members of our community. Molloy University will actively work to dismantle all structures of oppression so that all students, faculty, staff, and administrators are recognized and honored as integral to the success of the institution.

The University is committed to embodying a welcoming and supportive environment in keeping with our Catholic and Dominican heritage and mission defined by an understanding that our community draws strength from our differences. Molloy seeks to nurture attitudes and behaviors that promote global awareness, inclusive sensibilities, and respect for individuals' diverse experiences as informed by race, religion, socio-economic status, gender, sexual orientation, country of origin, (dis)ability, ideology, and other expressions of human difference and allow for respectful dialogue (*disputatio*) on issues of importance. As part of this commitment, Molloy denounces all forms of bigotry and bias.

Consistent with the above declaration and Catholic and Dominican values, Molloy asks every member of the community to recognize their responsibility to promote diversity, equity, inclusion, and active dismantling of structural oppression. Recognizing that our institution has work to do to achieve our goals, all members of the Molloy University community are collectively responsible for actively:

- promoting diversity, equity, and inclusion in all planning, policy, decision-making, procedural, administrative, and academic operations throughout the University.
- standing up against any behavior or action that is diversity-intolerant, exclusionary, and/or discriminatory.
- promoting a campus environment that continuously works for greater equity through leveling access of opportunity for all.

Land Acknowledgment

We pause to acknowledge that Molloy University is located on lands once home to Indigenous Peoples, including the Lenape, the Montaukett Indian Nation, and Indigenous Peoples who resided in the Massapequa, Merrick, and Rockaway territories. We recognize the long and complex history that has brought us to these lands, and we seek to understand the ongoing impact of settler colonialism and its influence on the cultures and heritages of Indigenous Peoples. We remember and acknowledge our connections to Indigenous Peoples and appreciate the opportunity to live and learn on this land. We honor Indigenous Peoples of the past, today, and generations to come.



**MOLLOY
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Molloy University Mission Statement

Molloy University, an independent, Catholic University rooted in the Dominican tradition of study, spirituality, service, and community, is committed to academic excellence with respect for each person. Through transformative education, Molloy promotes a lifelong search for truth and the development of ethical leadership.



Message from the President

Dear Molloy community,

We are constantly strengthening our diversity, equity and inclusion (DEI) values as evidenced in this inaugural DEI Annual Report. As you will see, a range of activities and initiatives are underway that are important to Molloy University's mission and vision as an institution that serves a global society by educating diverse students to become ethical citizen-leaders. As you read the report, you'll note the wide range of individuals who are involved in furthering our efforts to be a more inclusive institution rooted in our tradition as a Catholic university in the tradition of St. Dominic.

It is apparent that in a relatively short timeframe, our campus has embraced the opportunity to develop opportunities that includes the development of a DEI Faculty Fellows program, Affinity Groups, and participation in grant programs. Newly designed webpages outline Molloy's DEI and Land Acknowledgment Statements, with details about additional initiatives.

Much has been accomplished by the Office of the Vice President for Diversity, Equity and Inclusion in concert with faculty, staff, administration, and students, and we are looking forward to new ideas and actions that are upcoming related to DEI and our new Strategic Plan 2028, to *Uphold, Unite, Usher, Utilize, and Update the New U*.

Sincerely,

President James P. Lentini, D.M.A.

Message from the Vice President for Diversity, Equity and Inclusion



Dear members of the Molloy community,

I am pleased to introduce you to Molloy's first Diversity, Equity and Inclusion (DEI) Annual Report during a year of many firsts. Personally, this was my first complete academic year at Molloy. Firsts for Molloy during the 2022-2023 academic year include:

- The launch of our first Molloy webpages dedicated to our DEI initiatives.
- The establishment of our first Employee Affinity Groups.
- The administration of our first DEI Campus Climate Survey.
- The establishment of the University's first DEI Committee.

This report includes stories and highlights demonstrating our firm and ever-growing commitment to DEI, but I am confident they only scratch the surface. I am sure there are many other grants, honors, programs, and initiatives we could have highlighted, and I encourage you to submit them for future DEI Annual Reports. We want to recognize all the work that we do.

While this Annual Report allows us to celebrate our DEI values, I hope it also inspires us to further develop our DEI policies, practices, and initiatives because DEI work is continuous and ever-changing.

It is a blessing to lead and partner with you on our DEI journey, and I look forward to what we will continue to accomplish together. I hope you enjoy the read!

Go Lions,

A handwritten signature in black ink, appearing to read "DJ Mitchell, Jr.", written in a cursive style.

Donald "DJ" Mitchell, Jr., Ph.D. (he/him/his)

2022-2023 Educational and Professional Development Sessions

The following were offered and supported by the Office of DEI:

Accessible & Inclusive Programming & Event Planning presented by PaperClip Trainings and sponsored by the Office of Diversity, Equity and Inclusion

Designing Inclusive Syllabi Part I: The Why presented by Dr. Kate Myers-Coffman, Assistant Professor of Music Therapy, and co-sponsored by the Faculty Professional Center

Designing Inclusive Syllabi Part II: The How presented by Dr. Kate Myers-Coffman, and co-sponsored by the Faculty Professional Center

Diversity, Equity and Inclusion at Molloy University for First-year and Transfer Student Orientations, Residential Advisors, and FST 100 Instructors presented by Dr. DJ Mitchell, Vice President for Diversity, Equity and Inclusion

Implicit Bias presented by Dr. DJ Mitchell as part of Human Resources' Equity Advocate Program

Intersectionality 101 for all faculty, staff, and administrators and for the Faculty Summer Institute presented by Dr. DJ Mitchell and sponsored by the Siena Center for Social Justice and the Faculty Professional Center

Microaggressions in the Workplace for Staff Council and Administrators' Council presented by Dr. DJ Mitchell

Microaggressions for "Racism and the Counter Story Telling of African American History" Course presented by Dr. DJ Mitchell

Spotlight

Dr. Anna George Honored by the State of New York

During New York State's recognition of Asian American and Pacific Islanders Heritage Month, Dr. Anna George, associate professor of nursing, received a New York State Proclamation from Hon. Senator Kevin Thomas for exemplary service to the community and State. Congrats, Dr. George!



Dr. Anna George and Hon. Senator Kevin Thomas (left to right)



Dr. Anna George and Governor Kathy Hochul (left to right)

Year One in the Books: The University's DEI Committee Year in Review

In 2020, President Lentini instituted an ad hoc Presidential Task Force on Diversity, Equity and Inclusion (DEI) to make recommendations for supporting a foundation of diversity, equity, inclusion, and belonging at Molloy. The fourteen-member task force was co-chaired by Dr. Kimberly Havens-McVea, director of the Tutoring Center, and Dr. Manyiu Tse, professor of mathematics and chair of the Math and Computer Studies Department. One of the Task Force's recommendations was the creation of a university-wide DEI committee, and that recommendation came to fruition during the 2022-2023 academic year.

DEI Committee Membership and Charge

The DEI Committee is composed of administrators, faculty, staff, and undergraduate and graduate students. While there is no set number of committee members, diverse representation across Molloy's various schools and departments is essential during committee selection. After a university-wide nomination and application process, the Vice President for Diversity, Equity and Inclusion selects committee members in consultation with the President's Cabinet. Terms last up to two academic years. The Vice President for Diversity, Equity and Inclusion chairs or co-chairs the Committee. Co-chairs may be appointed by the Vice President for Diversity, Equity and Inclusion after committee formation.

The DEI Committee is responsible for advising the Vice President for Diversity, Equity and Inclusion and supporting, developing, and making recommendations to the Molloy community and its Governance Committees concerning university-wide DEI initiatives, planning, policies, and procedures.



Rebecca Martinez, who served on the DEI Office Structure Subcommittee, said, "As a proud Asian American, I am happy to see such a concerted effort for DEI initiatives on campus. I have enjoyed my experience thus far on the DEI Committee and am excited to do more in my second year. I have learned new topics and connected with various people across the campus working in different capacities."

"We really got off to a good start this year," said Dr. DJ Mitchell, vice president for diversity, equity and inclusion and chair of the DEI Committee. "Being new to the institution, I didn't know how everything would play out. Within smaller settings, some people may prefer to be led by individuals with more history with an organization; however, after our initial meeting, I realized that the members who were assembled principally wanted to advance Molloy using diversity, equity and inclusion as the guide and fearlessly welcomed me. And after setting some community standards for the group together, we took off from there."

The 29-member committee attended bimonthly meetings during the academic year, with subcommittee meetings in between those meetings. A member of the DEI Committee chaired each subcommittee. This year's subcommittees included: the Campus Climate Survey, DEI Grant Review, DEI Office Structure, DEI Website Review, Digital Accessibility, Employee Training and Development, Equity Policy Review, and Strategic Planning Subcommittees.



"My experience on the DEI Committee was very engaging. The committee members were very respectful, passionate, and everyone was energetically working towards a common goal," shared Jennifer Tennet-Armour who served on the Employee Training and Development Subcommittee. While Tennet-Armour was engaged, she also learned patience. "To my knowledge, this was the first time that something like the DEI Committee had been done at Molloy and I did expect things to move a little faster. However, I soon realized we are only one part of the equation for change."

2022-2023 DEI Committee

Donald “DJ” Mitchell, Jr., Vice President for Diversity, Equity and Inclusion, *Chair*
Isabelle Barrière, Associate Professor, Communication Sciences and Disorders
Willow Chamblin, Undergraduate Student, Visual Art Education
Kisha Chandler, Business Career Coordinator, School of Business; Doctoral Student, Educational Leadership for Diverse Learners
Diana Ciminera, Financial Aid Counselor and Federal Work-Study Coordinator, Financial Aid
Imani Collins, Administrative Assistant, Clinical Mental Health Counseling
Kimberly Engels, Assistant Professor, Philosophy
Talita Ferrara, Director, Student Personal Counseling Center
Ali Hassan, Undergraduate Student, Biology
Kimberly Havens-McVea, Director, Tutoring Center
Dion Julian, Maintenance Mechanic, Facilities and Maintenance
Luis Landron, Professor, Languages and Cultures
Brian Lima, Associate Director for Athletics for Operations, Athletics
Amy Lomellini, Associate Director, Blended & Online Learning
Michelle Martin, Campus Minister, Campus Ministries
Rebecca Martinez, Assistant Director, Career Center
Melissa McCardle, Professor, Social Work
Kate Myers-Coffman, Assistant Professor, Music Therapy
Tyce Nadrich, Assistant Professor and Program Director, Clinical Mental Health Counseling
Chris O’Connor, Associate Professor and Chair, CAP21/Theatre Arts
Freida Pemberton, Professor, Nursing
Katie Sandoval, Undergraduate Student, Political Science
Maurisa Singh, MBA Administrator, School of Business
Jennifer Tennet-Armour, Administrative Assistant, Communication Sciences and Disorders
Nafeeza Uddin-Schmidt, Interim Conservatory Coordinator, CAP21/Theatre Arts
Warren Whitaker, Assistant Professor, Educational Leadership for Diverse Learners
Renee Wilkinson-St. Fort, Director, Health Services
Clark Yount, Director, Digital Media, Communication and Marketing
Jessica Zuliani, Director, Human Resources

Special thanks to Ann Marie Luongo, assistant to the president, and Denae Wheeler, graduate assistant in the Office of Diversity, Equity and Inclusion, for their assistance throughout the year.

During the year, the DEI Committee made contributions to and participated in the following University efforts:

- Chosen, Preferred, or Lived Name Policy
- Committee professional development sessions offered by committee members, Dr. Kate Myers-Coffman and Clark Yount
- Campus Climate Survey
- DEI Grants
- DEI Office and Mission Development
- DEI Website
- Digital Accessibility Report Implementation Plan
- Employee Affinity Groups
- Employee Training and Development Planning
- Equity Policy Reviews
- Land Acknowledgment
- Participated in University educational conversations with Linda Albanese, vice president for enrollment management, Cari Rose-Tomo, director of the Center for Access and Disability, and Dr. Judith James-Borga, associate professor of nursing and chair of the Barbara H. Hagan School of Nursing and Health Sciences Health Equity Committee
- Strategic Plan Priority 1
- Suggested revisions to the academic calendar
- University-wide DEI Statement

While the DEI Committee has gotten off to a strong start, members recognize there is more work to do. Dr. Melissa McCardle, incoming co-chair for the 2023-2024 DEI Committee, chair of the Employee Training and Development Subcommittee, and member of the Equity Policy Review Subcommittee reflected, "There was more accomplished in this one year than I expected, and this was a pleasant surprise. On the other hand, what I expected and found to be the case, was that there is much work yet to be done. It is difficult and painful work and so important. The honest and authentic discussions we have had about the challenges we face as an institution were necessary and will hopefully guide our future work. The people who have been part of this committee have offered many ideas, suggestions, and action steps for how we can continue to face our challenges and work to dismantle the barriers that many members of our Molloy community still face."

"I often remind the Committee that we are temporary stewards of Molloy, and while we may see some fruits of our labor, our work will be most beneficial for those who will follow us; I work to leave a better Molloy for them," said Dr. Mitchell. After year one, it looks like the DEI Committee will leave Molloy better than they found it.

To learn more about the DEI Committee email dei@molloy.edu.





