



Visit our
web site at
diversity.rit.edu

and join us on



[RIT Diversity](#)

Inside this issue:

Campus Week of
Dialogue 2

Global
Leadership 4

Fullwood Begins
STEM, K-12
Initiatives as
Minett Professor 4

Student
Highlight: Sandy
Francois 5

Faculty
Highlight:
Delmonize Smith 5

Diversity in
Dining Services 6

Updates:
Diversity Offices 7

Events 8

Welcome Message from Dr. Howard Ward

I'd like to start off by thanking the RIT community for your support. The CDO staff and I have been taken aback by the wonderful community response that the Office has received, from compliments on our newsletter to frequent visits by many to our beautiful new office. *Thank You!*

The support from our RIT family and friends has also lead to increased community-wide participation in our programs. We had a record breaking number (and waiting list!) of professional mentor requests for our Global Leadership program and our Partnerships in Pluralism program is filling up at record speed.

As you may have noticed, different individuals and departments promoting diversity on campus will be highlighted and acknowledged in these pages, a feature that will continue in upcoming issues. We have received numerous requests from departments to share their information, calendars, etc. and, as we certainly encourage these new partnerships, we ask for your understanding as we attempt to accommodate all requests.

Two upcoming events to mark on your calendar are the Campus Week of

Dialogue and the three open forums welcoming the Chief Diversity Officer candidates.

For the Campus Week of Dialogue, we are honored to have Mr. Tom Malinowski, Washington advocacy director for Human Rights Watch and expert in US foreign policy, as our keynote speaker. Also, keep an eye out for our poster campaign and "truth glasses" that aim to expose internal biases related to the topics of global human and civil rights.

Also, the three Chief Diversity Officer candidates will be on campus from Oct. 19—23. Please take an active role in the interview process by participating in the open forums. Visit <http://www.rit.edu/president/cdosearch/> for more information.

Lastly, congratulations to our own Mrs. Sandra Whitmore for ten years of outstanding service to RIT!



Dr. Howard Ward
Interim Chief Diversity Officer

Asst. Vice President, Student Auxiliary Services

Partnerships in Pluralism: Sign-Up Today!

[Partnerships in Pluralism](#), a long standing RIT initiative, serves as a flagship opportunity to enable the RIT community to widen our social and professional circles by pairing diverse members of the community together for an opportunity to dialogue and learn from each other. In the past, the pairings have focused on bringing members of the AALANA community together with non-AALANA community members. This year, participants will be paired according to a variety of diverse attributes, including race and age. Dr. Howard Ward and Sandra Whitmore will lead this initiative with a kick-off on Nov. 30 from 2—4 p.m. If you would like to participate, or are interested in learning more about the program, contact Sandra Whitmore at swwpro@rit.edu.

Campus Week of Dialogue: Intolerance Can Be Hard To Recognize

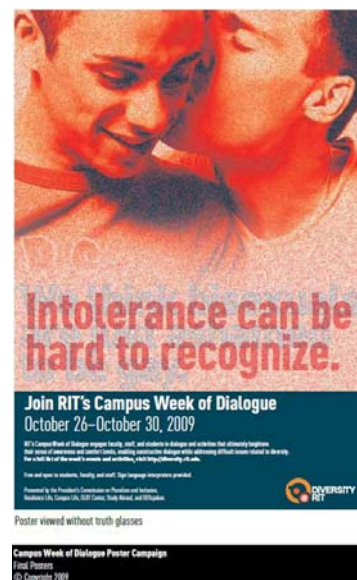
Join us for the [Campus Week of Dialogue](#) to learn about recognizing intolerance and heightening your sense of awareness and comfort levels, enabling constructive dialogue while addressing difficult issues related to diversity. Highlighted topics for this week-long opportunity will focus on global human and civil rights, including GLBT issues, hate crimes, and women's rights.



To recognize intolerance, be sure to pick-up your "truth glasses" to view the hidden message within each Campus

Week of Dialogue poster (10 total). Glasses are available in Grace Watson Hall, Student Development Center/CSD, Student Alumni Union, Wallace Library, and the Office of the Chief Diversity Officer (Eastman).

The Campus Week of Dialogue poster campaign conceptualizes a subject's internal thoughts through use of hidden messages within a seemingly normal photograph on an informational poster. With the use of the "truth glasses," the viewer can see the subject's internal thoughts, expose underlying biases, and encourages the viewer to become cognizant of his/her own internal biases.



Monday, October 26 12 –1 p.m.

