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## Welcome Message from Dr. Howard Ward

As Interim Chief Diversity Officer, I welcome you to *Diversity Perspectives*, a valuable resource meant to inform the RIT community about the many diverse efforts, programs, and events happening on campus. I am truly excited and blessed to have this wonderful opportunity to address and improve diversity related concerns, as well as foster greater community understanding and appreciation for one another.

A primary focus of this office will be the sharing of good news relating to our past, current, and future successes in this important area. *Diversity Perspectives* will support this goal by sharing information regarding these efforts and recognizing those who have dedicated themselves to making RIT a community of positive, engaging differences.

Supporting me in the Office of the Chief Diversity Officer is Sandy Whitmore, assistant to the Chief Diversity Officer, and Kim White, director of diversity assessment and research management. Both are also co-chairs for the President's Commission on Pluralism and Inclusion and have substantially advanced RIT's diversity goals. Additionally, I have enlisted a core team of shared partners from Student Auxiliary Services, Housing Operations, Human Resources, University News, and the Office of the President to offer their expertise and professionalism during my interim period.

This year proves to be one of excitement as we look forward to many of

diversity events and programs including Campus Week of Dialogue, which will focus on global human and civil rights, the announcement of this year's Minett Professor, Expressions of Diversity, and the continuation of our Global Leadership, Partnerships in Pluralism, and Desserts and Dialogue programs.

The President's Commission on Pluralism and Inclusion is also looking forward to the upcoming year and establishing its new organizational structure. The Commission will now include the former Council of Diversity and Inclusion, as well as two new co-chairs. I ask that you refer to the Commission article later in this newsletter to learn more about the Commission's important work and its new organizational structure.

Our new office is located on the north side of the first floor in the Eastman building. Please do not hesitate to contact me or any of the diversity leadership team to share your ideas, seek support, and provide feedback so that we may better serve you and this great community.



Dr. Howard Ward  
Interim Chief Diversity Officer/  
Asst. Vice President, Student Auxiliary Services

## Campus Week of Dialogue: October 26 - 30, 2009

The President's Commission on Pluralism and Inclusion is partnering with Residence Life, Campus Life, GLBT Center, Study Abroad, and Outspoken to bring the RIT community a week long discussion on the theme *Intolerance Can Be Hard To Recognize*.

The week's theme will focus on global human and civil rights with topics that will include GLBT issues, hate crimes, and women's rights. A poster campaign will support the theme and tagline by conceptualizing the idea of internal thought through the use of hidden messages within a seemingly normal photograph. To the naked eye, the viewer sees an average person, whether it be a recent college graduate or business executive. With the use of "truth glasses" however, the viewer can see the subject's internal thoughts and

exposes their biases. The goal of the campaign is to expose these internal biases that many people still have despite their outward "acceptance" of diversity.



The keynote speaker will be Tom Malinowski, Washington advocacy director for [Human Rights Watch](#)

and an expert in United States foreign policy. He is responsible for the organization's overall advocacy efforts with the US government and frequently speaks on US human rights policy. Malinowski has also served as a special assistant to former President Bill Clinton and senior director for foreign policy speech writing at the National Security Council.

Also joining the week of presenters is Erik Libey, associate director of [LGBT Health Services at AIDS Rochester Inc.](#) Libey does extensive advocacy, training, and educational work to improve the health and well-being of the LGBT community. He has been both a participant and an organizer in several past state and national LGBTI and Gay Men's Health Summits. Additionally, he is one of the lead organizers of "The Bottom Monologues," a theater production due for release in 2010.



For a full schedule of the week's events and presenters, visit [diversity.rit.edu](http://diversity.rit.edu).

## Desserts and Dialogue: Conversations on Spirituality

Desserts and Dialogue, an initiative established in January 2009 by the Commission, focuses on the commonalities of spirituality. This unique program offers a discussion forum that welcomes campus community members from various spiritual paths to discuss and share elements of their experiences and beliefs that relate to the topic of the day's discussion. There is no proselytizing or coercion to promote one spiritual path over another and all members welcome a diversity of perspectives. The topics for the 2009-2010 academic year are as follows:

### Tuesday, September 15

5:30 – 7 p.m.

Ritual: What Role Does Ritual Play In Your Spirituality?

### Wednesday, October 20

Noon – 1:30 p.m.