DEI Grant Program

Sponsored by the Office of Diversity, Equity and Inclusion, the DEI Grant Program allows Molloy administrators, faculty, staff, and students to request financial support for on-campus DEI initiatives. During the 2022-2023 academic year, eight \$300 grants were awarded:

Grant Proposal: *Molloy African American and Caribbean Organization Art Education Conference*
Recipient: Willow Chamblin, Visual Art Education Major

Grant Proposal: *Using Culturally Relevant Art and Story Telling for Restorative Justice*
Recipient: Willow Chamblin, Visual Art Education Major

Grant Proposal: *DEI Training Sessions for Student-Athletes*
Recipient: Brianna Falese, Associate Athletics Director for Student-Athlete Development and Senior Woman Administrator

Grant Proposal: *Doctoral Scholars of Color Pilot*
Recipients: Dr. Gayitri Kavita Indar, Assistant Professor of Education, and Dr. Warren Whitaker, Assistant Professor of Education

Grant Proposal: *Nursing Doctoral Student Development Series: Diversity, Equity, and Inclusion*
Recipient: Dr. Jennifer Mannino, Professor of Nursing and Director of the Ph.D. in Nursing Program

Grant Proposal: *University Diversity - Leaders for Racial Justice Event*
Recipient: Michelle Martin, Campus Minister

Grant Proposal: *Cultural Humility and Responsiveness in Music Therapy*
Recipient: Dr. Kate Myers-Coffman, Assistant Professor of Music Therapy

Grant Proposal: *Center for Social and Ethical Concerns Podcast Episodes*
Recipient: Dr. Jennifer Scuro, Assistant Professor of Philosophy

Strategic Plan Guides DEI

During the 2022-2023 academic year, Molloy's Board of Trustees approved Strategic Plan 2028: *Uphold, Unite, Usher, Utilize, and Update the New U*. The first strategic priority—of seven—will guide Molloy's DEI efforts through 2028.

Unite the Community

Strategic Priority 1: Building our University Community and Creating a Pervasive Culture of Diversity, Equity and Inclusion.

Goal 1.1: Create equitable opportunities that improve inclusion, belonging, and thriving for all, in alignment with Dominican tradition.

Objectives:

- Increase education and communication about the Dominican tradition and the ways that it can inform responses to address issues of social justice.
- Solidify the DEI organizational structure to improve representation, inclusion, belonging and thriving for every member of the Molloy community, particularly, members of our community from marginalized groups.
- Enhance university-wide wellness initiatives that promote multiple dimensions of well being.

Goal 1.2: Improve infrastructure and coordination of recruitment and retention of diverse personnel and students.

Objectives:

- Use the Strategic Enrollment Management (SEM) Plan as a living document to guide goals, related to the recruitment and retention of diverse student populations.
- Enhance and sustain diverse representation among faculty, staff, and administration.

Goal 1.3: Ensure that academic programs and support services reflect diverse perspectives, elements of a transformative education, attend to issues of social justice and integrate mission.

Objectives:

- Center principles of DEI in teaching and learning through the intentional application of evidence-based course design, pedagogy, and instructional practices.
- Develop assessments of curricula and student support services in alignment with the goals that are attentive to the needs of all students living on or off campus and ranging from first-generation to adult learners.

Goal 1.4: Articulate and address the connection of our mission as a Catholic, Dominican University with our commitment to diversity, equity, inclusion, and belonging.

Objectives:

- Articulate and communicate Molloy's mission, values, and guiding virtues.
- Improve campus and community awareness of Molloy's mission and heritage and its commitment to diversity, equity, inclusion, and belonging through education.



To learn more about the University's strategic plan, visit <https://www.molloy.edu/about/leadership/strategic-plan/strategic-planning-goals>

Spotlight

Student Organizations Leading the Way



The 2022-2023 academic year was massively successful for student organizations when it came to events that focus on diversity, equity and inclusion (DEI). Whether it be the sheer number of events—almost 70 programs, meetings, and fundraisers organized by focused on DEI—or the overall turnout at programs that prioritize DEI, you'd be hard pressed to deny the fact that the Molloy community and its student organizations are committed to fostering a welcoming environment for folks from various backgrounds and cultures. Our campus was fortunate enough to host various successful events that were well attended and well received by the student population, such as the African American Caribbean Organization's For the Culture Party and Culturally Responsive Pedagogy in Art Conference; the Leadership, Education, and Awareness of Disabilities' Breakfast (for Dinner) in the Dark; the Molloy Asian Student Association's Kamayan Around the World; Molloy Hillel's Challah Bakes; the Molloy Lion Stepper's 3rd Annual Talent Showcase; the Molloy Muslim Student Association's Eid Celebration; the South Asian

Cultural Exchange's Fall Formal and Holi; and the SPECTRUM Club's LGBTQ+ Mixer. The Molloy community is incredibly committed to fostering an environment where folks from different racial, ethnic, cultural, religious, and other diverse backgrounds can co-exist while also providing others with the opportunity to engage with and learn more about experiences outside of their own.

Our student-led DEI events are often headed by the following clubs and organizations:

African American Caribbean Organization (AACO)
American Sign Language Club
Best Buddies
Club Italia
Gaelic Society
InterVarsity Christian Fellowship
Leadership, Education, and Awareness of Disabilities (LEAD) Club
Molloy Asian Student Association (MASA)
Molloy Hillel
Molloy Lion Steppers
Molloy Muslim Student Association (MMSA)
South Asian Cultural Exchange (SACE)
SPECTRUM Club
Unión Hispana





New and Continuing Initiatives

Academic Affairs

Barbara H. Hagan School of Nursing and Health Sciences (SON&HS)

- The SON&HS' Task Force on Health Equity was approved by faculty as a standing committee of the SON&HS, and added formally, by faculty vote, to the SON&HS's bylaws. The Health Equity Committee was operationalized in fall 2022.
- Creation of proposed doctoral level health equity course to be considered as a doctoral cognate (elective). The course will be submitted to the SON&HS Curriculum Committee and Division Council for review.
- The Health Equity Committee participated in faculty consultations with Dr. Edna Madu (Adelphi University) and Dr. Patti Rose (independent consultant) regarding cultural competency in health professions curricula, in support of development of planned faculty development sessions.
- Results from the Task Force on Health Equity review of selected prelicensure nursing courses were presented to undergraduate nursing faculty for integration of content change as relevant.

NURSING DOCTORAL DEVELOPMENT WORKSHOP SERIES: SPRING 2023
INTERSECTION OF HEALTH CARE & SOCIAL CARE
NURSES COLLABORATING WITH COMMUNITY ORGANIZATIONS TO IMPACT SOCIAL DETERMINANTS OF HEALTH
THURSDAY APRIL 20TH 5:00 P.M. - 8:00 P.M.
HAGAN CENTER FOR NURSING
MOTLOY UNIVERSITY, BARBARA H. HAGAN SCHOOL OF NURSING AND HEALTH SCIENCES
1000 HEMPSTEAD AVENUE, ROCKVILLE CENTRE, NY 11570
MOLLOY UNIVERSITY School of Nursing & Health Sciences
HWCLI Health & Wellness Council of Long Island

Program:
5:00-5:30 Networking & Welcome
5:30-6:00 Keynote Address
• Rebecca Samin, JD, MA, President & CEO Health & Welfare Council of Long Island
6:00-7:00 Panel Presentations
• Colleen Merlo, LMSW, CEO of the Association for Mental Health and Wellness
• Jennifer Marino-Rojas, Esq., Executive Director Child Care Council of Suffolk, Inc.
• Stacey Jackson-Hartley, MA, BSN, RN, COO of Harmony Health, Nassau's Long Island Federally Qualified Health Center
• Michael Hayes, MPH, Vice President of Government Relations & Advocacy at Long Island Cares, Inc.
7:00-8:00 Round table Discussions with Panelists

The Nursing Doctoral Development Workshop Series is brought to you by the PhD in Nursing Program at Molloy University. All PhD and DSP students, alumni and faculty are welcomed. Admission is free.
Please click link to register: <https://forms.gle/L6d6y3hDjK5EA4>
If a reasonable accommodation is needed to participate in this event, please contact Dr. Jennifer Manning at jmanning@molloy.edu, by April 6th.

Molloy University
Harmony Health
Child Care Council of Suffolk, Inc.
Long Island Cares

- Hosted the Third Annual SON&HS Health Equity Program: “Faculty Development for Allyship and Anti-racism,” presented by Dr. Ellen Pearlman, associate dean for professionalism & doctoring skills in the Zucker Medical School at Hofstra University.
- The SON&HS began initial development of train-the-trainer faculty program, focused on strategies for health professions education of diverse students, to support students’ competencies for delivery of healthcare services with diverse patient populations and healthcare equity advocacy.
- The SON&HS continued work on alignment of all nursing curricula with the *American Association of Colleges of Nursing* new Essentials of Nursing Education to ensure that concepts, domains, and competencies related to diversity, equity and inclusion that are specified in the Essentials are clearly reflected in undergraduate, graduate, and doctoral curricula.
- Effective January 2023, all SON&HS faculty search committees included an Equity Advocate.
- Lead by Jennifer Mannino, professor of nursing and director of the PhD in Nursing Program, the SON&HS hosted the 2023 Nursing Doctoral Development Workshop Series “Intersection of Health Care & Social Care: Nurses Collaborating with Community Organizations to Impact Social Determinants of Health.” The Series strives to educate nursing leaders who will work with other disciplinary leaders to maintain, monitor, and improve health for all individuals; and this event is part of a series of events that focuses on topics to promote leadership, collaboration, and advocacy in a variety of organizations, health related agencies, and educational institutions.
- Nursing and Speech Language Pathology faculty and students participated in the Molloy’s Mother Cabrini healthcare services which focuses on increasing access for communities whose members have been marginalized in society.
- Thanks to a \$2.5 million grant from the Mother Cabrini Health Foundation, Molloy students and faculty are addressing healthcare inequities. The project includes free community medical and wellness services through a mobile health clinic, follow-up care for our neighbors who are unable to secure treatment with traditional providers, healthcare workforce initiatives to lift people up through new career paths, and capacity building for nonprofits working with communities facing barriers to accessing care.
- The Cardiovascular Technology Club hosted an event called, “Heart Health Diversity.” During the event they discussed different symptoms, diagnostics, and



The Cardiovascular Club

treatment for patients from different backgrounds and communities. Dr. Judith James-Borga, associate professor of nursing, and Dr. Randy Pellew (speaker), assistant professor of nursing, were featured guests.

- Dr. Isabelle Barrière, associate professor of communication sciences and disorders, serves as director of the National Science Foundation Research Experience for Undergraduates Intersection of Linguistics, Language & Culture (ILLC) Site Program. As part of the program, she hosted the 5th Annual ILLC Conference, which is a two-day conference that showcases undergraduate student research in linguistics and speech-language-hearing-communication sciences, with a focus on cultural, ethnic, and linguistic diversity. She also delivered a presentation titled, “How to Overcome ‘Blind Spots’ to Access Best Clinical Practices for Multidialectal and Multilingual Clients” at the 2nd Annual Communication Sciences and Disorders Convention and a presentation titled, “Reciprocal Empowerment: A Mentoring Approach to Re-humanize Linguistics and to Diversify Research and Researchers” at the Linguistic Association of Canada and the United States 48th Conference.
- Dr. Lorraine Emeghebo, associate professor of nursing, serves on the Nassau County Department of Health Community Advisory Board, where they conducted research on COVID-19. She is also a founding member of the SON&HS Health Equity Committee. She also participated in several professional development sessions, including “The Influence

of Unconscious Bias in Decision Making” training, the Faculty Health Equity Book Club, and completed a workshop titled, “Understanding Antiracism Education in Health Care.”

- Dr. Anna George, associate professor of nursing, participated in a panel discussion on Anti-Asian hate through Indian Nurses Association New York (INANY) in collaboration with the Coalition of Asian American Children and Families (CACF) at Kerala Center in Queens; participated in a panel discussion of Anti-Asian hate through INANY in collaboration with Coalition of Asian American Children and Families at Adelphi University in Partnership with DEI of Adelphi University; delivered a podium presentation on Anti-Asian hate through INANY in collaboration with CACF and in partnership with Enhanced Community through Harmonious Outreach.
- Dr. Randy Pellet, assistant professor of nursing, led two healthcare mission trips to Jamaica, which delivers free healthcare services and speech language pathology (SLP) screenings and referrals from Nursing and SLP faculty and students.

James E. Tobin Library

- Susan Bloom, associate librarian and head of instructional services, continued to support open educational resources (OER). In addition to the Textbook Resources Coursemap and Faculty Professional Center sessions she ran on the OERs, she also initiated a Low Cost/ No Cost textbook initiative with the School of Arts and Sciences. Another project Bloom launched was a DEI audit of the library's physical holdings.
- Marianna Czeisel, electronic resource librarian, created a LibGuide to support first-generation college students.

Office of Academic Affairs

- The Office of Academic Affairs collaborated with the Office of Diversity, Equity and Inclusion to form the DEI Faculty Fellows program.
- The Office of Academic Affairs sponsored Molloy's Council of Independent Colleges (CIC) Belong: An Inclusive Learning Community membership. Belong is a network of CIC member colleges and universities dedicated to making their campuses more welcoming and inclusive.

Office of Blended and Online Learning

- Supported the regular updates to the Molloy Student Tour Canvas informational course. This was the first year that the DEI Office was represented with its own page.