Tom Malinowski: Human Rights and Intolerance: A Global Perspective in Ingle Auditorium



Tom Malinowski is the 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.

7 – 8 p.m.

Human Rights Advocacy in Washington, from Bush to Obama in Ingle Auditorium

Moderator: Prof. Ivan Kenneally; Panel Members: Mr. Tom Malinowski, Prof. Sean Sutton, Prof. Timothy Engstrom, Prof. Lauren Hall.

Reception to follow

Tuesday, October 27 12 –1 p.m.

Are we speaking the same language? Beyond Verbal Communication in SAU Room 1829

The Study Abroad Office is hosting an interactive discussion about cultural stereotypes—what stereotypes do we hold, where do they come from, and which are actually true and which are absurd?

8:30 – 11 p.m.

Drag Bingo in the Brick City Cafe

A bingo game like no other! Professional Drag Queens Sam and DeeDee will perform, answer questions, and call numbers for prizes.

(Continued on page 3)

(Continued from page 2)

- Wednesday, October 28** 9 a.m. – 7 p.m. **Project Secret: Community Art Project in front of the SAU**
Share your Ally secrets with the RIT community.
E-mail RITProjectSecret@rit.edu for details.
- 12 – 1 p.m. **Open Dialogue with Erik Libey: Intolerance Poster Campaign in SAU Room 1829**
- 
- Erik Libey, associate director for LGBT Health Services at AIDS Rochester, Inc., does extensive advocacy, training, and educational work to improve the health and wellness of the LGBT community.
- 7 – 9 p.m. **Safe Zone Training for Students in CSD 2405**
Learn how to be an Ally and support the GLBT community.
- 8:30 – 10 p.m. **RITGA's Guest Speakers from the Genesee Valley Gay Alliance: How to Be an Ally in Webb Auditorium**
Join the RIT Gay Alliance (RITGA) for a special presentation from the Gay Alliance of Genesee Valley on "How to be an Ally to the GLBT community" and "How to be a better Ally to your straight Allies."
- Thursday, October 29** 12 – 1:30 p.m. **How to Succeed in a Diverse Workforce: From the Application Process Through Employment**
Distinguished Minett Professors in Ingle Auditorium
Moderator: Emerson U. Fullwood, 2009-2010 Minett Professor; Wyoma Best, Retired, Vice President, Rochester Business Alliance (Minett Prof. 1991-1992); Clayton Osborne, Vice President Human Resources, Bausch & Lomb World Headquarters (Minett Prof. 2002-2003); Bobby Colon, RIT Chief Legal Council (Minett Prof. 2005-2006); Augustin Melendez, Vice President, Human Resources, Eastman Kodak Company (Minett Prof. 2006-2007); Peter Jemison, Historic Site Manager, GANONDAGAN (Minett Prof. 2007-2008); Hoffman Moka Lantum, Director, Medical Services Business Improvement, Excellus BlueCross Blue Shield (Minett Prof. 2008-2009).
- 4:30 – 7:30 p.m. **Ally Family Feud in Gracie's (located in Grace Watson Hall)**
It ain't a food fight, it's a fact fight! Think you know your fellow students? Come test your knowledge and win great prizes!

Stay informed. Go to <http://diversity.rit.edu> for more information about the Campus Week of Dialogue.

Registration—RIT students, staff, and faculty, please register for events at <http://finweb.rit.edu/cpd/elz/>. Rochester community friends and guests, please register for events by emailing grcpro@rit.edu or call 475-6546.

All workshops are free and open to students, faculty, staff, alumni and administrators of RIT and NTID, friends at neighboring schools and colleges, as well as members of the Greater Rochester community. Sign language interpreters will be provided.

Sponsored by the President's Commission on Pluralism and Inclusion in partnership with the Center for Residence Life, Center for Campus Life, GLBT Center, Study Abroad, and OUTspoken.

Global Leadership Program: Meet the Professional Mentors

Professional mentors are looking forward to meeting their students at the kick-off event on Oct. 30 as they begin a journey through discussions on leadership, globalization, and cultures.

Professional mentors are faculty and staff who will work alongside student pairs from October through May.



L-R: Joseph Packard, Michael Voelkl, Laurie Clayton, Shyrl Orego Scalice, Shawna Lusk, Dave McCloskey, Ruben Proano, Stephen Campbell, Bolaji Thomas, Stacy DeRooy, Bochiwe Hara-Kaonga, Jeanne Casares, Dina Newman, Marvin Illingsworth

Absent: Marianne Buehler, Christopher Denninger, Wilma King, Gregory VanLaeken, Anthony Yazback, Chris Young Sr., Rose Thomas.

