

# University Equity and Inclusion

## 2022-2023 Impact Report

More than just words

We are called to integrate the values of diversity, equity, and inclusion into all aspects of our university.



# Table of Contents



IDEA Innovation Grants Program



Faculty Recognition Ceremony



Faculty & Staff of Color Reception



Diversity Strategic Plan Watch Party



DEI Campus Climate Survey

01

Introduction

02

Institutional Equity and Partnerships

03

Diversity Education

04

Faculty Diversity

05

Diversity Communications

06

Key Events

# 01 Our mission

## **Introduction**

In this section:

- Executive Summary
- SVPE Message
- University Diversity Goal
- University Diversity Steering Committee

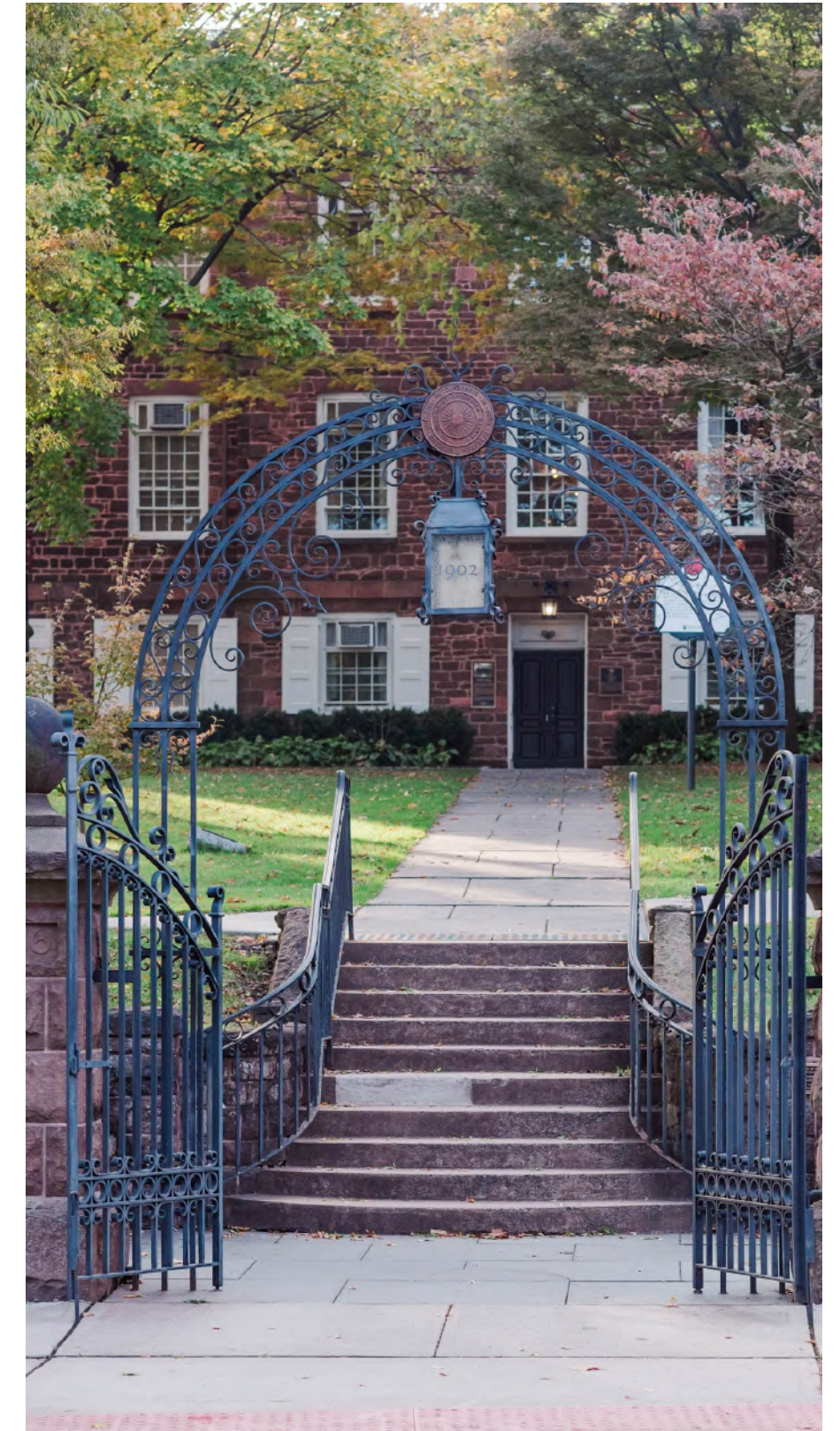
# Executive Summary

University Equity and Inclusion is leading efforts to chart an inclusive path forward for Rutgers, enabling alignment across the Chancellor-led units (CLUs) and central administration.

Our work spans three domains: Diversity Education, Faculty Diversity, and Institutional Partnerships. We enable, supplement, and promote the work being done at the Chancellor-led unit level in service of the university diversity goal.

The work of building an inclusive academy is not an accidental endeavor. Our motto, "More Than Just Words," is a commitment to diversity in action. In this report, you will see our impact illustrated through facts, figures, and testimonials.

3	Universitywide working committees	30	Individual donors whose giving has supported our work
\$97k	Awarded to faculty for Mutual Mentoring Grants	1,441	Registrants in workshops that disrupted inequity through education
\$120k	Equally distributed to the 4 CLUs for IDEA Innovation Grants	107	Faculty in FDC cohort programs



# Reflecting on progress, making change a reality

The Rutgers University of Equity and Inclusion (UEI) Impact Report highlights many of the initiatives, events and programs implemented since the establishment of the UEI office in 2020. This report also features demographics and data pertaining to specific programs.

Rutgers University remains committed to diversity and connecting across differences to build inclusive community. As we continue to work towards inclusion, we are invested in making structural changes that advance efforts to being a diverse, accessible, and inclusive community. We are holding ourselves accountable in ways that enhance the quality of teaching, research, and campus climate.

The ongoing work is guided by the University Diversity Strategic Plan (UDSP) which was released in March 2022. As we support the implementation of the UDSP, we are leveraging the resources in our office, as well as those across Chancellor-led units (Camden, New Brunswick, Newark, RBHS), to support diversity, equity and inclusion efforts within schools,

centers, departments and offices.

Although this report focuses strictly on the accomplishments of our office, we acknowledge that partnerships are essential in driving our efforts forward, so this report also recognizes the success of others in the Rutgers community. By anchoring these accomplishments to the goals outlined in the UDSP, we hope to provide evidence that indicates we are taking steps toward institutional change.

While this report is not intended to be an exhaustive record of all the activities, programs and events that occurred over the past three years, it does provide a snapshot of diversity efforts led by our office.

More information about Rutgers's past, present and future diversity, equity and inclusion plans can be found at [diversity.rutgers.edu](https://diversity.rutgers.edu).