GLBT Community and Spirituality

### Tuesday, November 10

5:30- 7 p.m.

Spiritual and Religious Holidays

### Wednesday, December 9

Noon – 1:30 p.m.

Compassion

### Tuesday, January 19

5:30- 7 p.m.

Music in the Life of Spirituality

### Wednesday, February 10

Noon – 1:30 p.m.

Love

### Tuesday, March 9

5:30- 7 p.m.

Transformation and Change

### Wednesday, April 21

Noon – 1:30 p.m.

Gender and the Divine

### Tuesday, May 11

5:30 – 7 p.m.

The Next Generation: What do we tell our children?

## The President's Commission on Pluralism and Inclusion

The [President's Commission on Pluralism and Inclusion](#) is gearing up for an exciting and productive year. Under the leadership of Kim White and Sandra Whitmore, the Commission held its annual planning retreat in July. The retreat provided an opportunity to meet and greet new and returning members, as well as confirm committee assignments and craft the scope of work for the 2009-2010 year.

The Commission ended the 2008-2009 academic year with 29 active and returning members for 2009-2010. Eleven new applications for membership were received for the 2009-2010 academic year. Additionally, some of the committee members and projects previously associated with the Council on Diversity and Inclusion will now be incorporated into the work of the Commission.

The human capital available to continue the important work of diversity at RIT is at its peak. While it is difficult to guarantee that all campus constituencies are represented, the membership of the Commission is truly reflective of the human, cultural, and physical diversity that exists at RIT.

Diversity continues to be an important issue on campus. With this in mind, and recognizing the need to be respectful and efficient with our human resources, the following organizational structure has been instituted. The Commission will be co-chaired by Kim White and Sandra Whitmore. The creation of co-chairs will ensure a more balanced distribution of the work and responsibilities of the Commission. Whitmore will oversee the Program Development and Public Relations committees and White will oversee the Diversity Leadership and Community Affairs committees. In addition, there will be an executive council comprised of eight members who will serve as committee

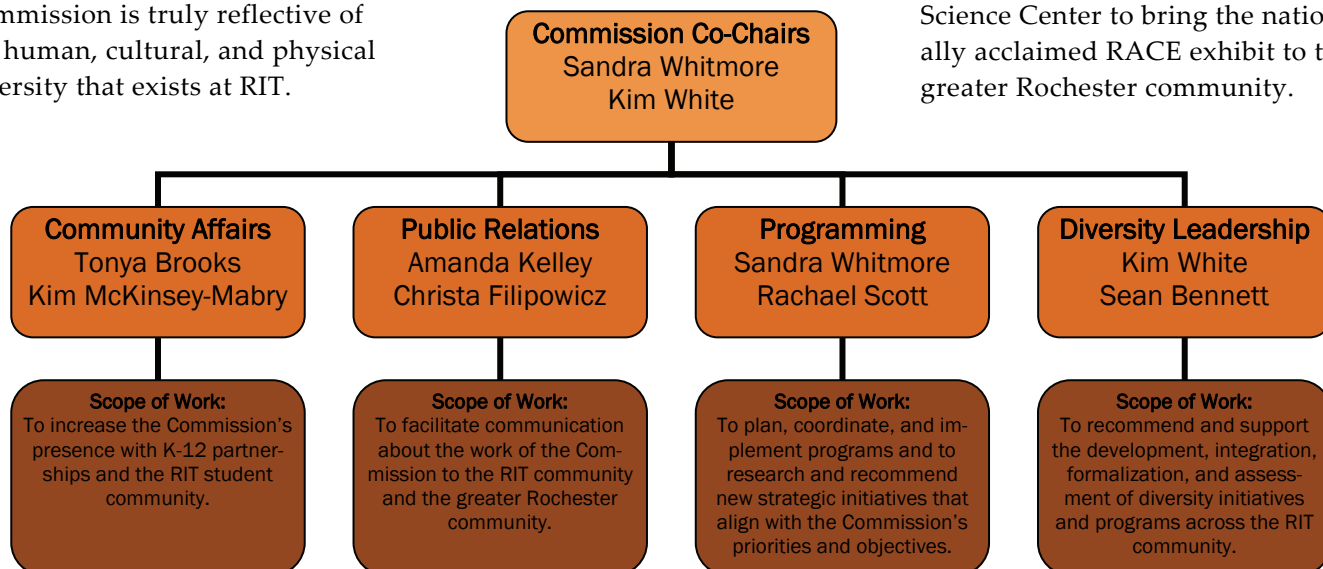


President's Commission on Pluralism and Inclusion leadership: (L-R) Sandra Whitmore, Kim White, Dr. Howard Ward

managers for the Commission subcommittees.