Fullwood Begins STEM, K-12 Initiatives as Minett Professor

Emerson Fullwood, RIT's 2009 Minett professor, spent just over two weeks on campus – barely enough time to orient himself to the buildings and people – before he was tapped for one of the first Liberty Hill breakfast presentations of the new academic year. Hosted by RIT President Bill Destler, the Liberty Hill breakfasts have become a staple of interesting community conversations about current events. For Fullwood, his presentation on the global economy was a just sampling of the rich experiences he's had, and will bring to projects and classes he'll be involved in while at RIT.

"My experiences at RIT will take many paths beyond the business

school," says Fullwood, former vice president and executive chief of staff and marketing officer, Xerox North America. "I shared with the group at Liberty Hill a view of the new economy. Innovation and creativity will be a big driver in this new economy. I compared and contrasted the old model of how we did business as we look forward to building a new one."

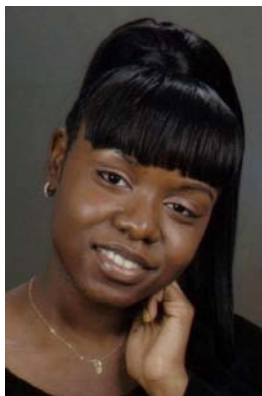
Bringing an international flavor to his work this year, Fullwood will teach a class in business management, leadership and marketing with a global perspective in the College of Business in spring quarter. The experience in a classroom will be, "a chance for me to impart information and for

students to grab the bits of knowledge and information," he says. "This will allow them to understand the opportunities and the complexities of the global environment – and how one navigates the next 30-40 years of their work life."

In the classroom, he expects conversations to be passionate and provocative, bringing real world examples that will resonate with today's students. "I've spent time in many parts of the world. Outside of the classroom, the Office of the CDO will take advantage of his connections to develop programs such as further supporting and

(Continued on page 6)

Student Diversity Highlight: Sandy Francois



My name is Sandy Francois and I am from Lake Worth, FL in Palm Beach County. I'm the baby of the family which means I love my mom. She is my

backbone, advisor, friend, parent, cultural link (I'm Haitian) and best of all, my #1 fan. My sister, the eldest, is aiming to be a nurse and my brother, the middle child, is a Marine stationed in Virginia. I graduated from Lake Worth Community High school Class of '08 and earned my Certified Nursing Assistant license at the age of 16 through my high school's Medical Magnet Program that I was a part of for four years.

I chose to come to RIT because I felt like this was my first chance at trying something new. I have an undeclared major in the College of Liberal Arts; deciding between Psychology, Criminal Justice, or both. I have been involved with the Society of African American Business Students (SAABS) and am active on The President's Commission on Pluralism and Inclusion and their programming committee. I love being around an older generation, so I was so excited when I was accepted to join the team. I felt so loved, respected, and grew many friendships with all the people I've met through the Commission. It was the best thing I could have been a part of for my first year in college because it really did help ease me into the college atmosphere, especially since I thought I had everything working

against me (e.g. my mom moving to three different states in one year, homesickness, all the typical things out-of-state students deal with, and then some!)

I am currently Director of Student Issues at Off Campus Apartments Student's Association (OCASA), FYE and North Star Peer Mentor, and Student Secretary at the Student Affairs Office. I'd love to help anyone and everyone using the best of my knowledge and experience and hope to get involved with different clubs and organizations. I plan on making a difference in the world, with my name painted in bright yellow lights, and I know I made the right decision by choosing RIT as my foundation and stepping stone.

Faculty Diversity Highlight: Delmonize Smith

A local high school principal spoke about students having trouble connecting what they were learning in school to useful application of this information in the future. RIT management professor Delmonize Smith set his mind to changing that perception. Smith envisioned building a triage "pipeline" experience to help local youth develop their business, problem solving and leadership skills through real-world learning. This vision has now come to life as the "Future Business Leaders' Experience".

Not a summer school in the traditional sense, but a 12-week

Saturday pilot program where students and faculty from RIT's E. Philip Saunders College of Business meet with 16 minority junior and senior high school students from Franklin and East, to help solve pressing business challenges of several Rochester based minority companies. "The participating companies are Datrose, TruForm Manufacturing, Cannon Industries and DG&M Agency—all Rochester-based companies, as well as minority-based companies, from various industries who have agreed to have the students solve their most pressing business challenges," says Smith, who is personally

working with the students to make the program a win-win situation for everyone involved.

Smith has been very pleased with the program's success and proudly noted that two FBLE students have been hired by DG&M Agency to implement their recommendations.