In service,

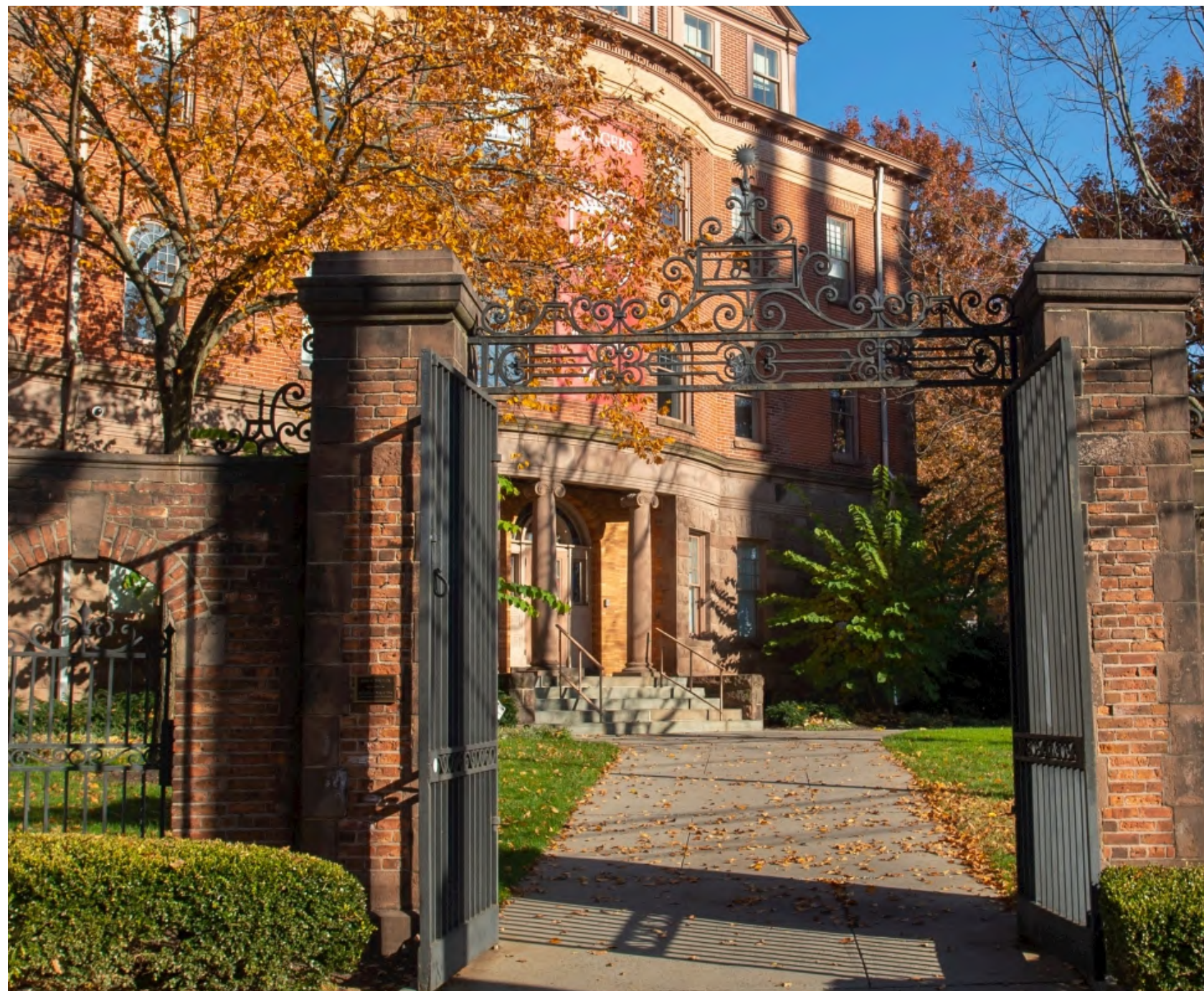


Enobong (Anna) Branch



**Enobong (Anna) Branch**  
Senior Vice President for Equity and Professor of Sociology

# University Diversity Goal



Consistent with Rutgers' mission as the State University of New Jersey, Rutgers is committed to nurturing, maintaining, and enhancing opportunities for learning and understanding among individuals, communities and disciplines, and to promoting meaningful and inclusive engagement across a wide spectrum of characteristics and experiences.

Rutgers' goal is to prepare tomorrow's leaders for a world that is ever less homogenous and ever more challenged by the task of connecting across differences to build community, solve problems, and ensure prosperity. Rutgers considers diversity to be necessary to foster the cultural competencies, resilience, and openness to dialogue that promote intellectual growth and intergroup understanding, which are essential for success in the classroom, the university community, and society at large.

Overall, Rutgers pursues diversity to enhance the excellence of ideas, innovation, civic debate, learning, and teaching and to build a "beloved community" based on working together to reflect, respect, and embrace the complexities of all of our parts.

# University Diversity Steering Committee

This representative group of university leaders works together to guide diversity plan implementation, shape strategic initiatives, and enable public accountability for progress.



**Enobong (Anna) Branch**  
SVP for Equity



**Sangeeta (Gita) Lamba**  
VP for Faculty Development & Diversity



**Tiffany Butler**  
Assoc. Vice Chancellor for Educational Equity



**Joan Collier**  
AVP for Equity & Inclusion



**Sherri-Ann Butterfield**  
Exec. Vice Chancellor



**Nyeema Watson**  
Senior Vice Chancellor for Strategy, Diversity & Community Engagement

02

# Institutional Equity and Partnerships

## **Institutional Equity & Partnerships**

In this section:

- Institutional Partner Spotlight
- IDEA Innovation Grant Program
- DEI Campus Climate Survey
- Chosen Name Initiative



# Institutional Partnership Spotlight

*Working alongside institutional peers to achieve our aims*

## **SEA CHANGE IN STEMM**

SEA Change is a comprehensive initiative from the American Association for the Advancement of Science that implements a proven self-assessment process to effect sustainable change with regard to diversity, equity, and inclusion in STEMM at U.S. institutions of higher education.



# About the IDEA Innovation Grant Program

The Inclusion, Diversity, Equity, and Advocacy (IDEA) Innovation Grants Program is a university-wide initiative that demonstrates how we can come together to support institutional change and empower students, faculty and staff to take an active role in building an inclusive community.

**Innovation Grants**  
RUTGERS

IDEA Innovation Grants have existed as a university-wide mechanism since 2021, building off pre-existing Chancellor-led unit diversity grant initiatives in RBHS (IDEA Innovation Grants) and New Brunswick (Diversity Innovation Grants).

# 3

Priority Funding Areas

# 4

Chancellor-led units

# \$120k

Awarded to all four CLUs by UEI per year



→ Climate, Culture & Community Building



→ Training, Learning & Development Opportunities



→ Access, Advocacy & Equity





Spotlight: Rutgers–Camden

# Pride Fest

## Jessy Cocciolone, Office of Social Justice and Belonging (Staff)

Funded by a \$2,000 Inclusion, Diversity, Equity, and Advocacy (IDEA) Innovation Grant from the Office of Civic Engagement in 2022, the Pridefest celebration had been in the planning stages since November 2021. The intention was to spread awareness of challenges faced by the LGBTQ+ community and share resources from community-based organizations and local nonprofits dedicated to improving the lives of LGBTQ individuals. The organizers were driven by a personal goal to ease the name-change process and increase pronoun visibility across campus.

Spotlight: Rutgers–Camden

# Centering Black Childhoods

Scholars, Activists, and Communities in  
Conversation

**The Department of Childhood Studies Speaker Series Launch**

## **CENTERING BLACK CHILDHOODS**

**Scholars, Activists and Communities in Conversation**

**Dr. Lauren Silver, Associate Professor and Director of Graduate Studies  
for the Childhood Studies Department (Faculty)**

This project seeks to increase visibility of scholarship centering Black childhoods. The project will focus on forging relationships between graduate students and those working at the intersection of race and childhood, within and outside of academia.

## Spotlight: Rutgers–New Brunswick

# Angela Rye

Keynote address part of the  
Dr. Martin Luther King Legacy Series

### **Carlos Fernandez, Student Affairs–Cultural Collaborative (Staff)**

The Rutgers University–New Brunswick community celebrated the legacy of Dr. Martin Luther King, Jr. on January 31, 2023 as we highlighted the histories of ongoing struggles for social justice and civil rights in the United States with Angela Rye. Angela Rye has an acclaimed trajectory in the field of political and legislative strategy in the service of civil rights, and she is a champion for economic empowerment, civic engagement, and political involvement for young professionals. During this keynote, she addressed the importance of civic engagement in the pursuit of greater access, equity, and justice.

Thirty university community members attended the meet and greet with Ms. Rye with an estimated 150 members attending the keynote event.



Spotlight: Rutgers–New Brunswick

# The Vaccination Equity Education Coalition

**Hajar Shirley, School of Communication and Information (Faculty)**  
**Amanda Potter, Zimmerli Art Museum (Staff)**

The **Vaccination Equity Education Coalition** is a community centered effort toward building vaccination confidence that will be achieved by a new collaboration across the Rutgers University community, school nurses, and elementary school educators and students.

They executed a three-hour design thinking, experiential workshop with school nurses, elementary school educators, and students at Zimmerli Art Library to co-create a student-led social innovation educational challenge that will launch in the 2022-2023 academic year. Participants of this workshop will return to their organization and become educator ambassadors of the Vaccination Equity Education Coalitions.