These eight people will utilize the talents and expertise of approximately 30 additional RIT faculty, staff, and students, titled Commission Associates, who have expressed a committed interest in advancing the important work of diversity at RIT.

In accordance with established procedures of the President's Commission on Pluralism and Inclusion, there will be an administrative appointment of an RIT faculty/staff person to serve at least a one-year term on the Commission as a representative of Administrative or Dean's Council. Deborah Stendardi, vice-president, Government and Community Relations, had previously served in this capacity and her tenure has ended. Dr. Robert Ulin has been asked to continue in this important role as he has shown a continued commitment to inclusion and pluralism at RIT. Dr. Ulin is actively involved in a collaborative project between RIT and the Rochester Museum and Science Center to bring the nationally acclaimed RACE exhibit to the greater Rochester community.



## Emerson Fullwood is Announced as Minett Professor

Our Minett Professor this year is Emerson U. Fullwood, former corporate vice president of Xerox Corporation, and Executive Chief Staff and Marketing Officer for Xerox North America's \$9 billion business.

Fullwood's personal journey began growing up near Wilmington, North Carolina when the struggle for civil rights in the South was gathering new momentum. By the time he was ready for college, North Carolina State was just beginning to integrate its student body. As one of the first African-American students to enroll, he had a sometimes challenging, but ultimately very satisfying college experience.



Although his father preferred that he go to medical school, the business gene was strong in his family. He decided to pursue economics as an undergraduate, and then earned his MBA at Columbia. His next decision

turned out to be one of the most important in his life: taking a job at Xerox.

Xerox put him through its world famous sales training program, and started him off selling copiers. He was a successful salesman, and

with the company growing rapidly, he took advantage of the many opportunities this growth created. After running a national sales organization, he was given the chance to run the \$650M supplies business. He credits the business for significantly enhancing his management skills, and in a short time was asked to take over the struggling Convenience Copier business. Xerox talked of closing it down, however a determined Fullwood jumped in hard, reached out across the company for assistance, recruited an outstanding team, and together turned the business around.

*(Continued on page 6)*

## Global Leadership Certificate Program

The role of an adult mentor can mean influencing a young person's career in one of the most positive ways. The partnership between the Chief Diversity Office and the RIT Leadership Institute (RLI) is set to launch its fourth year of the Global Leadership Certificate Program this fall. We are looking for faculty and staff to serve as professional mentors to participate in this important program.

The Global Leadership Certificate Program offers a special emphasis on diversity and leadership in a global society. The certificate is di-

vided into three components: mentoring, global awareness, and leadership:

- The mentoring component is an opportunity for an upper-class student to become a mentor to a fellow student. A professional mentor will work with both students on a regular basis throughout the academic year.
- The global awareness emphasis will provide a thoroughly enriching dialogue regarding race and ethnicity, both of which are social constructs. Exploration and discussion on the topics of global citizenship and the impacts of globalization will also be emphasized. Students in the program are paired across ethnicities and sometimes by college. This pairing provides an opportunity to learn and study with another student from a different cultural background.
- The leadership component will assist students in developing critical leadership skills for career success. Various experiential activities focusing on leadership roles and styles, values, decision making, leadership

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## 6th Annual Partnerships in Pluralism Initiative at RIT

Partnerships in Pluralism, a flagship initiative designed to facilitate communication across cultures at RIT, will be offered for the sixth year beginning in October 2009. The Partnerships initiative provides an excellent opportunity to learn more about the rich individual diversity that co-exists amongst RIT faculty and staff. By pairing participants based on a number of unique, diverse variables, the initiative encourages partakers to embrace an active understanding and appreciation of those who may be different from themselves.

The partnerships are guided and coached by trained and experienced facilitators who assist with creating a safe space to dialogue and actively, yet respectfully, explore the dimensions of our difference and the commonalities of our experiences. Partnerships is an opportunity to get to know our community better and to identify and share the hidden gems and resources that exist, but may not be identified.