- Provided FAQ resources for faculty and students on a series of LibGuide pages. This year, they added information about Ally, an integrated tool that enables students to access course files in a variety of alternative formats.
- Sent reminders about resources available to students in hybrid and online courses, including how to leverage the Ally tool.
- Supported the Center for Access and Disability in training their staff in remediation efforts to better assist students.
- Provided regular workshops for employees on digital accessibility.
- Provided a self-paced online course where employees can be trained in best practices for remediation of documents and ensuring maximum accessibility in their course design and their professional communication.

Office of Research and Scholarship

- The Office of Research and Scholarship hosted the professional development workshop, “Allyship as a Journey: The Ongoing Work of Respectful Workplaces.” This was an hour and a half virtual program presented by Sean Kosofsky, a nonprofit consultant.

School of Arts and Sciences

- The Faculty DEI Community of Practice (CoP) was established in Spring 2023. Six faculty work together to develop guiding principles, curricular expectations, student learning goals and outcomes, and a framework for DEI curricular audits to be used within the School of Arts and Sciences. Dr. DJ Mitchell, vice president for diversity, equity and inclusion, and a DEI Faculty Fellow support the effort. The CoP began their work in May 2023 with a community building workshop presented by Dr. Manouchkathe Cassagnol, assistant dean, executive director of the

MOLLOY UNIVERSITY

2023

**ALLYSHIP AS A JOURNEY:
THE ONGOING WORK OF RESPECTFUL WORKPLACES**

REGISTRATION LINK

APRIL 19, 2023
VIRTUAL EVENT
3:30PM-5PM

SPEAKER
SEAN KOSOFSKY

Sean Kosofsky is the Nonprofit Fixer!
He is a coach, consultant, trainer, strategic advisor and will help introduce ALLYSHIP to the Molloy University community. He has served in a wide variety of roles in nonprofits, including policy, communications, development, grassroots organizing, direct service leadership, and five stints as an executive director. He has worked on a wide range of issues including LGBTQ equality, voting access, bullying prevention, climate change, and more.

Academic Center for Equity and Inclusion, and professor of clinical pharmacy at St. John's University.

- The Undergraduate Music Therapy Inclusivity and Curriculum Task Force is a space for the ideas of undergraduate music therapy students to be shared with the director of the program and to incorporate those contributions that celebrate inclusivity, diversity and equity within the Undergraduate Music Therapy Program curriculum and community. Music Therapy alumni join the group to assist with task force efforts to spread awareness and promote the group's mission as well.
- The Music Department hosted the "Music of the Future: The Joy of Music Fundraiser Concert." It served as a fundraising effort for the Evelyn Selesky Music Therapy Scholarship for undergraduate students from diverse cultural identities. With faculty support, students organized the concert featuring individual and group performers of various backgrounds volunteering their time to share multicultural music in support of scholarships for multicultural students.

- The Collegiate Science and Technology Entry Program is a New York State-funded program at Molloy. The program aims to provide academic enrichment and career engagement for 167 underrepresented minority and economically disadvantaged students majoring in science, technology, engineering, and mathematics (STEM).

- The Mentoring Latinas Program, run by the Office of Experiential Education, was designed to address the challenges of young Latinas through mentorship. Throughout the school year, Molloy student mentors meet with their mentees, on-campus, weekly. During the first semester, various activities are introduced to help develop and support a bond between the mentor and their mentee(s). For the second half of the year, Molloy staff, administrators and faculty introduce mentees to campus life and provide college preparation information to



The Mentoring Latinas Program in New York City

participating students. Representatives from Financial Aid, Admissions, and various academic departments present different topics to the students. An important goal of the program is to introduce the students to the college process and to help them prepare for college, as well as envision a professional future for themselves. Through this program, Molloy students play an active role in shaping the future of high school students. The program is coordinated by a graduate assistant.

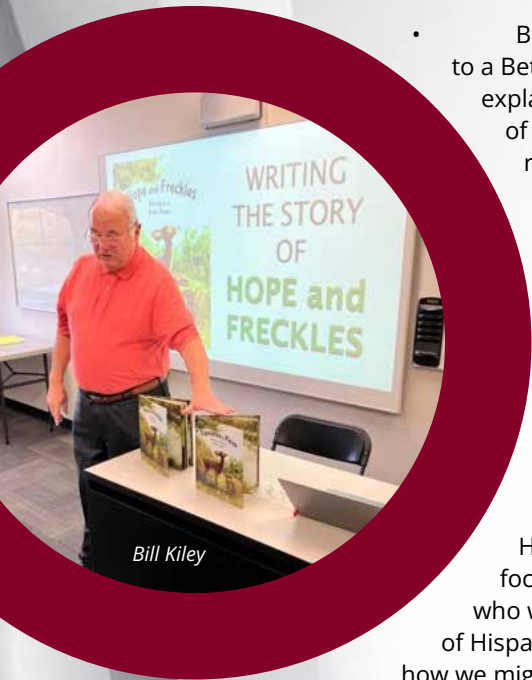
Students during the service-learning trip in Puerto Rico



- The Diversity & Inclusion Studies Minor was redesigned to become more collaborative across disciplines and now includes two new topics courses. The first titled, “Environmental Justice & Inequality,” taught by Sarah Donaldson, adjunct faculty of sociology, and is cross-listed as a requirement for environmental science majors. The other, entitled, “Social Inclusion and Equity,” will be taught by Dr. Michael Rosino, assistant professor of sociology.
- The English Department and African American Caribbean Organization hosted the 30th African American Read-in to celebrate Black History Month by reading and discussing books and poems by contemporary African American artists and poets.
- The Community Work-Study program, run by the Office of Experiential Education, offers eligible Molloy students the opportunity to work in a nonprofit agency that supports diverse populations to earn their federal work-study award. Undergraduate and graduate students can work up to 20 hours a week for various community organizations during the academic year. The goal of this program is to provide students with a meaningful learning experience relevant to their interests and professional goals while supporting and enhancing the work of nonprofit, educational and governmental organizations.
- The Office of Experiential Education coordinates an annual service-learning trip to Puerto Rico, which takes place during Spring Break. Students work with various nonprofits under the directorship of the Dominican Sisters. For students, it is an immersive experience of service and culture; they gain a sense of self-efficacy through service and expand knowledge of local culture by developing relationships with people, visits to museums and important national sites. The students spend their mornings working with elderly individuals at “El Remanso.” The agency provides breakfast and lunch for the attendees and students assist in serving. After breakfast, students spend time socializing with the attendees (e.g., playing dominos, singing, dancing). The afternoons are spent with children from the local public housing at “La Casa Familiar,” an after-school center. Their

work with the children includes tutoring and recreation. The students also spend a few days at “Guakia Colectivo,” where they learn about sustainable agriculture. All the organizations are developed and sponsored by the Dominican Sisters.

- Students and faculty from Molloy’s English Department and School of Education and Human Services came together to learn about Ukrainian heritage and how it has influenced Patricia Polacco’s picture books. After presentations by Dr. Jacqueline Nenchin, professor of English, and Sr. Alice Byrnes, D.A., professor of English, and a reading of Polacco’s work by Dr. Jean Devlin, adjunct faculty, they discussed how Polacco’s work reflects the diversity and contributions of immigrants to the United States. They gave tribute to the resiliency, patriotism, and collaboration of the Ukrainian people during the current attack on their homeland.
- FST100, Molloy’s first year experience course, was updated by incorporating DEI faculty training, a DEI student module, and a Social Friday event for students for the Fall 2022 cohort. Dr. DJ Mitchell, vice president for diversity, equity and inclusion, hosted the DEI faculty training and participated in one of the Social Friday events.



Bill Kiley

- Bill Kiley, children’s author of “Hope and Freckles: Fleeing to a Better Forest,” visited Molloy’s children’s literature classes to explain how he wrote his first picture book depicting the plight of migrants seeking refuge. To make the situation more relatable for youngsters, he used appealing pictures of a mother and baby deer in their journey to safety.

- The article, “The Legacy of Bartolome de las Casas- Then and Now,” was co-authored by Sr. Alice Byrnes, D.A., professor of English, and Sr. Anne-Marie Kirmse, Ph.D., board of trustee member, and published in the December 2022 issue of *Dominican Ashram*, an international journal of the Dominican Order. The article is based on presentations that Sisters Alice and Anne-Marie gave at the Second International de Las Casas Meeting in 2019 and the Dominican Symposium of Higher Education in June 2022. Sister Anne-Marie’s research focused on the life and mission of Bartolome de Las Casas who was a champion of social justice for the indigenous people of Hispaniola. In light of Las Casas’ mission, Sister Alice focused on how we might preserve his legacy by advocating for the refugees of Central America today using recently published children’s picture books that illustrate the plight of the refugee.

- The Psychology Department offers curricula on neurodiversity, stereotyping, prejudice and discrimination, gender, cultural diversity, and LGBTQ+ experiences in courses such

as General Psychology, History of Psychology, Social Psychology, Psychology of Aging, Developmental Psychology, Research Methods, Abnormal Psychology, and the Department Capstone course, among others.

- The Rising Star Academic Enrichment Program is a community-based collaboration between local Title 1 school districts and Molloy University and is coordinated by the Office of Experiential Education. This initiative provides local elementary school children with an intensive summer program that addresses educational inequities with a concentration on science, technology, engineering, arts, and mathematics learning. Additionally, the program allows Molloy to build and sustain a stronger partnership with the local community as well as offer experiential opportunities to Molloy students. Funding from The Horace & Amy COVID 19 Education Equity Relief Fund (NY Community Trust) supported the initiative.
- The Music Therapy Equity and Inclusion Collective has a Canvas page that was updated throughout the year with resources. The Collective is open to all undergraduate and graduate music therapy students. The Collective also had a successful, in-person meeting in April, where future plans of the Collective were discussed.
- The Music Department hosted a program titled, "Autistic Hearing: From Music Theory to Music Therapy." It was presented by a music therapist in clinical, academic, and research work who identifies as an individual on the autism spectrum.
- The Music Department hosted a concert titled, "Not all Who Wander are Lost." It was a fundraising concert featuring Kyle Pfortmiller, Adjunct Voice Teacher at Molloy.
- Dr. Kate Myers-Coffman, assistant professor of music therapy, and the Music Department hosted a program titled, "Cultural Humility and Responsiveness in Therapy." This workshop explored racially responsive clinical practice through experientials and group discussions. An exploration of a resistance model and community focused care was also included. The Program was supported by the Office of Diversity, Equity and Inclusion and Continuing Education.
- Dr. Kate Myers-Coffman, assistant professor of music therapy, and the Music



*Rising Star Academic
Enrichment Program*

Department hosted a program titled, "Queering Music Therapy: Experiences of Supporting LGBTQIA2+ Communities through Shared Identities." It included a panel presentation of music therapists who identify with the LGBTQ+ community and whose clients do as well.

- Dr. Cheryl Camenzuli, professor and chair of psychology, worked with Molloy's AAUP Chapter on grievance and equity issues for faculty.
- Dr. Jennifer Elliott, assistant professor of psychology, trained as an equity advocate for faculty search committees.
- Dr. Rebeca Herrero Saenz, assistant professor of sociology, is a member in a pilot for DEI faculty learning community in the School of Arts and Sciences.
- Dr. Melissa Gebbia, professor of psychology, coordinated with the DEI Committee on the first strategic priority, "Building Our University Community and Creating a Pervasive Culture of Diversity, Equity and Inclusion."
- Dr. Kate Myers-Coffman, assistant professor of music therapy, received the American Music Therapy Association (AMTA) Mid-Atlantic Region 2023 Service Award. Dr. Myers-Coffman received the award honoring their national- and regional-level service work within AMTA, uniquely acknowledging their anti-oppressive efforts and committee work. Dr. Myers-Coffman's regional service recognized included co-chairing the Anti-Sexual Harassment Subcommittee and Anti-Oppressive Accountability Ad Hoc Committee and national service recognized included being a member of the AMTA Board of Directors. Dr. Myers-Coffman also delivered a "Designing Inclusive Syllabi for Higher Education" workshop at Shenandoah University (SU). The two-hour, invited, university-wide workshop for all SU faculty was aimed at identifying oppressive discourse, policies, and procedures in syllabi and reforming them to center diversity, equity, inclusion, and access.
- Dr. John Tanacredi, professor of earth and environmental studies and director of CERCOM, coordinated the Irving Like Conservation Award event. He also coordinated the first "Women in Science" event with keynote speaker, Dr. Sylvia Earle (National Geographic Society). Over 500 high school students from across Long Island attended the event. Dr. Tanacredi also attended a DEI workshop.
- Dr. Jamie Vitrano, assistant professor of psychology, advised the Psychology Club and assisted in finding speakers addressing a variety of equity issues.

School of Business

- The School of Business held a Management Leadership for Tomorrow (MLT) Career Prep Fellows Information Session to recruit our students for the programs they institute. The Fellows program is free to students from underrepresented communities. The program provides

career coaching and connects these students to financial services, consulting, corporate management, and computer engineering positions.