Spotlight: Rutgers Biomedical and Health Sciences

# Diversity Up

Inclusive YouTube Stories  
Worth Spreading

**Ning Kuo, Rutgers Biomedical Health Sciences, Center for Advanced Biotechnology and Medicine (Staff)**

Diversity Up is a YouTube initiative that was started in October 2021 and received additional funding from an IDEA grant in AY 2022-2023. It is a platform created to explore a variety of DEI-related topics through personal perspectives, panel discussions, and educational videos. This project involved content development, in-person interviews, video editing, search engine optimization, and social media marketing.



Spotlight: Rutgers Biomedical and Health Sciences

# Avoiding Implicit Bias

Understanding the Advanced Nursing Practice Culturally Diverse Student through Dramatization in the Objective Structured Clinical Examination (OSCE) Evaluation

**Monina Franco-Tantuico, School of Nursing (Faculty)**

The traditional teaching methods are not substantial for understanding the concepts of cultural diversity and implicit bias. There is a need to elicit an emotional or personal responses from the participants during these meaningful teaching-learning experiences. Through this workshop, the participants will also acquire implicit bias knowledge through socioemotional learning where they understand and manage their emotions, develop positive relationships, and make responsible decision towards others through dramatization.





Spotlight: Rutgers–Newark

# Sí, Se Puede!

A Guide for Latinx Students to Succeed in College

## Monica Cuella Natera, Rutgers Business School (Graduate Student)

This project proposed to create spaces for Latinx and non-Latinx students to be in dialogue with one another by hosting a workshop that provided student leaders with skills to navigate challenges and build the resiliency needed to be successful in higher education. A partnership with the Office of Housing and Residence Life, Office of Student Life, and the Intercultural Resource Center will facilitate continued engagement of students across RU-N beyond the workshop. The workshop was hosted on March 8, 2022 with approximately 65 students in attendance.



## Spotlight: Rutgers–Newark

# Food is Culture

Community Stories

Hend El Buri, Nutrition and Food Pantry - pantryRUN (Staff); Alexandra Chang, School of Arts and Sciences and Clement A. Price Institute (Faculty); Yaruby Petit-Frere, International Student and Scholar Services (Staff); Theresa Tantay-Wilson, Health Promotion Division (Staff); Ayat Ibraheim, Office of Housing & Residence Life (Staff); Jack Tchen, School of Arts and Sciences and the Clement A. Price Institute (Faculty); Claudia Sepulveda, Clement A. Price Institute (Staff); SJ Waldman, School of Arts and Sciences, Graduate School (Graduate student); Charles Chear, School of Social Work (Faculty)

**Food is Culture: Community Stories** is proposed by a cross-campus collaboration between RU staff, students, and faculty who believe that food is a pathway to building community and for sharing cultures. The project would provide cooking demonstrations and discussion between chefs and food studies scholars and provide the campus community and Newark residents the opportunity to learn how to make food from different cultures, learn about wellness and nutrition, and bring folks together over food, which is an important act of bonding and care for many communities. The proposed events would also increase food literacy on campus, by demonstrating cooking skills and addressing food justice in and around Newark.



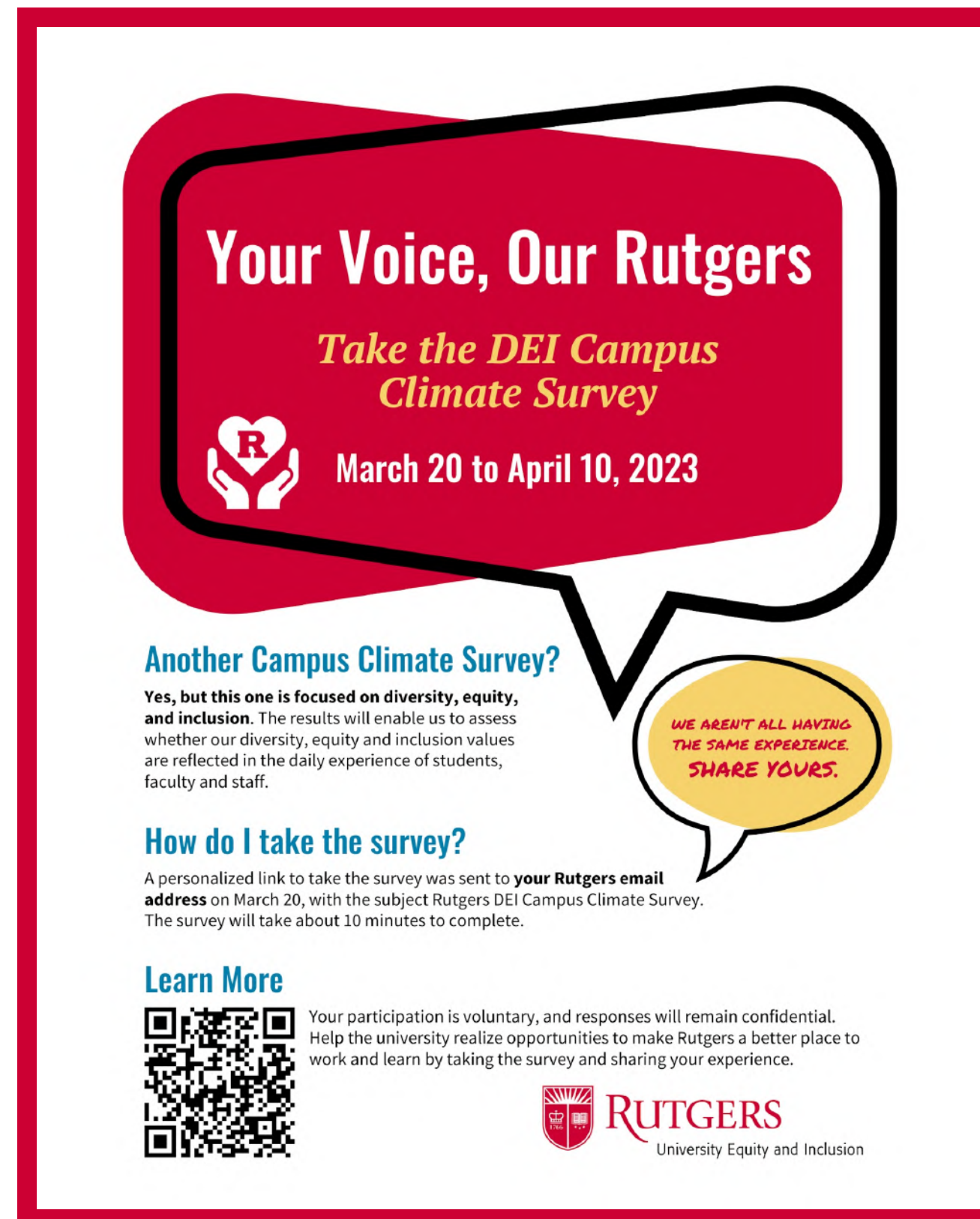
We did this because we said we would.

# The first-ever Universitywide DEI Campus Climate Survey

On March 20, 2023, Rutgers University launched its first ever DEI Campus Climate Survey which was an important university-wide initiative to assess our strengths and weaknesses around diversity and inclusion efforts for the Rutgers community. Personalized links were sent out to eligible participants across all Rutgers chancellor-led units and the survey took about 15 minutes to complete on average.

The results of the survey will provide valuable insights into what shapes the experiences and perceptions of diverse individuals based on social identities. Our efforts will assist with creating an environment where everyone feels safe and welcomed. The data presented will be beneficial to help inform university leadership on current and future decisions about best practices to support an inclusive campus community.

Information about campus climate results will be released in AY23-24.



**Your Voice, Our Rutgers**

*Take the DEI Campus Climate Survey*

March 20 to April 10, 2023


**Another Campus Climate Survey?**

Yes, but **this one is focused on diversity, equity, and inclusion.** The results will enable us to assess whether our diversity, equity and inclusion values are reflected in the daily experience of students, faculty and staff.


**How do I take the survey?**

A personalized link to take the survey was sent to **your Rutgers email address** on March 20, with the subject Rutgers DEI Campus Climate Survey. The survey will take about 10 minutes to complete.

**Learn More**



Your participation is voluntary, and responses will remain confidential. Help the university realize opportunities to make Rutgers a better place to work and learn by taking the survey and sharing your experience.