(Continued on page 6)

Diversity in Dining Services

RIT's commitment to diversity can be seen all over campus, from the students, staff, and faculty that constitute the RIT community to the numerous programs and events taking place everyday. Diversity is evident and emerging at RIT, as well as—edible! Dining Services has long offered a wide-ranging and robust menu of international cuisines, including Muslim, Asian, Latino, and Indian fare to name a few.

Additionally, coming fall 2010, Salsarita's Fresh Mex Cantina and RIT's "Global Grill," both new eateries coming to "[Global Village](#)," will be added to the already impressive list of diverse food offerings. Salsarita's will offer made-to-order burritos, tacos, tortilla pizzas, tacos salads, and much more, while RIT's "Global Grill" will serve exclusively international cuisines prepared on a Mongolian grill. Both will provide a global eating experience and healthy, fresh, high quality ingredients. Also featured will be a convenience shop that will primarily sell international food items and ingredients, along side fresh produce and popular American items.

Below is a sampling of the international cuisines offered on a daily, weekly, and/or quarterly basis:

Brick City Café:

El Sabor de la Isla (Dominican Republic) on Mondays, Shema Sushi on Tuesdays, P.H. Xpress (Pakistan) on Wednesdays, Thali of India on Thursdays, and Wasabi of Rochester on Fridays.

Café & Market at Crossroads:

Hispanic, Halal burgers, Jamaican, Indian, Thai, Chinese, Italian, Mediterranean, Korean, sushi.

The Commons:

Argentinean, Indian, Mediterranean, Italian, Mexican, Southern/BBQ, and rotating international bars on Thursdays including Chinese Bar, Moroccan bar, Mexican Bar, Sushi bar, and Curry bar.

Gracie's Dining Hall:

Halal burgers, sushi, Thali and Tandoor Indian, Greek, Creole, Italian, Polish, Asian and Asian stir-fry on the Mongo Grill, Mexican at the Ancho Grill.

RITZ Sport Zone:

P.H. Xpress on Mondays, Thali of India on Tuesdays, El Sabor de la Isla on Wednesdays, Shema Sushi on Thursdays, and in-house concept on Fridays.

Fullwood

(Continued from page 4)

growing RIT's connections to K-12 programs and developing a services science curriculum with the College of Business. Efforts in the K-12 arena include expanding current connections in the local area to increase the students entering STEM disciplines. He has entered into conversations with the Xerox Foundation, National Academy foundation, National Action Council for Minorities in Engineering and Project Lead the Way.

His advice to students – and others? "Always be prepared, a critical ingredient to being the best you can be and to being a leader. You have to put in the time and the required effort, energy and intensity to be as prepared as you can ever be. Then you will have the capacity to shape outcomes of very complex processes that you'd be involved in, whether in business or personal ventures."

Delmonize Smith

(Continued from page 5)

During the experience the students were asked how to best market the company's insurance and services to a targeted market of 35-55 year olds. What the students discovered is that DG&M Agency could broaden their customer base by targeting a younger audience through the use of social networking media. Surprised company executives supported and then funded their recommendations. Not only are these students well-respected by their employer, but they are also seeing their own value and making the important connection between their education and practical applications.

According to Smith, there are huge benefits to the FBLE program. "Superior high school students will go on to pursue a college degree—perhaps here at RIT; participating businesses will have business-minded youth offer solutions to their most pressing organizational challenges, and they'll also get a first-hand look at the potential labor supply," he explains.

[More information on Delmonize Smith.](#)

Updates: RIT Diversity Offices

Higher Education Opportunity Program (HEOP)

HEOP is committed to the recruitment and academic success of economically and educationally disadvantaged students who would otherwise not be eligible for admission to RIT. Our mission is to recruit, enroll, and graduate eligible students and to provide a full-service program that includes:

- summer preparatory program
- intensive academic support counseling
- free tutoring up to five years
- embraces a case management philosophy and a whole student approach to delivery of services

We welcome this year's HEOP students!



North Star Center (NSC)

Why should AALANA students visit the North Star Center?

Research has consistently demonstrated that successful students are engaged with their community. The NSC provides students with an opportunity to learn more about diverse cultures by providing:

1. African, Latino/a, and Native American cultural programming
2. Professional development opportunities

Access to academic support, supplemental advising, book loans, study sessions, and AALANA focused grants/research opportunities.