- “Recruitment and Retention of a Diverse Workforce: Challenges and Opportunities” was held on October 19th. This event was a collaborative panel style event with speakers from KPMG, EY, and Deloitte. Students learned about the DEI initiatives of the various Big Four firms. Speakers included: Michael Valeri, Deloitte, Danny Wang, Deloitte; Maureen Evers-Willcox, KPMG; Lanier Mason, EY. Opening remarks were made by Dr. DJ Mitchell, vice president for diversity, equity and inclusion, and Angela Zimmerman, director of development and alumni relations, closed the program.
- The School of Business hosted the 9th Annual HerRise Conference at Molloy on October 22nd.
- March was Women’s History Month and the School of Business hosted “Women” career events. These events were opened to all but featured women speakers.
 - Wealthy Women Playbook - Opal Wealth Advisors, March 6th
 - Pitchfest, March 16th
 - Women In Finance - JP Morgan, March 22nd
- Gramercy Risk Management, LLC, a risk management company dedicated to DEI initiatives, provided an information session on April 19th. Students learned about career paths in risk management as Gramercy seeks to diversify their company and the risk management field.
- On April 14th, HumanOptions partnered with Grant Thornton to host the “Make Your Future Bolder” panel discussion. Students met representatives from Grant Thornton, Microsoft, Accenture, and TikTok. This event was held at Grant Thornton in NYC. After the event, TikTok sent out internship opportunities for students. HumanOptions is a career development organization dedicated to connecting diverse



professionals to diverse students, providing career development and mentorship to college students.

- Students received information about various internship opportunities focused on DEI initiatives including JP Morgan Chase's DEI Leadership Programs and KPMG DEI Leadership Programs.
- Three undergraduate business students, Erica Buscemi, Ilham Qureshi, and Mary Jo Chan, participated in the Jr. Moxxie Mentorship Program for the 2022-23 academic year. This program is a free mentoring and professional development program for students that identify as female. Molloy students have participated in this program since 2010.
- Emily Mendoza, undergraduate business management major, was awarded the 100 Hispanic Women Scholarship in 2022. She will receive \$1,000 annually until the completion of her program.
- The School of Business promoted the DEI Campus Climate Survey on its Digital Wall and sent emails to faculty and students.
- The Molloy Business Association partnered with KPMG to hold a Professional Clothing Drive in the Fall Semester. Clothing was donated to students on campus and The Inn.
- The Molloy Business Association partnered with the Latina Business Network of NY to host a speed Networking and Toy Drive event. The Club received over 50 toys that were donated to La FuerzaUnida in Glen Cove.
- Ocean Financial provided funding for a Business Graduate Internship Scholarship for Marketing and Communications. This position is centered around working with underbanked members such as the Catholic Hispanic communities on Long Island as well as youth members. This opportunity provides a unique experience to the right candidate to be a part of new outreach opportunities to help Ocean Financial become a leader in the Catholic Community.
- Community Bank of New York provided funding for non-profit marketing internships.
- Daiana Cepin, undergraduate coordinator, served as co-chair of the Latino/a/e/x Affinity Group.
- Kisha Chandler served as the vice president of education on the Prospanica NY Board and corporate secretary and board member of 100 Hispanic Women Long Island. She was invited to speak at the Long Island Latina Teachers Association (LILTA) Annual Women's Conference held on March 10th. Kisha's on-campus service included serving on the DEI Committee and Training and Development and DEI Grants Subcommittees; serving as a member of the Coordinated Care Response Team (CCRT)'s Engaging Men and Cultural Humility and Anti-Racism Subcommittees; and serving as co-chair of the Latino/a/e/x Affinity Group.

- Dr. Dawn DiStefano, associate dean & director of undergraduate business, delivered a presentation at the 4th Annual Evidence Based Practice and Nursing Research Conference hosted by Catholic Health. The title of her presentation was, “Diversity, Equity & Inclusion: Application on Regional & Local Level.”
- Maurisa Singh, MBA administrator, served on the DEI Committee and DEI Grant Subcommittee and as treasurer of the Working Mothers Affinity Group.

School of Education and Human Services

- As part of a full curriculum review over the past two years, the Department of Social Work has identified 11 core elements that faculty agreed should be integrated throughout all levels of the curriculum. Recognizing the deep commitment to DEI of all members of the department as well as the social work profession at large, five specific elements centering DEI were identified. These include 1) diversity, 2) equity and inclusion, 3) anti-racism, 4) social justice, and 5) advocacy. Through this process, faculty revised every course in the program to assure these specific elements were explicitly taught in relation to social work practice and assessed by the faculty teaching the course.
- Dr. LaToya Strong (Graduate Center of the City University of New York) presented, “Black Feminist Futurity and Science Education Research Beyond the Academy,” during the Ed.D. Fireside Chat that took place Jan 26th.
- Ed.D. Connected Leadership Social was held May 6th, with the theme, “The Schools We Want: School Stakeholders’ Post-Pandemic Reflections.” The keynote speaker was Dr. Anael Alston, assistant commissioner, in the Office of Access, Equity and Community Engagement Services for the New York State Department of Education. Panelist Dr. Kerin Slattery, director of English Language Arts, Secondary Reading, and Library Media Services in the Levittown Public School District, Maria Vineyard, lead teacher at Roosevelt High School, and Dr. Allison Roda, associate professor of education.
- School of Education and Human Services faculty members read and discussed “Cultivating Genius” by Gholdy Muhammad regarding an equity framework of culturally and historically responsive literacy. They will be working on a curriculum and pedagogical framework summer 2023 based on the book to be used in developing and assessing curriculum.
- The Ed.D. Program hosted a virtual book launch for editors, Dr. Joanna Alcruz, associate professor of education, Dr. Maggie Blair, assistant professor of education, and book contributors, as they discussed their book, “Engaging Diverse Learners: Enhanced Approaches to Classroom Management.”
- Faculty members Dr. Tricia Kress, associate professor and director of the Doctor of Education program, Dr. Allison Roda, associate professor of education, and Dr. Warren Whitaker, assistant professor of education) and students, Kelly Bare, Florence Barbour,

Nicolle Session, all EdD candidates, attended the 2023 American Educational Research Association Annual Meeting. Dr. Alison Roda, Floreence Barbour, and Kelly Bare presented, "Realizing the Solidarity Dividend: A New Story of Educational Leadership." Dr. Tricia Kress, Dr. Nadia Khan-Roopnarine (St. Joseph's University), and Nicolle Session, presented, "Love Letters to a Transgressive Educator Celebrating bell hooks."

- Through the Molloy University Future Teacher Academy, the School of Education and Human Services partners with school districts to offer college courses in education to high schoolers along with other enrichment activities. The School of Education and Human Services has a formal partnership with one district but are starting the process with others. The goal is to recruit diverse students into the field of teaching. If these students ultimately attend Molloy, the aim is to place them back in their district for student teaching and hopefully future employment. This is a "grow-your-own" initiative to diversify the teaching force.
- Dr. Kelley Cordeiro, adjunct faculty, presented a session titled, "Student Shadowing: Understanding the Social Emotional Experiences of Multilingual Learners," at Eastern Suffolk BOCES's 3rd Annual DEI Conference: The Power of Now! Belonging Through Inclusive Environments.
- Dr. Mubina Schroeder, associate professor of education, served as an expert speaker on a panel at the Queens Public Library as part of a STEM career fair. High school and community college students from underserved communities attended the event and she was able to speak to some of them directly about the path to becoming a science educator as well the need for diverse science educators.

Other Initiatives

- Dr. Michelle Chamblin, professor of education, Dr. Janice Kelly, professor and program director of professional communications and chair of interdisciplinary studies, Dr. Lisa Newland, professor, chair, and baccalaureate program director of social work, and Dr. Linda Silva-Thompson, professor of business and dean for student success and assessment formed Sistas in Action in 2020. This year Sistas in Action published a book chapter titled, "Sistas in Action: Hearing the Call, Leading the Way." Teachers as leaders serves as an organizing framework for the chapter, which discussed the importance of transformation for students and institutions, factors important for contributing to Black women's success in higher education, and their facilitation of racial equity dialogues and the development of their 3C Model, among other topics.

New and Continuing Initiatives

Advancement

Office of Advancement

- The Office of Advancement continued to host the Enegeia Partnership, a two-year academy program for proven leaders in the private, government, and not-for-profit sectors on Long Island, to educate them on vital regional topics so they can become effective regional stewards. The “Institutional and Structural Racism” workshop focuses on the history and ongoing effect of racist policies and practices in the United States and on Long Island, in particular. These themes are also explored in other workshops on topics, including governance and taxation, transportation, land use, education, poverty, media, healthcare, criminal justice, and others.

*Members of the
Enegeia Partnership*



New and Continuing Initiatives

Diversity, Equity and Inclusion

Center for Access and Disability (ACCESS)

- ACCESS hosted the Summer Connect program with funding from the New York Department of Education's Enhancing Supports and Services for Students with Disabilities for Postsecondary Success Grant Program. This was the second year of funding. Summer Connect is a program that provides students who identify as neurodivergent an opportunity to earn one college credit and focus on organization, time management, communication, and socialization.



*Members of the DEI Committee
with Benjamin L. Crump, Esq.*

Office of Diversity, Equity and Inclusion

- The Office of Diversity, Equity and Inclusion received Molloy Student Government's 2023 Outstanding Campus Service Award.
- The Office of Diversity, Equity and Inclusion hosted the Asian American Institute for Research Engagement Workshop Series titled, "Anti-Asian Hate: We Know the Problem, Now It's Time for Solutions, Part II."
- DEI Committee members Kisha Chandler, business career coordinator, Dr. Melissa McCardle, professor of social work, and Dr. Freida Pemberton, professor of nursing, represented Molloy at the 2023 Erase Racism's Annual Benefit where Benjamin L. Crump, Esq., was honored.
- Dr. DJ Mitchell, vice president for diversity, equity and inclusion, received Blank Slate Media's Long Island "40 Under 40" recognition for his DEI work. In addition, during the academic year, he attended the 2022 Lilly Fellows Program Administrators Workshop titled, "Implicit Racial Bias and the Academy," the 2023 Association of Catholic Colleges and Universities' Senior Diversity Officer Pre-Conference, and the 2023 National Association of Diversity Officers in Higher Education Annual Conference.



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New and Continuing Initiatives

Enrollment Management

Admissions

- Admissions attended the following recruitment fairs:
 - Fall 2022: the National Hispanic Fair at Christ the King High School; the National Hispanic Fair Northern New Jersey at Passaic County Community College; the National Hispanic Fair Brooklyn/Queens at St. John's University; the National Hispanic Fair Manhattan/Bronx at the College of Mount Saint Vincent; the National Hispanic Fair Westchester/Rockland County at Manhattanville College; the National Hispanic Fair Long Island at Molloy University; and the National Hispanic Fair at Cathedral High School (NYC), among others.
 - Spring 2023: the National Hispanic Fair Brooklyn/Queens at Lehman College; the National Hispanic Fair Bronx/Manhattan at College of Mount Saint Vincent; the National Hispanic Fair Staten Island at St. John's University Staten Island; the National Hispanic Fair Westchester, Rockland County and Orange Counties at Manhattanville College; the National Hispanic Fair at Cathedral High School (NYC); the National Hispanic Fair at St. Edmund Prep High School; the National Hispanic Fair at Cristo Rey High School; the National Hispanic Fair Middlesex, Monmouth and Union Counties at Woodbridge High School; the National Hispanic Fair Edison, NY at St. Thomas Aquinas High School; and the National Hispanic Fair Northern New Jersey at Montclair State University, among others.
- Attended "Empower My Hood," which is a community-based organization and nonprofit that specializes in college access in success. Their goal is to provide underrepresented students from diverse backgrounds with necessary tools, knowledge, and resources essential for a successful future.



High School and Pre-College Programs

- High School and Pre-College Programs hosted the following schools and organizations during the academic year: Baldwin High School, Baldwin High School Medical Explorers Club, Hillcrest High School Nurse Assistant/C.T.E. Program, McClancy High School, Richmond Hill High School, Schubert Alternative High School, The Young Women's Leadership School, Thomas J. McCann Middle School, and Valley Stream North Future Teacher Club. During the visits students often broke into groups to learn about academic disciplines of their interest; met with departments, such as Admissions, Athletics, the Career Center, International Education, the St. Thomas Aquinas Program, and Student Affairs; students broke into groups to learn about New Media/Journalism and Education programs here at Molloy. Groups also enjoyed lunch and campus tours.
- HerRise STEM Squad Summer Program was held on Molloy's campus in July 2022. During the experience, participants followed their founder's STEAM curriculum (Marsha Guerrier), but they also interacted with individuals from the following Molloy Departments: Admissions, Nursing, CERCOM, Computer Science, TV Studio/Communications, Education, Learning Commons/Writing Center, Art, the School of Business/Trading Room, Criminal Justice/Courtroom, and Financial Aid. They also enjoyed lunch and a campus tour.