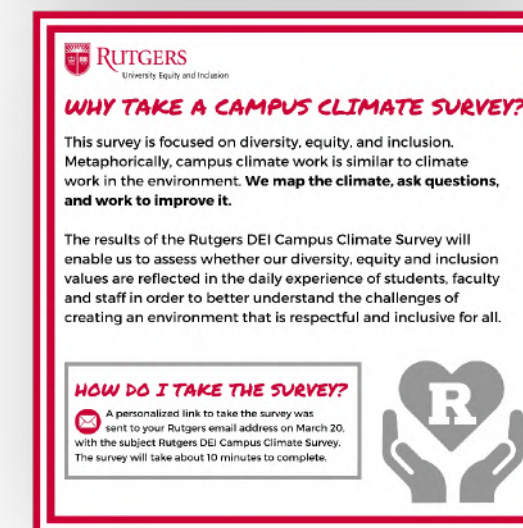


# DEI Campus Climate Survey Administered in Spring 2023

On March 20, 2023, Rutgers University launched its first ever DEI Campus Climate Survey which was an important university-wide initiative to assess our strengths and weaknesses around diversity and inclusion efforts for the Rutgers community. Personalized links were sent out to eligible participants across all Rutgers chancellor-led units and the survey took about 15 minutes to complete on average.

The results of the survey will provide valuable insights into what shapes the experiences and perceptions of diverse individuals based on social identities. Our efforts will assist with creating an environment where everyone feels safe and welcomed. The data presented will be beneficial to help inform university leadership on current and future decisions about best practices to support an inclusive campus community.

Information about campus climate results will be released in AY 23-24.



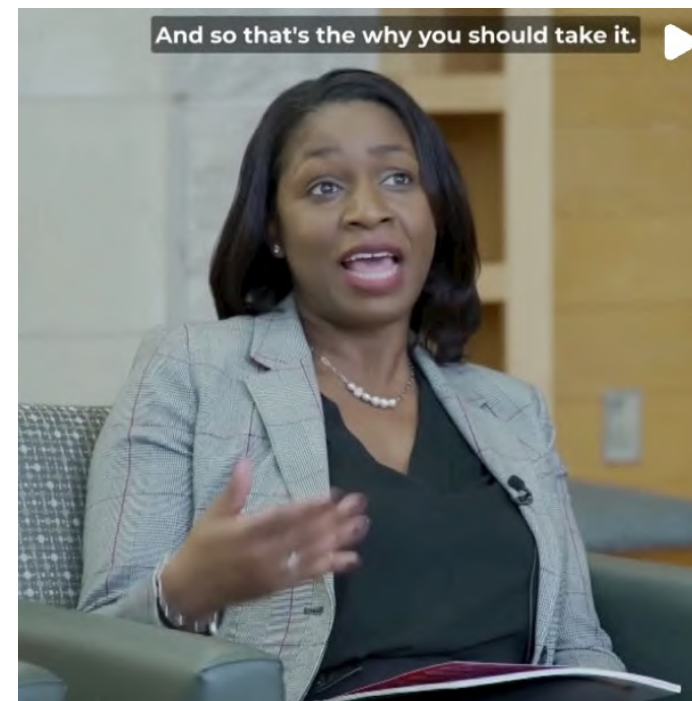
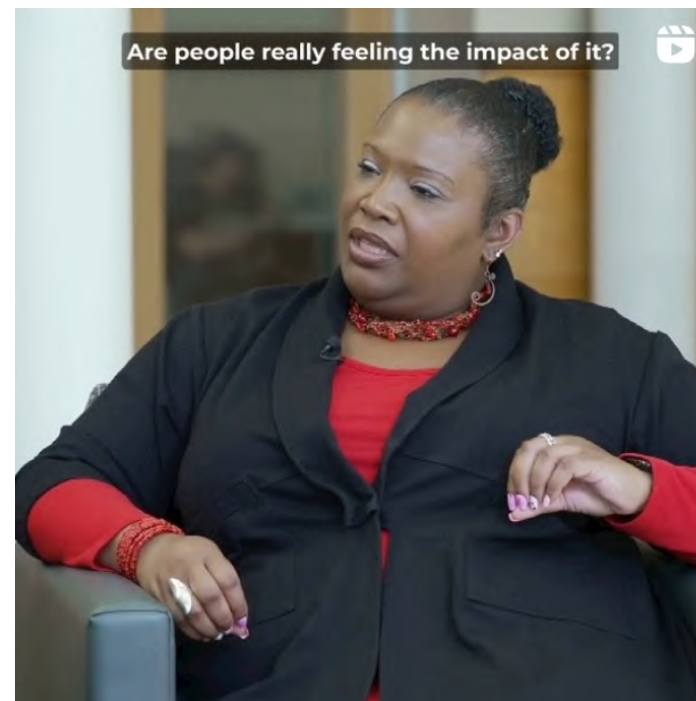
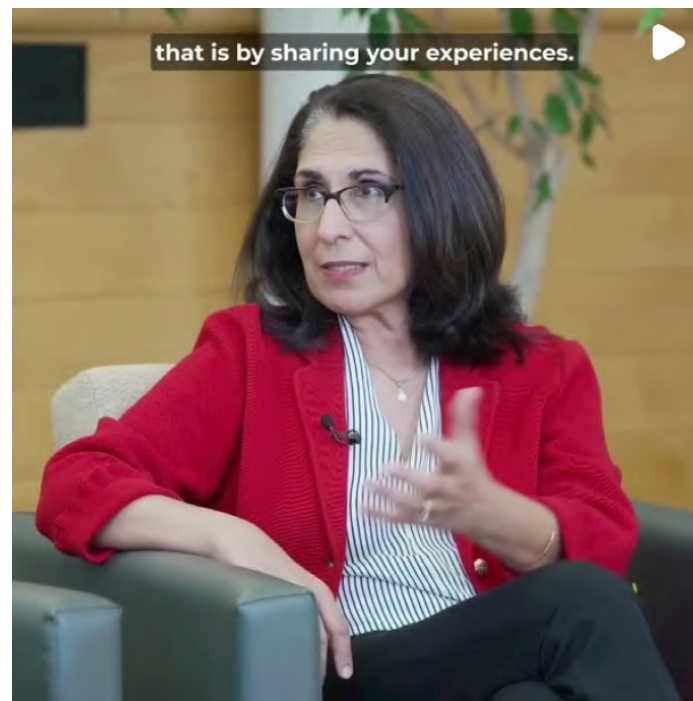
# Top performing posts

Instagram Reels and LinkedIn posts performed the best throughout the campaign.

Dr. Sangeeta (Gita) Lamba on the value of sharing your experiences

Dr. Sherri-Ann Butterfield on intent versus impact

Dr. Enobong (Anna) Branch on building inclusive community



**Stay Tuned** for the release of campus climate data!

# Top reactions

“

👏👏❤️ This is why inclusion (co-design) is important when engaging people with lived experiences facing inequities for system and culture level transformation. Well said, Enobong "Anna" Branch.

-Shemekka Stewart-Isaacs

“

Working towards inclusion is an ongoing challenge. #dei #highereducation #inclusion

-Kareem S. Mumford

“

Like it or not, we need data to do our work the best we can. Rutgers University employees, please check your e-mail and complete the DEI survey today!