It is well-known that the greatest resource of any organization is its people, yet if we do not know how to cultivate meaningful and authentic relationships with each other we run the risk of depriving ourselves and our organizations of the collective power that resides amongst us.

Over the past five years, more than 300 RIT faculty and staff have participated in the initiative. We

## Diversity Student Highlight: Tequila Jones



Tequila Jones, a third year Diagnostic Medical Sonography (Ultrasound) major, was first exposed to RIT through the Hillside Work Scholarship Connection Program. The program supports students in seventh through twelfth grade to develop good lifestyle habits, acquire essential decision-making skills, and become contributing, responsible young adults. When faced with the decision of where to use her Hillside scholarship, Tequila Jones said she “was fortunate to have two great choices—Wegmans or RIT.” She said the choice was an easy one, “Who at 15 years old could get a job in the Office of the President at RIT? I was really excited about the opportunity, but really scared, too!”

“Instantly, I knew Tequila was serious about her work and had loads of potential,” said Sandra Whitmore, Assistant to the Chief Diversity Officer and Co-Chair of the President’s Commission on Pluralism and Inclusion. “Dr. Alfreda Brown and I mentored her and involved her in every facet of our office. She became one of the RIT family and went on to graduate

from East HS in the top 10% of her class with a 4.0 GPA.” By that time, Tequila was confident she wanted to enroll at RIT and, after her acceptance, she earned a scholarship from Hillside that assisted with the costs of higher education.

Tequila continues to work in the Office of the Chief Diversity Officer, and recently assisted in working with students from Thomas Jefferson HS. She helped lead the students in a leadership exercise where they acted out an auction based on their values and decisions. She encouraged them to think about their choices, discuss why they made a particular choice, and whether or not they were happy with their decisions in the end. Reflecting her own experiences, she urged the students to think outside of the box, and to make choices that will ultimately help them grow as a person.

Tequila credits her mom for encouragement and support, including daily rides to RIT until she was old enough to drive. She particularly misses Dr. Simone and his playful spirit. “He even invited my mom and me to his home for dinner. He, Dr. Alfreda Brown, and Sandy have become my second family. I will always be grateful for this opportunity. I encourage young people to get involved. Without this opportunity, I would not be who I am today.”

are looking forward to continued growth and success with this program and are looking forward to working with a diverse group of partners. If you would like to be part of Partnerships in Pluralism for

2009-2010, or would like more information, contact Howard Ward at 475-6011 or [hxbwsr@rit.edu](mailto:hxbwsr@rit.edu) or Sandra Whitmore at 475-5453 or [swwpro@rit.edu](mailto:swwpro@rit.edu).

## Emerson Fullwood

(Continued from page 4)

With the help of several wonderful mentors, he became something of a 'Mr. Fix It' within Xerox, moving through a string of high profile P&L leadership roles, and in 1996 was elected a Corporate Officer.

As Fullwood's career developed, so did his awareness of his obligation to help others, both inside and outside of Xerox. In addition to mentoring many younger Xerox managers, he has served on the boards of numerous community, philanthropic, and educational institutions. He felt incredibly blessed when North Carolina A&T University awarded him an honorary doctorate in 2004.

He frequently is named among the nation's top executives, earning recognition in 2007 from *Black Enterprise* magazine as one of the "75 Most Powerful African-Americans in Corporate America," and in 2004 from *VARBusiness* magazine as one of the "Top 100 Executives" responsible for supporting computer resellers.

We are very fortunate to have Emerson Fullwood here at RIT to kick off our leadership program, lecture in the College of Business, and deliver his motivational message across campus.

*The Minett professorship is designed to bring distinguished Rochester-area minority professionals to RIT to share their professional knowledge and experience with students and faculty for one academic year.*

### THE PRESIDENT'S COMMISSION ON PLURALISM & INCLUSION

Krysta Banke • Sean Bennett • Alex Bitterman • Adwoa Boateng • Jodi Boita • Bill Brewer • Tonya Brooks • Laurie Clayton • Michelle Cometa • Molly Cort • Jeff Cox • Jacob Dietz • Christa Filipowicz • Tracy Gatewood • Joe Johnston • Amanda Kelley • Ivan Kenneally • Brian Koberlein • Ann Leonard • Shawna Lusk • Matthew Lynn • Kim McKinsey-Mabry • Lisa Nolan • Peggy Noll • Sarah Pillittere • Carol Reed • Carol Richardson • Sue Roethel • Donna Rubin • Rauncie Ryan • Rachel Scott • Dianne Spang • Peggy Tirrell • Robert Ulin • Maria Vega • Newt Watson • Kim White • Sandra Whitmore