St. Thomas Aquinas Program and TRIO

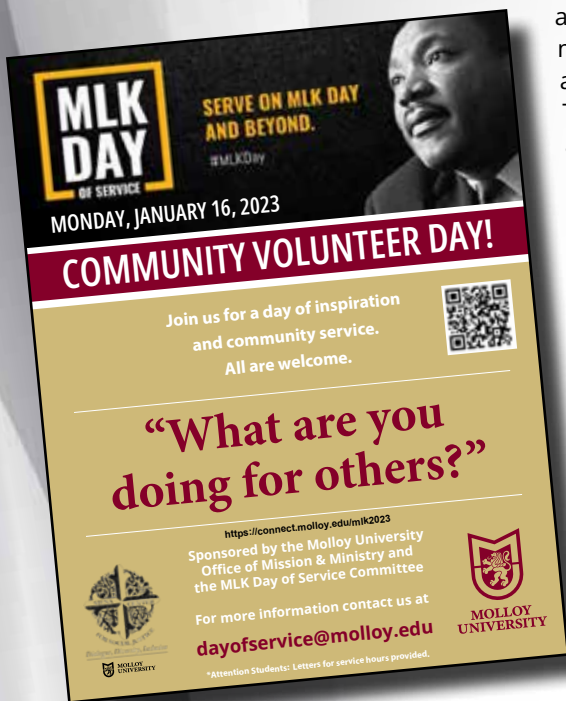
- The St. Thomas Aquinas Program and TRIO Program hosted the "Are You F1rst??" event to celebrate first-generation college students. The event included food, giveaways, photo-ops, and a "First-Generation College Speak Out," where students, faculty, staff, and administrators reflected on what being a first-generation college student meant to them.

New and Continuing Initiatives

Mission & Ministry

Office of Mission and Ministry

- In partnership with the School of Arts & Sciences and the MLK Day of Service Planning Committee, the Office of Mission and Ministry coordinated the 5th MLK Day of Service with the theme, “What Are You Doing for Others?” The day included a keynote from Dr. Michael Rosino, assistant professor of sociology, titled, “Unearthing Pathways to Consciousness and Action,” which was followed by a panel discussion with alumni and community members titled, “Service, Democratic Ethics, and Community and Personal Improvement.” The rest of the day included service activities and a unique virtual MLK historical tour where attendees could experience Martin Luther King Jr.’s “Fill Up the Jails” speech with the Virtual MLK project. Dr. Max Renner, assistant professor of the Digital Humanities and New Media Department, introduced his work as a project team member for the Virtual Martin Luther King Project, a digital humanities project funded by the National Endowment for the Humanities, then attendees experienced historical documentaries and listening stations with virtual reality headsets that allowed them to experience the speech from multiple perspectives.



Office of Campus Ministries

- The Leaders for Racial Justice program aims to bring together a diverse group of students to discuss and engage in anti-racist practices. Once students complete the training, the program finishes with students creating and facilitating anti-racism events. The program is facilitated by administrators from Campus Ministries, Athletics, Career Services, and

Experiential Learning. Participants went through four training sessions, hosted “Voices for All,” a safe space for students to share their identity and thoughts about the diverse climate at Molloy. Twenty-seven were in attendance. The conversation was held by our Leaders for Racial Justice students and moderated by Dr. Janice Kelly, professor and program director of professional communications and chair of interdisciplinary studies, and Dr. Lisa Newland, professor, chair and baccalaureate program director of social work. The program was sponsored by a DEI Grant.

- The Leaders for Religious Diversity program brings together a religiously and spiritually diverse group of students to learn about religious diversity, evaluate community needs, assess campus policies, and facilitate religious diversity programming. Students use knowledge and skills gained to design and facilitate campus-wide religious diversity programming. This program was sponsored by the Association of Catholic College and Universities and Interfaith America’s Faithfully Forward Implementation Grant. Participants went through four training sessions; facilitated Leaders for Religious Diversity Community Survey, which garnered 164 responses; hosted two Religious Diversity Awareness Table Days, where students handed out information and stickers about religious holidays and traditions; sponsored a Religious Diversity Trivia Night; and hosted an Interfaith Community Dinner.
- For over 25 years, Molloy University’s Appalachia Project Service Trip has gone to Big Laurel Learning Center in Kermit, West Virginia, one of the poorest and rural areas in the nation. Each summer a one-week camp is run for teen boys in the area. Over the years, the Molloy group has witnessed the campers develop. For these campers, spending time with Molloy mentors is vital to showing them the positive aspects of education and life outside of the cycle of poverty. During the July 2022 trip, seven students and four alumni participated.



- The Hunger Banquet is an interactive event where students will learn about the food disparity facing the homeless population of New York. At the event, students learn about different socio-economic classes and the effects on food insecurity. Students also hear from members of the Midnight Run Organization and all they do to help the hungry and homeless in New York City. There were 30 participants this year.
- The Bethany House Experience is an immersive experience where students are walked through the process of entering the shelter system. This experience provides information on the shelter system and other factors that impact financial security. The intersection between socio-economic class, gender, race, sexual orientation, and other marginalized identities is also discussed. Students spend time with the women and children in the Bethany House shelters to hear personal experiences and testimonies. There were 13 participants this year.
- Midnight Runs bring clothing, food, and other necessary supplies to the homeless and financially vulnerable populations in New York City. There were four Midnight Runs during the academic year and up to 10 students participated in each run.
- The Office of Campus Ministries is involved in several Soup Kitchens. Students served at local soup kitchens that provide food, clothing, and other items to those in need. This year seven students participated in the Mary Brennan INN Soup Kitchen and four attended the Soup to Nuts Soup Kitchen, organized by Molloy Service Corps Hunger Committee.
- The Sponsor A Family program is a collaboration between Molloy and the Our Lady of Loretto Parish. Our Lady of Loretto provides us with profiles of families who need support and gifts for Christmas. Members of the Molloy community sponsor a family and give gifts to those in need. Gifts were given to 79 families consisting of 330 individuals. Approximately 20 Gift cards were also donated which will be available to additional families who may be walk-ins to the Outreach Center seeking assistance.
- During the Experience El Salvador Service Trip students and alumni from Molloy University and Dominican University travel to El Salvador to assist Sister Flor de Maria Buruca (Dominican Sister of Amityville and graduate of Molloy College) in running a camp for the children in the villages of Sol Naciente and Once. This is an amazing trip filled with eye-opening experiences and community built on love. The camp is the culmination of the children after school program which helps kids stay in school related programs rather than spend time on the streets. Four students and eight alumni participated during the January 2023 trip.
- During the El Salvador Community Experience, students and alumni presented on their experience on the El Salvador service trip to provide the Molloy community with information and opportunities for support. Twenty were in attendance.
- During the Four Pillar Week Community Exchange Luncheon, a collaborate effort with MSG's DEI Board, lunch was served in three courses. During each course of the meal, different questions were asked to get to know one another and learn about each other's identity and experiences. Fifteen were in attendance.



New and Continuing Initiatives

Student Affairs

- Student Affairs hosted the 2nd Annual Diversity Luncheon in honor of Black History Month.

Athletics

- Athletics hosted Gillian Atkinson, director of intercultural engagement and inclusion at Hofstra University, who spoke with student-athletes through eight different sessions during the fall 2022 semester. Atkinson discussed topics such as intersectionality and having difficult conversations with our student-athletes in efforts to promote DEI and intercultural awareness.

Student Personal Counseling Center

- FreshCheck Day is a way for students to “check in” about their mental health at various interactive booths on Public Square Lawn. Student Counseling Center assessment shows that 170 students visited at least five booths during FreshCheck Day. FreshCheck Day aims to create an approachable and hopeful atmosphere where students are encouraged to engage in dialogue about mental health and helps to build a bridge between students and the mental health resources available on campus, in the community, and nationally, and to reduce the stigma associated with mental illness. This year’s FreshCheck Day had a table hosted by DEI.
- Body mapping workshops were offered on two separate occasions during the academic year by Theresa Eaves, clinical counselor and project coordinator of the GLS Suicide Prevention Grant. In this program, Theresa engaged students in exercises specifically designed to support individuals based on their intersecting identities.



New and Continuing Initiatives

Student Clubs and Organizations, and Molloy Student Government (MSG)

- The Psychology Club and Psi Chi Honor Society fund speakers and workshops addressing various DEI topics over the course of each semester.
- The SPECTRUM Club tabled for Ally Education and Coming Out Day.
- MSG's DEI Board held an event where student leaders from diverse clubs and organizations on campus answered questions on a panel about representation at Molloy.



New and Continuing Initiatives

Technology and Institutional Effectiveness

Office of Technology and Institutional Effectiveness

- Sent existing and draft policies to the DEI Committee to conduct policy equity reviews.
- Assisted in the launch of the Campus Climate Survey by serving on the review team and through financial support.
- Provided IT support to upgrade the Center for Access and Disability's testing center.





Spotlight

Unity through Diversity: Celebrating All Abilities in The Arts

The 4th Annual “Unity through Diversity: Celebrating All Abilities in The Arts” event welcomed nearly 300 guests in celebration of the neurodivergent community in music and the arts. The event, hosted by the Rebecca Center for Music Therapy at Molloy University (TRC), was created with the vision of bringing the community together in an inclusive space and providing a platform for the neurodivergent community to express and self-advocate through the arts.

The event began with an art display showcasing artwork contributed by TRC members, The Nicholas Center, BackYard Players & Friends, Cerebral Palsy of Nassau County, and Hewlett-Woodmere classes. During this portion of the event, neurodivergent-run businesses and communities were featured, like Elf Emma, Spectrum Designs, and Molloy’s L.E.A.D club.

Dynamic co-hosts, Charles Powell, Jr.(TRC and Molloy alumnus), and Elizabeth Mintz (Molloy student), kicked off the second half of the event welcoming the talented musicians from Lots O’ Stuff (TRC band), the MOST program, Molloy Clubs, TRC members, the



Nicholas Center, and the Franklin Early Childhood Center from the Hewlett-Woodmere School District. President Jim Lentini and DJ Mitchell, vice president for diversity, equity, and inclusion, also supported by sharing their musical talents. Legislator Bill Gaylor also attended and had the opportunity to discuss the importance of the arts for self-expression and honoring diversity, from neurodivergent community members.



Delta Alpha Pi Honor Society Inducts New Members



Temple Grandin, animal behaviorist and autism activist, once said, "I am different, not less." She highlighted the differences in people, particularly her autism, while combating the often too common notion that people with disabilities are less than. Molloy's Delta Alpha Pi (DAPI) Beta Epsilon Chapter, which was chartered in 2011, embodies Grandin's words.

Founded in 2004, Delta Alpha Pi International Honor Society is an academic honor society founded to recognize high-achieving undergraduate and graduate students with disabilities in postsecondary settings. DAPI celebrates and supports academic achievement, leadership, and advocacy. Institutions with chartered chapters of DAPI induct students who meet the following criteria:

All students must:

- Present with a documented disability and work with one of the staff members in the Center for Access and Disability, or self-identify as an individual with a disability;
- Demonstrate an interest in disability issues.
- Undergraduate students must have:
 - » Completed a minimum of 24 credits;
 - » Earned an overall Quality Point Average of 3.10 on a 4.00 scale.
- Graduate students must have:
 - » Completed a minimum of 18 credits;
 - » Earned an overall Quality Point Average of 3.30 on a 4.00 scale.

Kathy Brunet, assistant director of the Center for Access and Disability, serves as the advisor for Molloy's Beta Epsilon Chapter, which currently has 32 members. "I think what makes me most proud about Delta Alpha Pi is the sense of pride that the students and their families exude when students are inducted. Many of these students have not had the opportunity to be recognized in such a positive way for their achievements. When one student was notified that they were invited to be inducted, they were so thankful and cheered with excitement. These are the moments of joy and self-accomplishment that make this truly special and heartwarming to be a part of," said Brunet.

The 2022-2023 DAPi inductees were:

Jacob Busch
Gabriall Delavandhel
Christina DeMarco
Katelyn Devoe
Lara Donadio
Sarah Lagan
Kristen Markfelder
Andrea Martino
Hailey Miller
Andreah Paredes
Katiann Rozea
Hannah Walz
Grace Daubel
Julia Mirsky
Lenska Correa



"It was important for me to join Delta Alpha Pi in order to be with other students who also have disabilities and discuss with them how to become advocates for each other and celebrate our accomplishments that we have done and be supportive to each other," said Lara Donadio,

a rising junior majoring in biology and pre-medicine.



Christina DeMarco, who is a social work major, student contact for the Center for Access and Disability, and TRIO student, reflected, "It's an honor to be inducted into Delta Alpha Pi for a variety of reasons. One of them being that I have been recognized for all my hard work and achievements throughout the last year. It has not been easy, but since joining Delta Alpha Pi, I was able to be proud of myself and to see all the support I have received this far into my academic career."

"Many students with disabilities experience academic or social challenges. These experiences can sometimes make students feel they don't belong or make success feel out of reach. But DAPi recognizes the achievements these students have accomplished and gives them an opportunity for belonging and celebration," said Brunet. Molloy University congratulates this year's DAPi inductees and looks to celebrate future inductees for years to come.

Please contact access@molloy.edu for more information.



Dr. Newland, a DEI Trailblazer



According to Merriam-Webster's Dictionary, a trailblazer is "one that blazes a trail to guide others." To find a diversity, equity and inclusion (DEI) trailblazer at Molloy, one would have to look no further than Dr. Lisa Newland, professor, chair and baccalaureate program director of social work. During the 2023 President's Awards Ceremony, Dr. Newland received the University's first ever Bartolome de las Casas Award.

The Bartolome de las Casas Award is given to an administrator, staff or faculty member who has made significant strides in our work to become a more inclusive community. Through their efforts they have advocated for and celebrated the diversity within our community, while supporting every opportunity to grow in a reflective way.