-Kaylin Padovano, LMSW

March 20-April 10, 2023

# DEI Campus Climate Survey Campaign Highlights

## +421

Followers across all platforms

## +2.1k

Web traffic

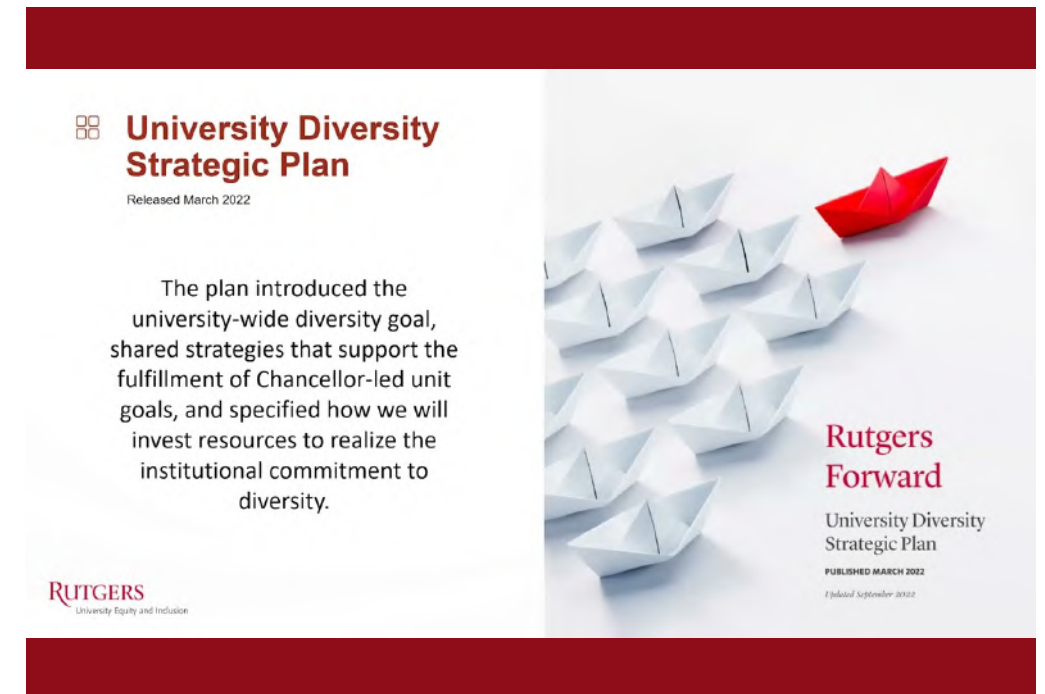
The campaign to promote the DEI Campus Climate Survey consisted of organic social media marketing, tabling, and hybrid events.



UEI and DICE staff tabled at select locations to promote the survey.



One lucky SEBS employee, Matthew Leconey, won the iPad prize!



645 VIEWS

Another Campus Climate Survey? Webinar hosted by Dr. Enobong (Anna) Branch

# Chosen Name Initiative for Faculty & Staff

## Respect and Recognition

Rutgers University recognizes that members of the university community use names other than their legal names. The university seeks to promote the comfort and safety of students, staff, and faculty members by utilizing chosen/preferred names in university communications and reporting, except where the use of the legal name is required by university business or legal need.

In 2022, University Equity and Inclusion launched the Chosen Name Initiative, focusing on employee name changes. Rutgers recognizes that members of the university community use names other than their legal names.

**Download:** [Setting a Chosen Name User Guide](#)

*The Chosen Name program for students was established prior to the faculty and staff version in 2022.*



03

# Learning that goes beyond the classroom walls

**Diversity Education**

In this section:

- Diversity Education
- VLC Book Groups
- Inclusive Leadership
- Education as Disruption
- Holding Space

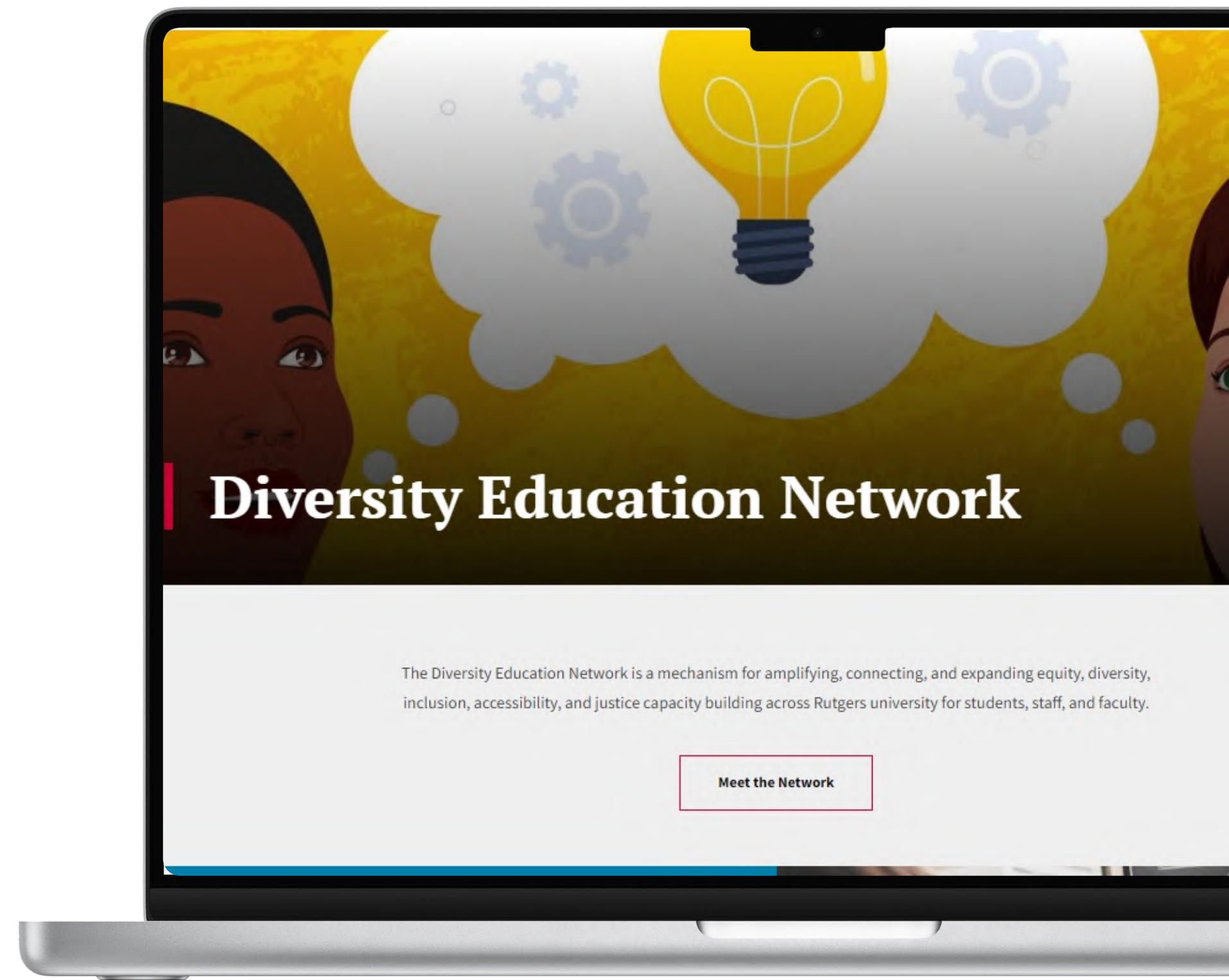


# Diversity Education Network

The Diversity Education Network (DEN) is a mechanism for amplifying, connecting, and expanding equity, diversity, inclusion, accessibility, and justice capacity building across Rutgers University for students, staff, and faculty.

DEN has 21 core members who provide a range of educational opportunities to support growth and development on all four campuses and virtually.

For the first time in 2023, DEN launched AbleDocs project (6 areas utilized).



# Organizational Capacity-building Workshops

## Highlighted Departmentally-Requested Workshops

"Microinequities for Libraries"

UEI partnership

*February 14, 2023*

45

Participants

"Microinequities for SAS–Newark"

UEI partnership

*February 28, 2023*

14

Participants

"Equity Fundamentals for the School of Health Professions"

UEI-SHP partnership

*May 16, 2023*

40

Participants

183

Total participants



# Advancing Accessibility

For the first time in 2023, DEN launched AbleDocs project (6 areas utilized), which was open to all DEN members.



## University Equity Audit

 [University Equity Audit](#)



## CACP Booklet

 [CACP Booklet](#)

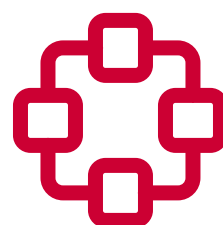


## Diversity Strategic Plan

 [Diversity Strategic Plan](#)

“

The Diversity Educators Network has been **invaluable to maintain open lines of communication** around the great work around DEI that is happening at Rutgers. The massive and siloed nature of Rutgers can make it seem that 'no one is doing anything', but **Rutgers is home to such amazing experts and change agents in the field.**”



DEN Member  
Testimonial

# Virtual Learning Community Book Groups

University Equity and Inclusion (UEI)'s Virtual Learning Community Book Groups (VLC)s provide Rutgers faculty and staff with an opportunity to recognize challenges and develop tools for more thoughtful interactions across differences.