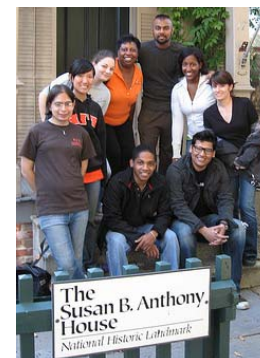
How can faculty and staff assist AALANA students and the North Star Center?

During the 2009-2010 school year, the NSC team will focus on the academic impact of both our programs and meetings. To increase RIT's graduation and retention rates, it is our goal to achieve personalized (1:1) and passive (mail) contact with 100% of incoming freshmen.

Please assist us by encouraging AALANA students to visit the NSC.

Women's Center

- The Women's Center partnered with the Leadership Institute & Community Service Center to host the first in a series of community service and civic engagement opportunities at area agencies supporting women. This quarter students made an impact at the Susan B. Anthony House, and will travel to Alternatives for Battered Women and Wilson Commencement Park.
- The Student Health Center, Women's Center, GAMMA, and PEERS coordinated RIT's awareness campaign for the 2nd National Gordie Day on Sept. 24 aimed at raising awareness about the dangers of hazing and symptoms of alcohol poisoning.
- On Oct. 1, the Women's Center, in collaboration with Residence Life, Women's & Gender Studies Program, Pan-Hellenic Council, and PEERS, presented Guerrilla Girls on Tour. The group presented a theatre piece entitled "Silence is Violence" for this year's Take Back the Night March, used performance and visual art to dramatize women's history, offered strategies to combat violence against women, and advocated on behalf of women and artists of color.
- The RIT Leadership Institute, Women's Center, and Cooperative Education & Career Services are partnering to provide a Women's Leadership Certificate for interested students through the RLI.



Office of Faculty Recruitment

Kate Gleason College of Engineering and Mary Jane Frind have been awarded the 2009 Changing Hearts and Minds Award. This award is sponsored by the Office of the Provost and is given in conjunction with the annual Future Faculty Career Exploration Program.

This recognition comes with a \$2,500 monetary award which will be provided to KGCOE on behalf of their representative's efforts. The award is to be used in meaningful ways to further advance the college's AALANA recruitment and retention initiatives. The College representative responsible for influencing positive behavioral changes will receive an individual gift valuing up to \$500 for their hands-on leadership and influence in "making this change happen."

Events Calendar

Rochester Institute of Technology

Date	Event
Oct. 19	Open Forum—Chief Diversity Officer candidate Kevin McDonald
Oct. 20	Open Forum— Chief Diversity Officer candidate Becky Petit
Oct. 20	Desserts & Dialogue: GLBT Community and Spirituality
Oct. 22	Open Forum—Chief Diversity Officer candidate Deborah Plummer
Oct. 26—30	Campus Week of Dialogue
Nov. 2009—May 2010	Partnerships in Pluralism
Nov. 10	Desserts & Dialogue: Spiritual and Religious Holidays
Dec. 9	Desserts & Dialogue: Compassion
Dec. 13	19th Annual Christmas Service of Lessons & Carol (hosted by RIT Choral Ensembles, College of Liberal Arts and Center for Religious Life)

Visit the following RIT diversity offices' web sites for a list of programs, events, and information:

[AALANA Collegiate Association](#)
[Center for Campus Life](#)
[Center for Religious Life](#)
[Center for Residence Life](#)
[Dining Services](#)
[Diversity at RIT](#)
[Environmental Science Program - Native American Science & Technology Program](#)
[Environmental Science Program – Study Abroad](#)
[Foreign Language Department](#)
[Future Faculty Career Exploration Program](#)
[Future Stewards Program](#)
[Gay, Lesbian, Bisexual, and Transgender Center \(GLBT Center\)](#)
[Global Union](#)
[Greek Council](#)
[Higher Education Opportunity Program \(HEOP\)](#)
[Housing Operations—Future of RIT Housing](#)
[Human Resources—Diversity](#)
[International Student Services](#)
[NTID](#)
[North Star Center](#)
[Office of Faculty Recruitment](#)
[OUTspoken](#)
[Student Government](#)

Area Colleges and Rochester Community

Date	Event
Oct. 17	Diwali (Buddhist, Hindu)
Nov.	Native American Heritage Month
Nov. 27	Eid al-adha (Islamic, Muslim)
Dec. 1	World AIDS Day
Dec. 12	Hanukkah (Jewish)
Dec. 16—25	Los Posadas (Mexican)
Dec. 18	Al Hijra (Muslim New Year)
Dec. 25	Christmas (Christian, Catholic)
Dec. 26—Jan. 1, 2010	Kwanzaa (African-American)

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.