The award is named after Bartolomé de las Casas O.P., who gave up his extensive land holdings and slaves and traveled to his homeland in Spain in 1515 to petition to stop the abuses that European colonists were inflicting upon the natives of the New World. He is said to be the first person to call out these injustices and advocate for human rights.

Dr. Newland, who first joined Molloy in 2005 as an assistant professor of social work, was filled with gratitude when she learned she was the recipient. "Grateful. It is always a good thing when your work is noticed by colleagues. It means a great deal to me knowing that

members of the Molloy community thought about me for the award and submitted nominations,” said Dr. Newland.

As a Black woman from an urban environment, Dr. Newland shared her lived experiences have shaped her worldview. Her worldview was first shaped by her parents, who demonstrated to her that faith, community involvement, and advocacy should be central to her life. While her passions for social justice and DEI work come naturally, pursuing higher education and professional development have helped her hone her skills and gifts to promote DEI.

Reflecting on DEI at Molloy, Dr. Newland shared, “I believe DEI is central to the existence of higher education institutions. The concepts of diversity, equity and inclusion operationalize Molloy’s mission and purpose. We must be

vigilant in creating the institutional climate and culture that all members of our community can benefit from. Molloy must consistently demonstrate a commitment to understand and celebrate our differences, promote equity in recognition of individual and systemic barriers encountered by historically marginalized populations and foster a sense of belonging for all.”

Although Dr. Newland is a DEI trailblazer, she acknowledges she does not do the work alone and is thankful for supportive colleagues. “I have been blessed to engage with several like-minded individuals and organizations at Molloy and within my professional networks to promote DEI initiatives. Too many to name, but I must give special recognition to my colleagues in the Department of Social Work for being phenomenal champions of DEI.”



Building A Lasting Tradition: The 2nd Annual “Molloy Goes Global” Cultural Festival

Katie Sandoval, a 2023 political science graduate, has always had a passion for DEI initiatives. After participating in Molloy’s Leaders for Racial Justice program, a group that allowed her to be open about her experiences as a first-generation college student of color, Sandoval decided to leave a legacy behind by beginning the “Molloy Goes Global” Cultural Festival. According to Sandoval, the Leaders for Racial Justice program “made me feel so seen and heard that it gave me a desire to create something larger, something that would comfort others who could be looking for a community like I was.” The “Molloy Goes Global” Cultural Festival is sponsored by Leaders for Racial Justice and Molloy Student Government and provides the Molloy community an opportunity to celebrate its cultural and religious diversity primarily through interactive educational experiences.

This was the second year of the festival and Sandoval shared, “It just keeps expanding!” The festival included ten different tables with representatives from different cultural- and religious-based clubs, students, committees, and offices. Each table included an educational component which could be shared with attendees through games, fliers, posters, or artifacts used in their respective cultures or religions. The tables were also decorated with cultural and religious decorations and included giveaways for attendees. As examples, the



African American Caribbean Organization educated the community on mental health in Black communities, and Molloy's Hillel educational component raised awareness about antisemitism.

Food and music are also centerpieces of the celebration. For example, the Molloy Asian Student Association served "Dumplings around Asia," Unión Hispana served Salvadoran Pupusas, and the Asian American and Pacific Islander Heritage Month Committee served different types of sushi. To ensure a diversity of music, participants submitted songs to create a shared playlist during the event.

Sarah Shin, director of experiential education, shared, "Having the Cultural Festival at Molloy as an annual event plays an important role in bringing awareness of other cultures

to the community. Of course, my favorite part of the festival is trying the different foods from various cultures. Food is a beautiful and personal way of sharing our cultures with one another."

To ensure attendees were engaged throughout the festival, attendees were given a Molloy passport that had to be stamped at every table. At the end of the festival, attendees could submit their passports for raffle prizes. Other forms of engagement included the "Guess the Country" game, where attendees were able to test their geographic knowledge on countries outside of North America for a chance to win prizes.

Nursing major, Aryanna Adalin shared, "The cultural festival was an amazing experience, and it was great to see so many students ready





to be immersed in the diversity present on campus. I participated in the Cultural Festival as a member of the Molloy Asian Student Association representing the Asian culture. As always, this event was extremely organized, respectful, and a perfect way to highlight the differences that make us a Molloy family. With the food, music, and different educational stations and activities, this event without a doubt strengthened the sense of belonging that students long for, and that makes the Molloy community special." When asked about favorite moments Adalin shared, "Walking through the Public Square with good music playing as I ate different foods from various cultures and learned more about them and what it means to the students representing it. The happiness and pride emanating from the students around me was contagious, and it was truly a delight to

engage with such an enriching experience."

While Sandoval has completed her time as a student at Molloy, she plans to return to help with the Cultural Festival and train students during the summer to ensure the festival's continued success. "I believe this is an important event that Molloy should continue to further improve community and acceptance on campus. Everything about this event makes me proud. I enjoyed seeing all the smiles and the sense of community on that day. With all the DEI efforts happening, I look forward to the Molloy community growing and becoming a more inclusive place where we can all accept and celebrate our differences," said Sandoval.

Sandoval has built a student tradition that resonates with and builds community and if you have not attended the Cultural Festival, clear your calendar to attend it in the future.



African American Caribbean Organization

WHERE. Molloy College

SQUARE

CAMERON PLAZA

The Sociology of Diversity, Equity and Inclusion



Study the social causes and consequences of human behavior."

*-Sociology and Anthropology
Departmental Website*

One might view sociology as a discipline that naturally supports the advancement of diversity, equity and inclusion (DEI) efforts within a university, but the intentionality of Molloy's Sociology and Anthropology Department to advance DEI is noteworthy. The department is led by Dr. Jeanne Kimpel, assistant professor of sociology and chair of the Sociology and Anthropology Department. She began at Molloy as an adjunct faculty member before joining the faculty full-time in 2019 and becoming chair in 2021.

When asked why sociology lends itself well to advancing DEI, Dr. Kimpel shared, "As a discipline, sociology provides students with a sociological lens, which allows them to identify structural patterns and forces in society that impact people's experiences across a variety of marginalized groups. Students learn to analyze society from an "intersectional" approach that cuts across multiple, interlocking oppressed identities as articulated by Kimberlé Crenshaw, professor of law at both the University of California Los Angeles and Columbia University."

"Our curriculum encourages students to recognize a wide range of perspectives that help shape relationships among people and promote social change. As sociologists trained in theory and methods, our faculty provide a breadth of knowledge with research centered on the principles of diversity, equity, and inclusion. As an academic program, Sociology



has been at the forefront of conversations, policy solutions, and efforts to improve society using both macro and micro-level approaches." Within the department students can pursue a Bachelor of Arts in sociology or pursue minors in anthropology, applied sociological research, diversity & inclusion studies, or sociology.

The diversity and inclusion studies minor—which was designed with an interdisciplinary curriculum— highlights the department's efforts to promote inclusivity not just with course offerings in the Sociology and Anthropology Department, but also highlighting the important offerings from other departments including Art, Communications, Modern Languages, Social Work, and Theology.

"Some students may already have amassed general education credits in courses that can be applied to the diversity and inclusion minor, which is open to all Molloy undergraduates. We want to get that message out to all our students," said Dr. Kimpel. "More and more companies, organizations, and workplaces of all kinds, all over the world, are requiring the implementation of DEI efforts to hire employees who represent diverse groups, as well as employees who can see beyond their own perspectives and world views and who understand people's diverse experiences and the wide variety of injustices to avoid a negative workplace experience and embrace an inclusive culture. The knowledge and skills gained are beneficial in daily living at home and in the workplace."

Beyond contributions to the classroom, the department also values educating the broader Molloy community. For Native American Heritage Month, the department co-sponsored an event with the Siena Center for Social Justice's Heritage Calendar Committee titled, "Manifest Destiny Tragedy: The Cheyenne Hestaneo," with Mr. George Levi, a Cheyenne artist, and moderated by Dr. Kimpel. For Women's Herstory Month, the

Department hosted sociologist Dr. Jo Reger for an event titled, "Lessons Learned in the Study of Gendered Resistance and Social Movements." Dr. Michael Rosino, assistant professor of sociology, also delivered two talks. He delivered the keynote, "Unearthing Pathways to Consciousness and Action" during the University's MLK Day of Service, and a university talk titled, "The War on Drugs, Race and the Media." The department volunteered to be a part of the Faculty DEI Community of Practice initiative sponsored by the School of Arts and Sciences and looks forward to continuing to work on this initiative. The department is considered a Safe Space, which they designate with badges to inform LGBTQ+ students they can come to any sociology faculty and feel comfortable and supported.

The Sociology and Anthropology Department is a shining example of promoting Molloy's DEI values.



FACULTY HIGHLIGHT

Dr. Michael Rosino, Assistant Professor of Sociology

My research focuses on how issues of race and racism intersect with areas such as politics, law, digital media, and collective action with a myriad of practical and policy implications for equity and inclusion efforts. I published my first book, *Debating the Drug War: Race, Politics, and the Media*, in 2021 with Routledge Press. The book draws on an in-depth analysis of print and digital media content produced by the public debate over drug policy that reveals the role of media and public discourse in maintaining structural racism. My second book, under contract with the University of North Carolina Press, is entitled *Democracy is Awkward: Progressive Grassroots Politics and Racial Inequality*. It examines the activities and interpretations of a grassroots political party in the Northeastern US through 14 months of participant observation and 43 semi-structured interviews. It looks at the challenge of building grassroots democracy in the context of racial and political inequality. Moreover, I am currently collaborating with researchers across the United States on research projects examining the relationship between racial injustice and democracy, morality, and peace in practice. For instance, I co-authored a forthcoming book chapter for *The Handbook of the Sociology of Morality* on how sociologists of morality can better engage the importance of racialization and racial oppression in their work.

FACULTY HIGHLIGHT

Sonia Singh, Adjunct Faculty in Sociology

I include inclusive pedagogy within my classroom and include intersectional discussions weekly. I have taken a diversity, equity, inclusion, and social justice (DEISJ) certification course to ensure my courses align with DEISJ standards. Recently, I co-developed a social justice attitudes survey sent out to hundreds to gather information on social justice attitudes, beliefs, and behaviors within Molloy and on Long Island for further research. Currently, I am working on developing a DEISJ designated sociology course that can be adopted across multiple universities within their own DEISJ standards.

FACULTY HIGHLIGHT

Dr. Rebeca Herrero Sáenz, Assistant Professor of Sociology

My research in medical sociology has focused on uncovering the moral and symbolic patterns that underlie medicine, healthcare, and public health, which addresses diversity and inclusion in two ways. On one hand, I have dedicated part of my scholarly work to explore how the medical sciences, the healthcare system, and different public health policies contribute to marginalize and stigmatize underprivileged populations such as people living with HIV or people living with mental illness. This creates patterns of inclusion and exclusion that directly impact people's survival chances. In that sense, the cultural norms embedded in medicine and healthcare often operate as a form of social triage which decides who has the right to live and thrive. On the other hand, my most recent research explores how healthcare and public health policies can have the opposite effect, and help us overcome political, social, and ethnic cleavages to create more open, inclusive, and democratic societies, even in deeply fractured societies where shared institutions and symbols are fraught with violence and memories of collective trauma. My research goal for the near future is to continue to improve our understanding of how medicine and healthcare can be harnessed to mitigate conflict and achieve social collaboration.



“TRIO Works!”*



Since 2001, Molloy has had a TRIO Student Support Services (SSS) program. Authorized by the U.S. Department of Education through the reauthorization of the Higher Education Act in 1968, TRIO Programs assist students in entering and completing postsecondary education. Molloy's SSS program, known as the TRIO Program, is open to incoming first-year and transfer students who have academic need(s) and to whom one or more of the following applies: 1) their families qualify as low-income, 2) they are first-generation college students, or 3) they have a physical or learning disability.

Lisa Zanders, who joined Molloy in 2017 as the TRIO Program Coordinator, brings a wealth of professional and personal experience, contributing to her success in the role. In a previous role, Zanders served as a TRIO Upward Bound Coordinator, a program that focuses on high school completion and postsecondary enrollment and completion for high school students who are potential first-generation

college students or low-income. However, she soon realized her passions aligned more with working with college students. Zanders shared, “Being the first person in my family to earn a four-year college degree, I understand the challenges faced by individuals from similar backgrounds. I initially did not apply to college due to the financial constraints of my single-parent, low-income household. My mother, who had never attended college, lacked the knowledge to assist me in applying to college and completing the FAFSA. However, I eventually applied to SUNY Brockport and was accepted into their Educational Opportunity Program, a program that shared many similarities with TRIO's Student Support Service Program.”

TRIO serves up to 160 students each year. As participants graduate from the program, 40-45 new students are recruited annually through eligibility screening and application processes. The program's positive outcomes

are evident, as students who receive TRIO services, including academic advising, financial aid assistance, career guidance, support in applying to graduate school, and personal counseling, demonstrate higher retention and graduation rates compared to low-income first-generation students who are not enrolled in TRIO.

Additionally, the TRIO Program offers several unique initiatives for its participants. First-year students participate in a TRIO first-year success seminar designed to help build a strong foundation for college success. The seminar covers course registration, individual degree progress, campus support services, and navigating transitional challenges effectively. It also addresses subjects like study skills, time management, and test anxiety. One significant aspect of the seminar involves pairing first-year students with peer mentors. Current TRIO students apply to become peer mentors and receive specialized training as co-facilitators of the seminar while offering ongoing mentoring and support to first-year students. Another notable initiative has recently been establishing an annual graduation dinner to honor and celebrate TRIO graduates.