Through six interactive sessions, this experience focuses on reducing stress when interacting with others, increasing cultural agility and respect for differences and becoming comfortable with productive conflict arising from differences in identity and viewpoint.



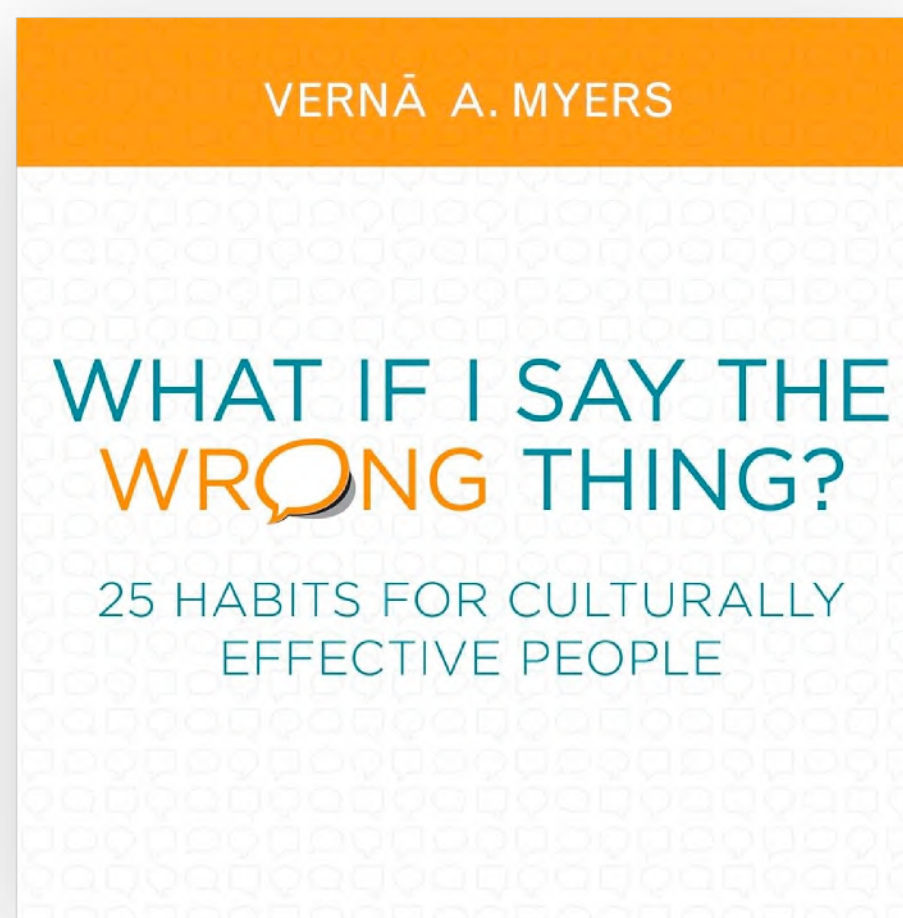
# What participants are saying

“

“This was fantastic. Once of the best workshops I've ever been with. Love the useful phrases. I can manage this!”

“

“We are all evolving. I will not get it right all the time, but I am willing to put the work in to be an integral part of a beloved community.”



“

“The breakout rooms were a wonderful opportunity to interact with other colleagues and have a more proactive approach. My groups were diverse and allowed us to have meaningful conversations.”

“

“The opportunity to meet people I normally would not ever meet in all my years at RU was wonderful. It was great to meet people that are different but have the same goal: to enrich our lives while at RU by learning DEI tools.”

# VLC Self-Reflection, Learning, & Fostering Positive Relationships Outcomes

92%

Greater respect for others

of participants surveyed report that they have a greater respect for people who are different from them as well as reporting a greater sense of community with Rutgers colleagues

80%

More confident

of participants stated that they are more confident in leading conversations with a diverse group of peers

72%

Less stress

report feeling less stress when interacting with people different from themselves as a result of participating in the VLC



# Inclusive Leadership Academy

*Designed to build capacity cooperatively across Chancellor-led units*

The Inclusive Leadership Network hosts this cohort. In alignment with the Rutgers Diversity Strategic Plan (DSP) goal to develop inclusive leaders, UEI launched the Inclusive Leadership Network (ILN) in January 2023.

Cohort-based program to equip academic and administrative leaders to engage in critical self-reflection, foster positive relationships, and work toward institutional transformation within their scope and areas of responsibility. Offered both in real-time and asynchronous options, 35 leaders participated in the inaugural pilot cohort.

In its inaugural year, the ILN piloted a successful Inclusive Leadership Academy, moving academic and administrative leaders through a six workshop series. Participant scope ranged from Acting Director to Dean to Associate Provost to General Counsel.

These development opportunities aim to:



Promote understanding of how bias and discrimination along visible and invisible identity lines can disrupt recruitment and retention efforts



Highlight how issues of institutional culture impact climate and unit culture



Build confidence in the ability of leaders to act in real time when instances of inequity appear





# Building Inclusive Leadership

In its inaugural year, the ILN piloted a successful Inclusive Leadership Academy, moving academic and administrative leaders through a six workshop series. Participant scope ranged from Acting Director to Dean to Associate Provost to General Counsel.



## University Equity and Inclusion

*Orientation to Inclusive Leadership; Equity Fundamentals for Leaders; Equity Fundamentals for Leaders: Power and Privilege*



## Faculty Diversity Collaborative

*Learning How to Mentor Across Difference*



## Center for Organizational Leadership

*Leading Productive Conversations about Diversity, Equity, and Inclusion*



## Office for Teaching Evaluation and Assessment Research

*Assessing Diversity, Equity, and Inclusion Goals*

# By being a part of the Inclusive Leadership Academy, academic and administrative leaders reported:



I learned about resources that are available that I did not previously know about. I also found some of the content new and helpful.



I learned to think about the perspective of those I lead and how important it is to see the many sides and impacts of decisions I make.