**DIVERSITY PERSPECTIVES** is published quarterly by the Chief Diversity Officer in conjunction with the President's Commission on Pluralism & Inclusion. Managing Editors: Dr. Howard Ward, interim Chief Diversity Officer, Sandy Whitmore and Kim White, Co-chairs, President's Commission on Pluralism & Inclusion. Editors and Contributing Writers: Christa Filipowicz, Amanda Kelley, Sandy Whitmore, Kim White. Information and comments about this publication, and deadlines for article submission via phone at (585) 475-5453 or 475-5700 or addressed to: Chief Diversity Officer, Rochester Institute of Technology, 2 Lomb Memorial Drive, Rochester, New York 14623-5604. For more information, visit us at [diversity.rit.edu](http://diversity.rit.edu).

## Global Leadership

(Continued from page 4)

as a lifestyle, and personal and cultural communication will be used to engage students. Additionally, students will be required to participate in a global leadership service project and submit a written reflection on the experience.

Peers are often the most influential in a person's social development. In this instance, an upperclassman mentors a younger student to help the younger student better adapt to the new social and academic environment at RIT. Additionally, it gives the upperclassman an opportunity to develop their leadership and mentoring skills.

Professional mentors are faculty and staff who work alongside the student pairs as they determine career direction, from earliest inception (underclassmen) to the steps into the workforce (upperclassmen). All professional mentors will have the opportunity to participate in professional development activities and workshops in the areas of leadership, cultural competence, and globalization.

If you are interested in this opportunity, please contact Sandra Whitmore at [swwpro@rit.edu](mailto:swwpro@rit.edu) or Molly McGowan at [mtmcc@rit.edu](mailto:mtmcc@rit.edu) by September 10. Your contribution of time, career guidance, and interest in diversity can go a long way in paving a path for a student's personal growth and rewarding future in the global community.



(L-R) Adam Richlin, Laura Stell (professional mentor), and Ankesh Agarwal attend the end-of-year Global Leadership celebration.

## Events Calendar

### Rochester Institute of Technology

Date	Event
September 15	Desserts and Dialogue— Ritual: What Role Does Rit- ual Play In Your Spiritual- ity?
September 16	<a href="#">Study Abroad Fair</a>
October 8 – 11	<a href="#">Brick City Homecoming</a>
October 14	<a href="#">NTID Job Fair</a>
October 20	Desserts and Dialogue GLBT Community and Spirituality
October 20	<a href="#">NTID Faculty Forum</a>
October 26 – 30	<a href="#">Campus Week of Dialogue</a>

Visit the following RIT diversity offices' web sites  
for a list of additional events:

[Campus Life](#)

[Diversity at RIT](#)

[Environmental Science Program - Native American  
Science and Technology Program](#)

[Environmental Science Program – Study Abroad](#)

[Future Faculty Career Exploration Program](#)

[Future Stewards Program](#)

[Gay, Lesbian, Bisexual, and Transgender Center  
\(GLBT Center\)](#)

[Global Union](#)

[Higher Education Opportunity Program \(HEOP\)](#)

[International Student Services](#)

[NTID](#)

[North Star Center](#)

[Study Abroad](#)

[Women's Center](#)

### Area Colleges and Rochester Community

Date	Event
September	Hispanic Heritage Month
September 17	<a href="#">SUNY Brockport's 9th Annual Diversity Conference</a>
September 29	<a href="#">Latino Cultural Fair, Univer- sity of Rochester</a>
October	Disability Employment Awareness Month
November	Native American Heritage Month



### Office of the Chief Diversity Officer and Core Team

#### Top Row (L-R):

Cliff Edington, Amanda Kelley, Dr. Howard Ward, Sandra Whitmore

#### Bottom Row (L-R):

Karen Overmyer, Kim White, Geraldine Ciurca, Rosemary Greco, Tonya Brooks

#### Absent:

Michelle Cometa, Christa Filipowicz, Karen Barrows