Shaina Drouillard, a 2023 respiratory care graduate, discovered TRIO by accident. She went to the Student Solution Center and ran into Joseph Weinstein, director of Molloy's St. Thomas

Aquinas Program. He not only helped her remove a class from her schedule that she did not need, but he told her about TRIO, and she is forever grateful. "TRIO has given me support when I needed it the most. Ms. Zanders truly took the time to see me as more than just a student. She was always there to help me with class issues or hug me and tell me everything would be ok."



Alum Anuppa Budhu has been practicing as a nurse for almost two years since graduating from Molloy. She learned about TRIO through mailings and open houses featuring the program. Budhu reflected,

"As a Molloy student, TRIO has helped me grow as a person, academically and financially. Ms. Zanders helped me visualize my four years of college while being completely realistic with me. Through her, I realized how many opportunities there are and what I could and couldn't handle as a nursing student. The program also allowed me to mentor incoming first-year students. That experience has highlighted the importance of passing on what you've learned to others. This program truly was beneficial to my education overall. Ms. Zanders has inspired me and always pushed me to pursue what I want to accomplish. It is a great feeling when Molloy connections you make in college last longer than the four years of college."

"Serving as the TRIO Program Coordinator has been extremely rewarding and passionate work for me, as I witness its impact on a student personally and academically. Overall, what matters most is that each student feels a sense of worth and develops a great understanding of their identity. When students recognize their importance and begin to shine as they gain clarity of their chosen path, I know my heartfelt mission has been accomplished because 'TRIO Works!'"

Please contact trio@molloy.edu for more information.

**TRIO Works is a tagline for the U.S. Department of Education's TRIO Programs.*

Building Community: Employee Affinity Groups Take Off



The Working Mothers Affinity Group Officers with Guest Speaker Patricia Ribeiro Wolfson, Dana Lentini, and President Jim Lentini during the Mother's Day Brunch held May 12, 2023 (from left to right).

An Affinity Group is a group of employees linked by a common purpose, ideology, or interest. Affinity Groups play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed. During the 2022-2023 academic year, Molloy launched its Employee Affinity Groups initiative supported by the Office of Diversity, Equity and Inclusion.

The Office of Diversity, Equity and Inclusion, in consultation with the University's Diversity, Equity and Inclusion (DEI) Committee, approves Employee Affinity Groups that focus on supporting historically marginalized and underrepresented populations within society; the success of all employees; and advancing Molloy's mission, values and guiding virtues, and diversity, equity and inclusion goals. All employees, regardless of race, ethnicity, color,

national origin, religion, ability, gender, gender expression, sexual orientation, age, or other identity markers, are welcomed to attend all meetings and programs sponsored by each Group.

The Molloy University Latino/a/e/x Affinity Group, whose focus includes social support and networking, advocacy, and educational programming, was the first Group to form. Kisha Chandler, business career coordinator in the School of Business and chair of the Group, and Daiana Cepin, administrative coordinator in the School of Business and vice chair, were instrumental in getting the Group off the ground by developing bylaws for the group. "While both Daiana and I are collaborative, it is vital to have a space where marginalized folks and allies can come together, communicate, build relationships, feel safe, and have a sense of

belonging. It's essential for us that all people that join this group feel safe and that they matter," said Chandler. They closed the year with an end-of-the-year celebration at a local restaurant and look forward to expanding their programming next year.

"It certainly was one of my favorite Molloy events and I have been at Molloy a long time," said one of the participants who attend the Mother's Day Brunch hosted by the Working Mothers Affinity Group. While the Mother's Day Brunch was the first event hosted by the Working Mothers Affinity Group, over 40 members of the Molloy community attended and heard from an expert speaker who touched on the topic of resiliency. The Group works to coordinate efforts to create a community to honor and celebrate working mothers' dual roles.

The Working Mothers Affinity Group is chaired by Alina Haitz, director of the Center for Professional Studies, and co-chaired by Dr. Aliya Kuerban, associate professor of nursing. Haitz reflected, "We believed it was crucial to establish a working mothers affinity group at our university. We recognized the unique challenges faced by working mothers in balancing their professional and personal lives. We wanted to create a supportive community where working mothers could come together, share their experiences, and provide each other with valuable support and advice." Haitz and Dr. Kuerban shared future Group plans include offering a series of workshops and seminars that cater to the specific needs of working mothers.

"As the inaugural President of the Black Equity Alliance Affinity Group, it brings me great joy to collaborate with Jennifer Tennet-Amour in establishing this transformative affinity group. I firmly believe that if we desire change, we must actively engage in the process," said Dr. Freida Pemberton, professor of nursing. The Black Equity Alliance Affinity Group, also known as BEAAG, advocates, amplifies voices, and fosters positive change, ultimately to build a more inclusive and

equitable future for all employees.

When reflecting on the establishment of BEAAG, Dr. Pemberton noted its formation was long overdue and she is thankful for DJ Mitchell, vice president for diversity, equity and inclusion and the University's support of Employee Affinity Groups. "Through dialogue, mentorship programs, networking, and collaboration with Molloy University's Vice President for Diversity, Equity, and Inclusion, BEAAG will advocate for changes that promote diversity, equity, and inclusion."

"The formation of BEAAG at Molloy University is a significant milestone in our journey toward diversity, equity, and inclusion as a community. I am committed to the successful achievement of our goals and objectives where the future legacy of this group endures, inspires future generations to stand united, and cultivates a university environment where individuals can flourish, while upholding the values of diversity, equity and inclusion for all," said Dr. Pemberton.

While three Employee Affinity Groups launched this year, several other groups have garnered interest, or are in the process of being formed, such as Groups to support the success of Asian American and Pacific Islander employees, employees with disabilities, LGBTQIA+ employees, and women employees. Dr. Mitchell shared he hopes additional groups are formed because "they truly help build community."

Questions about Molloy's Employee Affinity Groups and the formation process can be emailed to dei@molloy.edu.

Pictured are members of the Molloy community who attended the end-of-the-year social hosted by the Latino/a/ e/x Affinity Group.



Siena Center for Social Justice's Heritage Month Calendar Committee Has Strong Year

Sponsoring nearly 30 events, the Siena Center for Social Justice's (SCSJ) Heritage Month Calendar Committee had a banner year, ramping up their programming and initiatives from previous years. "The Siena Center for Social Justice was launched in Fall of 2019. The heritage month initiative was an outgrowth of many months of meetings to determine how to make an impact on campus and meet the charge of SCSJ in a way that educates, supports, and celebrates our diverse community. From those discussions, the idea of highlighting various national designations in each month of the academic calendar would allow for us to plan programming around those designations," said Catherine Muscente, vice president for mission and ministry. This year's success was, in part, because of the leadership of Karl Koepfel, dean of students, and Dr. Andrea Morgan-Eason, associate professor of nursing, who served as co-chairs for the Heritage Month Calendar Committee.

Koepfel and Dr. Morgan-Eason acknowledged that collaborations with the various departments, programs, and student organizations on campus were integral to growing the heritage month initiative in support of the diversity that exists at Molloy.

They also noted their continued goals have been to celebrate, educate and advocate the rich diversity that exists and grow opportunities for engagement.

"Being able to embrace the diversity of our organization, celebrate different cultures,

The Siena Center for Social Justice

The Siena Center for Social Justice (SCSJ) is a part of the Office of Mission and Ministry lead by Catherine Muscente, vice president for mission and ministry. SCSJ is responsible for fostering an equitable and inclusive campus that is committed to the affirmation and valuing of all members of the community, and advocates for and collaborates to dismantle any/all structures of racism or bias that exist within our institution.

share with others these differences, and have conversations about these differences, hopefully will make the university a more inviting place for our staff, administration, faculty, community, but most importantly, our students," said Dr. Morgan-Eason.

Koepfel added, "While the various programs and events highlight many different

backgrounds, it is only the beginning of continuing to ensure that there is a commitment to DEI efforts at Molloy and hopefully provides a springboard for new initiatives and ideas in the future.”

Together, Koepfel and Dr. Morgan-Eason hope the Heritage Month Calendar Committee’s work will open the door to show how diverse the campus community is and invites everyone on the campus to embrace each other’s differences and get a better understanding of who Molloy community members are as individuals. They also shared, as the heritage month initiative continues to grow, there is always an open call for members of the Molloy community who want to get involved. They believe the more people involved, the more ideas and opportunities for engagement and ways to celebrate DEI at Molloy.

Sarah Shin, director of experiential education, was a member of the Asian American & Pacific Islander Heritage Month Subcommittee. Shin shared, “The Heritage Month celebrations are important because they provide a space for the various cultures and social identities at Molloy to be recognized. It is an opportunity to bring education and awareness to the Molloy community. And on a personal note, being a part of this committee has given me a sense of community and belonging at Molloy. I have made more meaningful connections with colleagues than I had in the previous 15 years of working at Molloy.”

Dr. Jennifer Scuro, assistant professor of philosophy and chair of the Disability Awareness Month Subcommittee, worked with the subcommittee to host three events around disability awareness. “These events

Heritage Month Calendar Committee Members

Hia Datta, Associate Professor and Undergraduate Program Director, Communication Disorders and Sciences

Ailya Kuerban, Associate Professor, Nursing

Rebecca Martinez, Assistant Director, Career Center

Jennifer Scuro, Assistant Professor, Philosophy

Sarah Shin, Director, Experiential Education

Michael Malinowski, Campus Minister, Campus Ministries

Cynthia Metzger, Director, Corporate Relations

Michelle Martin, Campus Minister, Campus Ministries

Cari Rose-Tomo, Director, Center for Access and Disability

Victoria Siegel, Professor, Nursing

Jeanne Kimpel, Assistant Professor and Chair, Sociology and Anthropology

Ana Espinal, Human Resources Generalist

show the broad and diverse range of disability identification and experience. We have included students, alumni, faculty, and the public in our programming and in how these events platform the knowledge and experience of disabled people,” said Dr. Scuro.

With such a successful year, the Committee is already eager to coordinate future years and always welcomes members of the Molloy community who are interested in getting more involved.

Please contact scsj@molloy.edu for more information.

Heritage Month Campus Partners

African American Caribbean Organization
Art Gallery
Campus Ministries
Center for Access and Disability
Center for Social and Ethical Concerns
Facilities
Human Resources
Lessing's
MLK Day of Service Planning Committee

Molloy Student Government
Office of Academic Affairs
Office of Diversity, Equity and Inclusion
Office of Mission and Ministry
School of Arts and Sciences
Education Department
Sociology and Anthropology
SPECTRUM Club
Strategic and Digital Communications
Student Affairs
The Rebecca Center for Music Therapy
Unión Hispana



A Tour of the 2022-2023 Heritage Month Calendar



Hispanic Heritage Month

Hispanic Heritage Month Kickoff

Sponsors: Molloy Student Government and SCSJ Heritage Month Calendar Committee
September 15, 2022

Meet and Greet – Celebration of Hispanic Heritage

Sponsors: Molloy Student Government and SCSJ Heritage Month Calendar Committee
September 26, 2022

Hispanic Bake and Food Sale

Sponsor: Unión Hispana
October 12, 2022

Lotería

Sponsor: SCSJ Heritage Month Calendar Committee and Campus Ministries
October 12, 2022



LGBTQ History Month

National Coming Out Day

Sponsor: Molloy Student Government and SPECTRUM Club
October 13, 2022

Safe Space Training

Presenter: Karl Koepfel, Dean of Students
Sponsor: SCSJ Heritage Month Calendar Committee
October 17, 2022

Intersectionality 101 Lunch and Learn

Presenter: Donald "DJ" Mitchell, Jr., Vice President for Diversity, Equity and Inclusion

Sponsor: SCSJ Heritage Month Calendar Committee

November 1, 2022



Native American Heritage Month

Manifest Destiny Tragedy: The Cheyenne Hestaneo

Presenter: George Levi, Cheyenne Artist

Sponsors: SCSJ Heritage Month Calendar Committee and Department of Sociology and Anthropology

November 28, 2022



Disability Awareness Month

Film Showing: When I Stutter

Sponsor: SCSJ Heritage Month Calendar Committee

November 21, 2022

Connect and Chat: Disabled, Lived Experiences

Panel Moderator: Donald "DJ" Mitchell, Jr., Vice President for Diversity, Equity and Inclusion

Sponsor: School of Education and Human Services

November 28, 2022

Special Program

MLK Day of Service

Keynote: Dr. Michael Rosino, Assistant Professor of Sociology

Interactive Workshops, Service Opportunities

Sponsors: Siena Center for Social Justice, the School of Arts and Sciences, and MLK Day of Service Committee

January 16, 2023

Black History Month

Art Show Opening: Long Island Black Artists Association (Art Gallery)

Visual Vitality

February 1, 2023



Film Screening: Black Panther

Sponsor: African American Caribbean Organization
February 1, 2023

Black History Month Trivia

Sponsor: Molloy Student Government Student Engagement Board
February 6, 2023

Health Care Disparities among the Black Community with Dr. Andrea Morgan-Eason

Sponsor: Molloy Student Government DEI Board
February 8, 2023

Art Showcase

Sponsors: African American Caribbean Organization and Molloy Student Government
February 23, 2023