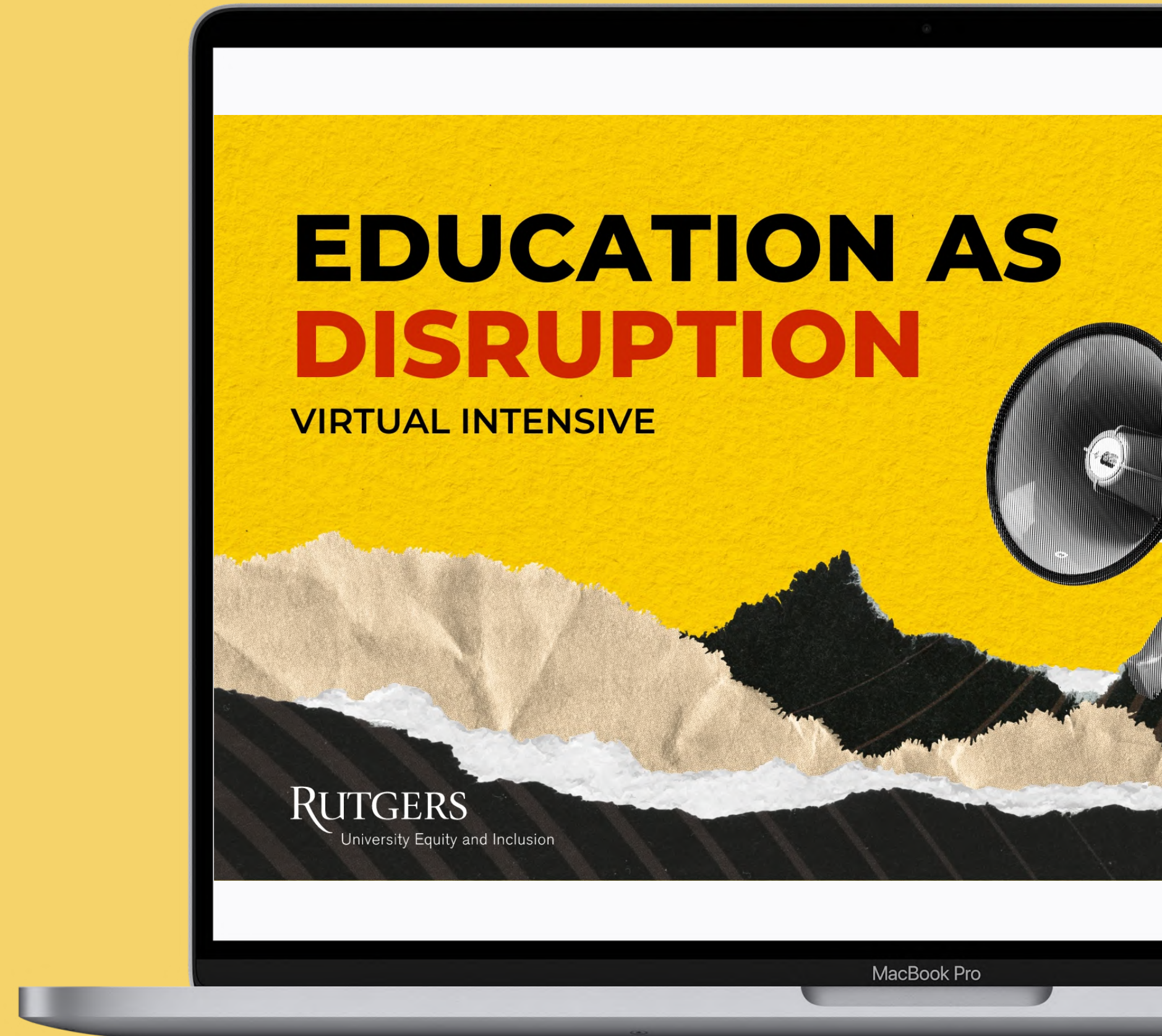


I gained tools, tactics, and a mindset rooted in equity/inclusion to improve my team culture and stakeholders served. I also gained a RU network of amazing DEI-focused colleagues across levels at RU!

2022 and 2023

# Education as Disruption Virtual Intensive

The Diversity Education Network hosts an annual, university-wide Education as Disruption (EAD) Virtual Intensive. Open to the entire Rutgers community in 2022 and 2023, the intensive offers a deeper dive into equity and inclusion topics.



# Education as Disruption Virtual Intensive

The Diversity Education Network hosts an annual, university-wide ‘Education as Disruption’ (EAD) intensive. Open to the entire Rutgers community, the intensive offers a deeper dive into equity and inclusion topics. Offered in 2022 and 2023, the EAD has been attended by 484 staff, faculty and students and 97% of participants surveyed said they would recommend the event to a colleague.



---

“The amazing discussions and perspectives shared by the facilitators and participants really did give me a lot to think about”



---

“I felt it was a safe and engaging environment that afforded me the opportunity to learn for my peers. In addition, I learned to be proactive, not reactive; some of the scenarios presented did insight some moments of disgust amongst many other emotions. Thank you!”

**484**  
attendees



---

“Amazing program! Was able to connect across campus and learn new ways to deal with difficult conversations and how to check in with myself to correct exclusive behaviors.”



---

“I appreciate that this type of dialogue is actually possible in the university environment. The conversations are courageous.”

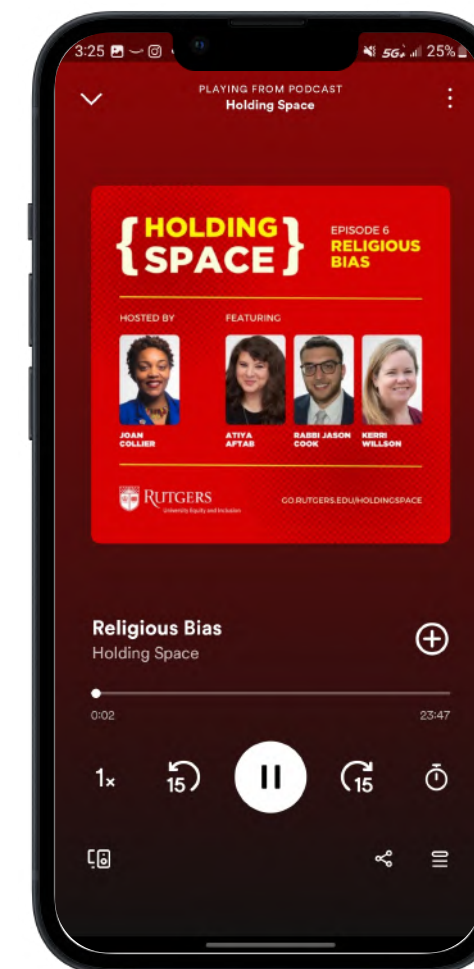
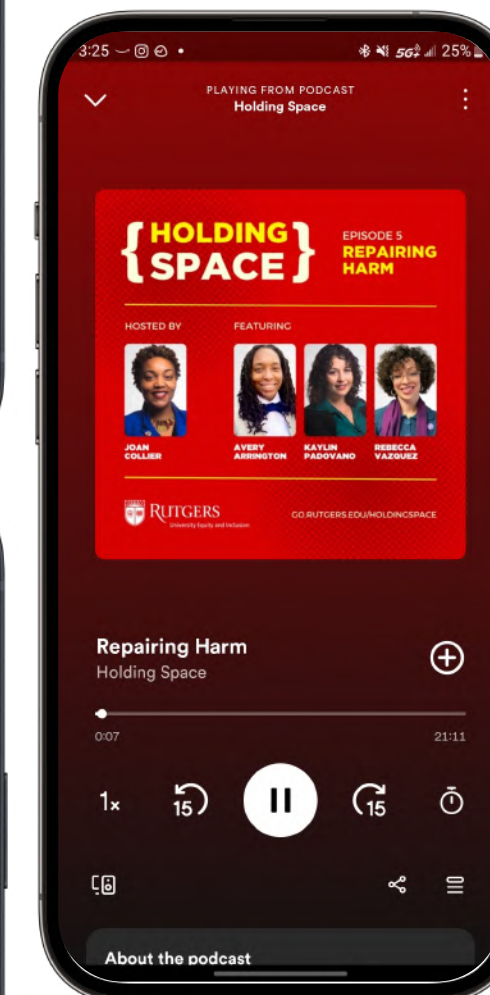
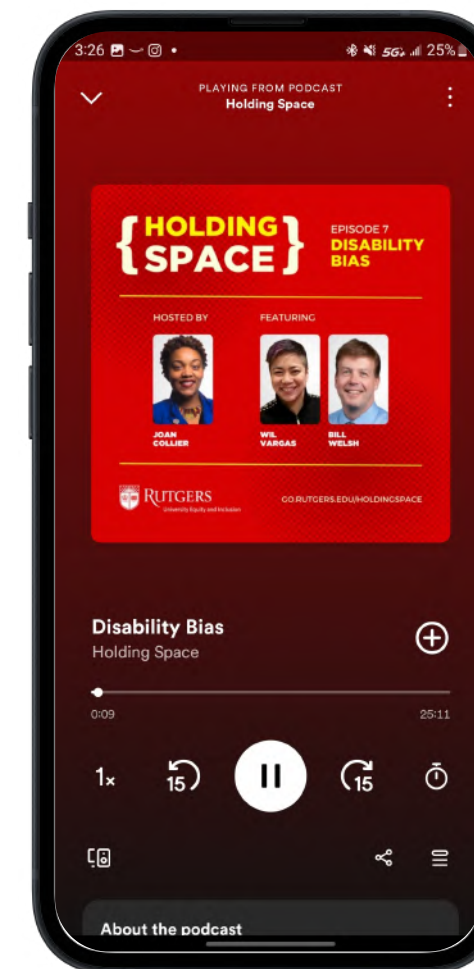
**97%**  
would recommend the  
event to a colleague

# Holding Space podcast

Completed Season 1 of the podcast with three repackaged episodes from the Education as Disruption series in the Tyler Clementi Center for Diversity Education and Bias Prevention originally recorded for YouTube in 2021. New, original recordings are planned for FY24.

The Holding Space podcast is home to robust conversations that identify drivers of inequity and illustrate how individuals can find themselves in the work of progress.