Diversity Luncheon in Honor of Black History Month

Sponsor: Student Affairs
Monday, February 27, 2023

Culturally Responsive Pedagogy in Art Education

Sponsors: African American Caribbean Organization, SCSJ, and the Education Department
March 1, 2023



Women's History Month

Film Showing: She Said

Sponsor: SCSJ Heritage Month Calendar Committee
March 2, 2023

Women's History Month Table

Sponsor: Molloy Student Government
March 8, 2023

Celebrate Women's Herstory Month

Sponsor: Department of Sociology and Anthropology
March 9, 2023

Women of Vision: Seeing with the Eyes of the SPIRIT (Art Gallery)

Artist Maureen E. Carey
March 20, 2023 – April 21, 2023
Artist Reception, Thursday March 30, 2023

Extraordinary Women Panel Discussion

Sponsor: SCSJ Heritage Month Calendar Committee
March 23, 2023



Asian American Pacific Islanders (AAPI) Month

Speaker Panel: Mental Health for AAPI Community

Sponsor: SCSJ Heritage Month Calendar Committee
April 20, 2023

Culture Fair Partnership: AAPI Food and Culture Table

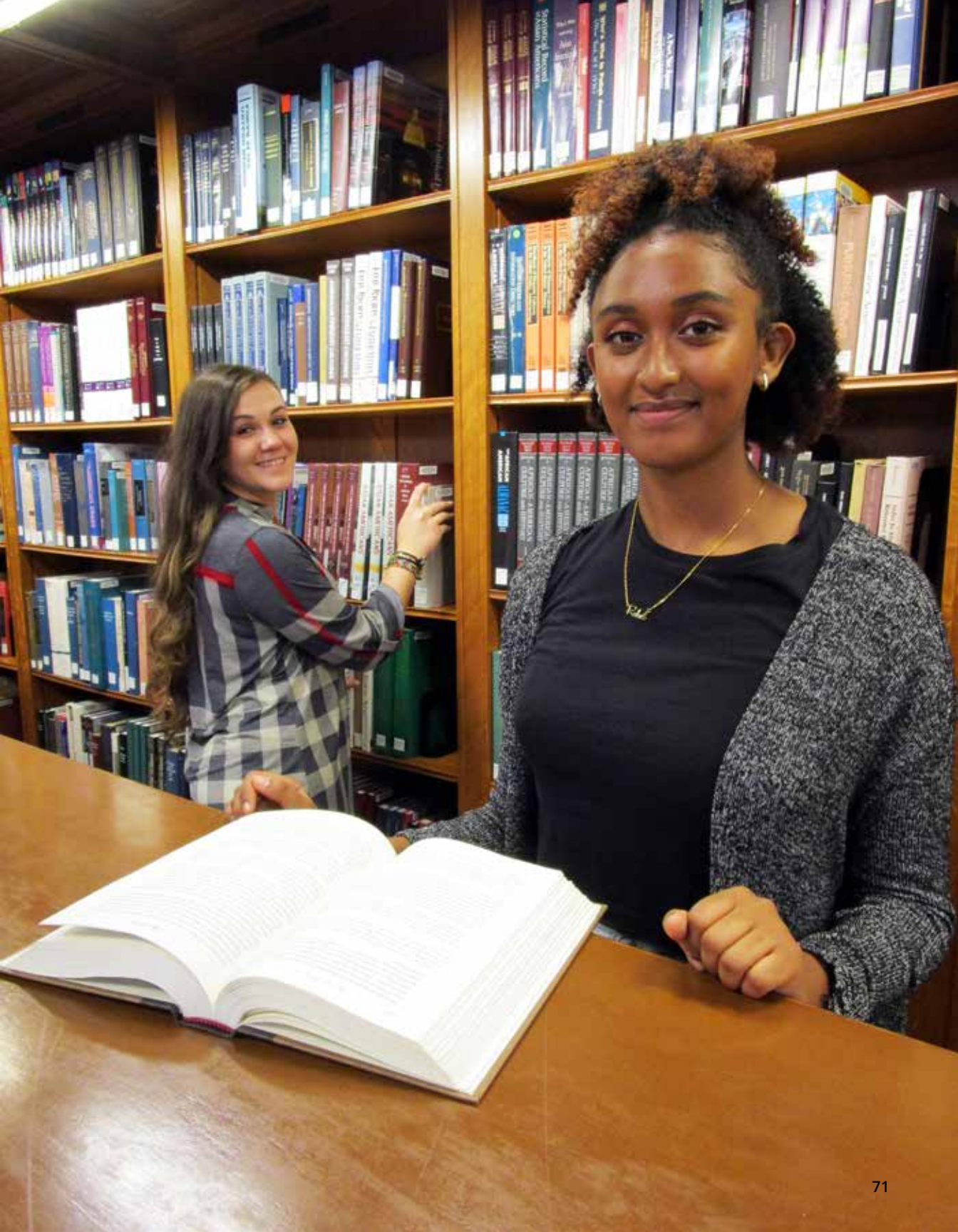
Sponsors: SCSJ Heritage Month Calendar Committee and Molloy Student Government
April 27, 2023

Autism Awareness Month

Virtual Panel Neurodiversity and Belonging

Sponsors: SCSJ Heritage Month Calendar Committee and the Center for Social and Ethical
April 25, 2023

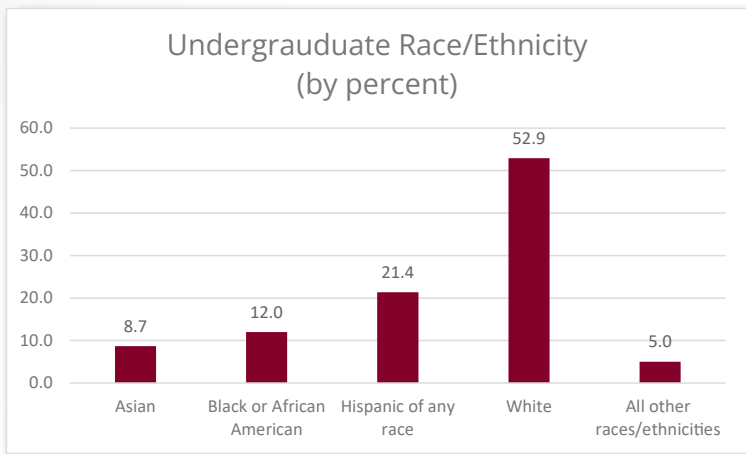
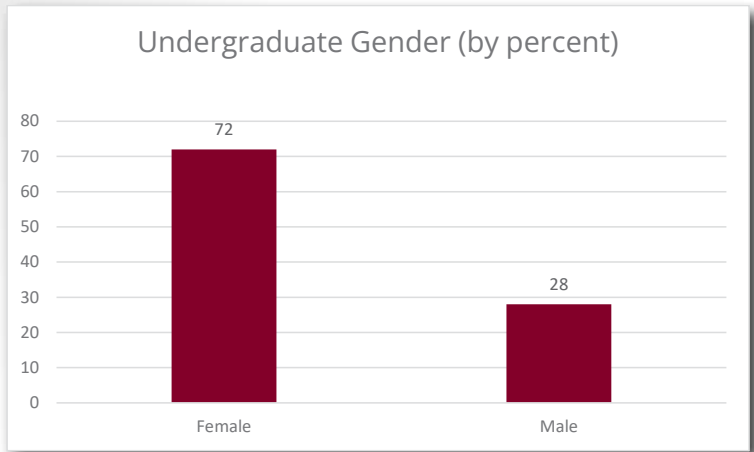




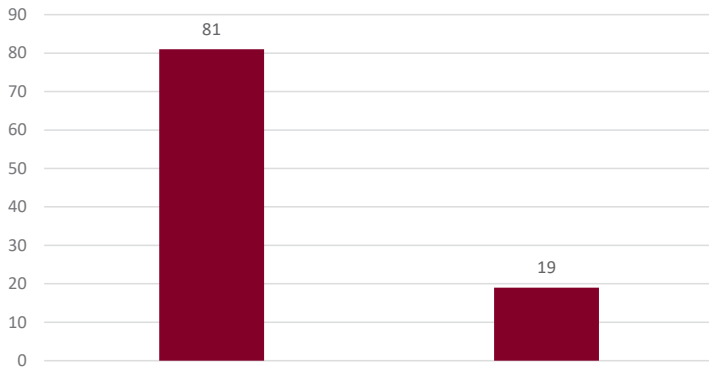
By the Numbers

FALL 2022

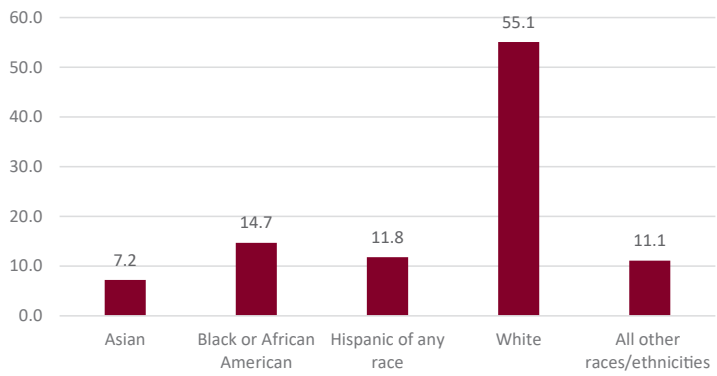
- **36% of Molloy's first-year undergraduate students identified as first-generation college students.**
- **29% of Molloy's first-year undergraduate students are Federal Pell Grant* recipients.**



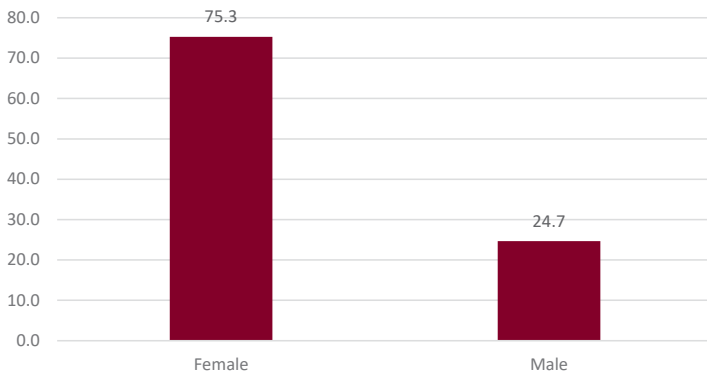
Graduate Gender (by percent)



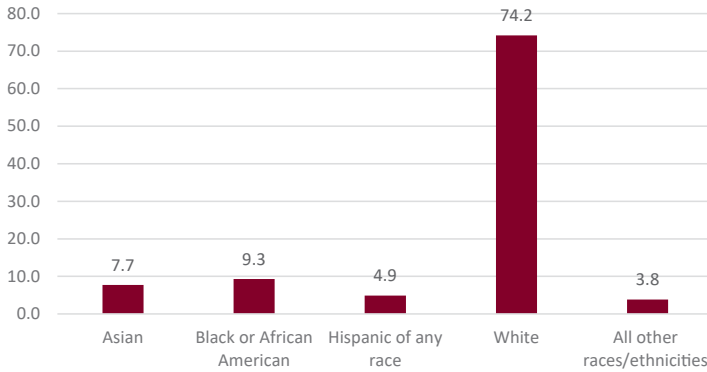
Graduate Race/Ethnicity (by percent)



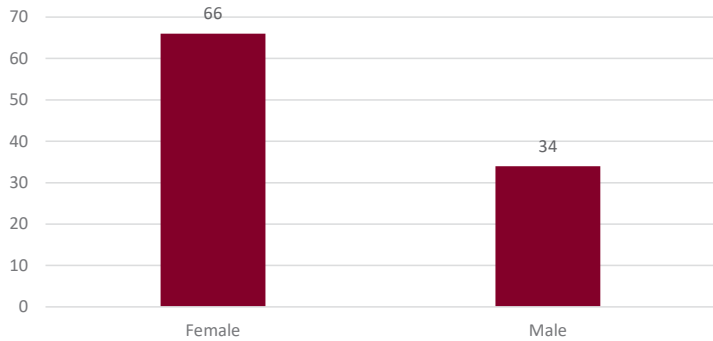
Full-time Faculty Gender (by percent)



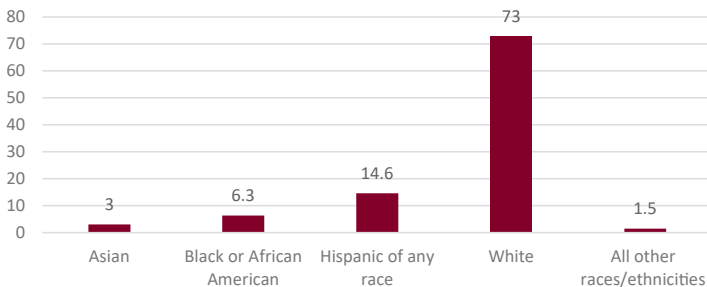
Full-time Faculty Race/Ethnicity (by Percent)



Full-time Administrators and Staff (by percent)



Full-time Administrators and Staff Race/Ethnicity (by Percent)



- ***Federal Pell Grants are awarded to undergraduate students with exceptional financial need.**
- **Note: Many of the categories used are reported to the U.S. Department of Education.**

2022-23 DEI Annual Report

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