Guests of the show offer expertise on a range of topics, including building an inclusive academy, accessibility and disability, the consequence of and solutions for offense, the impact of oppression and more. Listen to explore diversity, equity, and inclusion concepts and language that are commonly used, but not well explained or understood. In the 'Office Hours' segment, guests share tangible resources for listeners to learn more about the topic of discussion.



04

# Reimagining central support for faculty diversity

## **Faculty Diversity Collaborative**

In this section:

- Cohort Programs
- Mutual Mentoring Grants Program
- FDC Peer Network

# Program Highlights

The Faculty Diversity Collaborative (FDC) specializes in integrating diversity and inclusion into the institutional pursuit of academic excellence, guiding the institutional investment in the retention and success of a diverse faculty. Since its establishment in 2021, the FDC has successfully implemented cohort programs, workshops and a grant mentoring program – all of which enable priorities in the University Diversity Strategic Plan.

## Participation

107

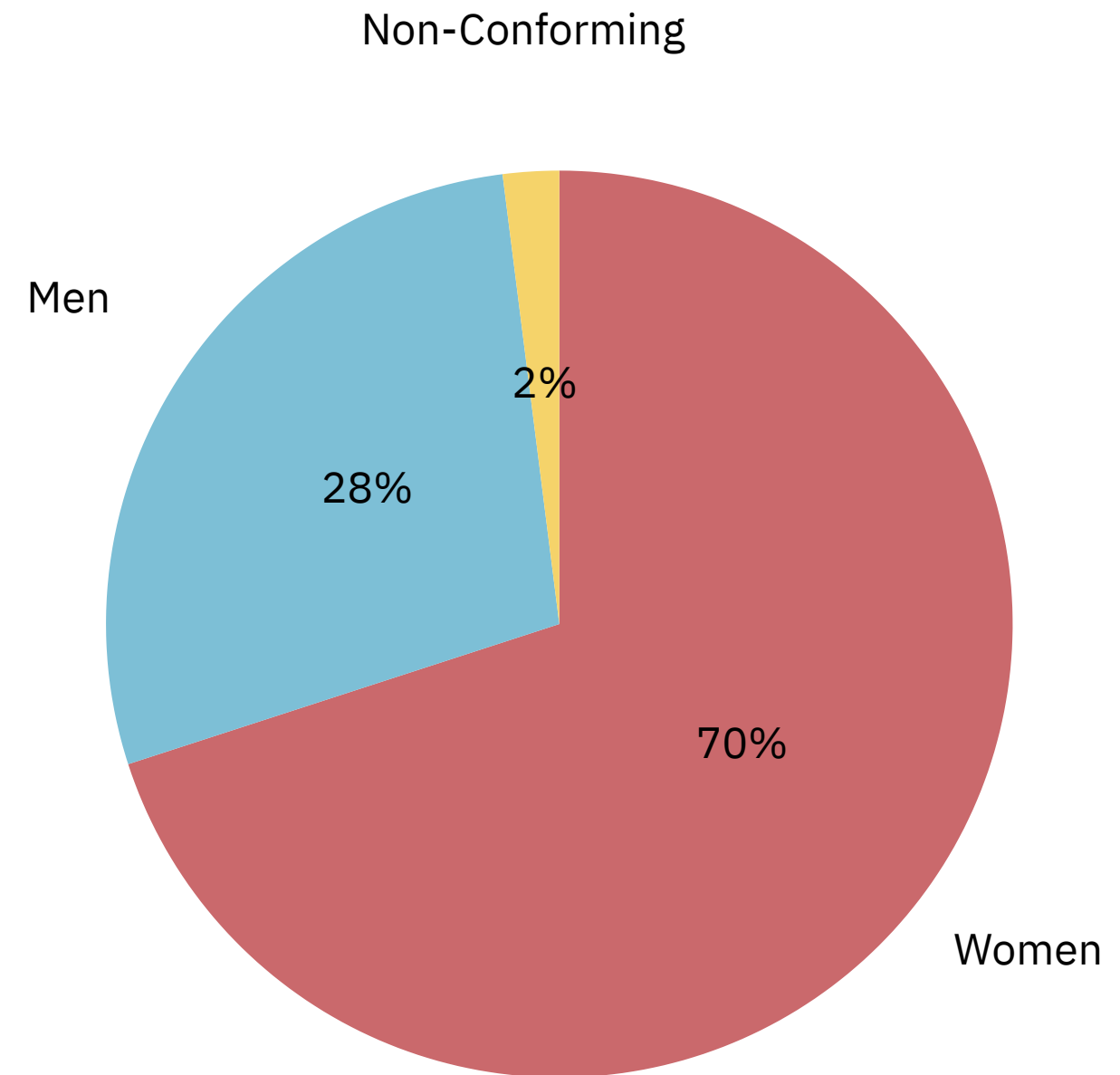
participants across three cohort programs

## Representation

23/27

schools represented across all four Chancellor-led units

# Cohort Demographics



# Faculty Diversity Collaborative Cohort Program Testimonial Compilation

**Faculty Diversity Collaborative Testimonial Compilation**

Rutgers University Diversity  
137 subscribers

183 views Aug 22, 2023 #Rutgers #Faculty #FacultyDevelopment

Hear firsthand about the impact the Faculty Diversity Collaborative cohort programs have had on faculty participants.



# OASIS Program Highlights



64

total participants and peer mentors



124

hours of peer mentoring outside of workshops



31

hours of 1:1 coaching to participants



98%

would recommend this program to others



93%

developed career-enhancing networks



90%

spend more time on tasks that will help advance their career

# Rutgers Connection Network Faculty Mentoring Program Highlights

92%	Would recommend	of participants agree they have greater self efficiency of their career as a result of their participation
87%	Greater self-efficacy	of participants stated that they are more confident in leading conversations with a diverse group of peers
80%	Will stay connected	of participants plan to stay connected with their mentoring partner after program completion
647	Total participants	out of 10 workshops

# Mentee and Mentor Testimonials

## for the Rutgers Connection Network



### Mentee Testimonial

“I felt isolated before joining RCN and know of other faculty who feel the same. The experience really opens your mind regarding to the depth and breadth of possibilities in academia.”



### Mentor Testimonial

“This program allows me to see myself holistically as a mentor and scholar and encourages me to simultaneously think of myself as a guiding leader and an active listener.”

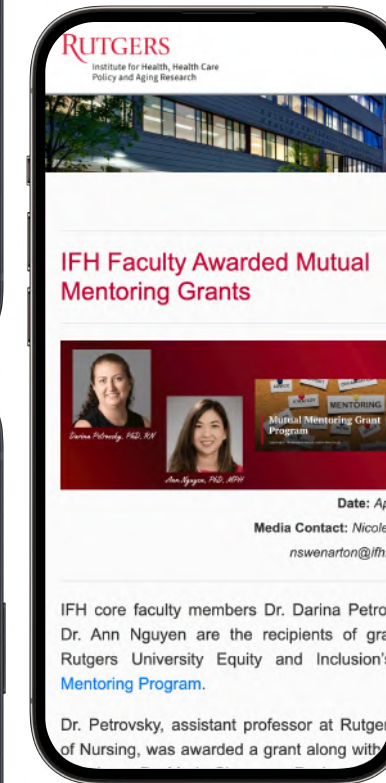
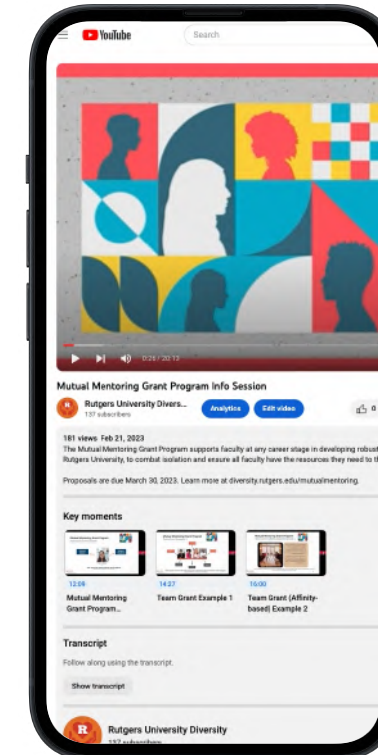
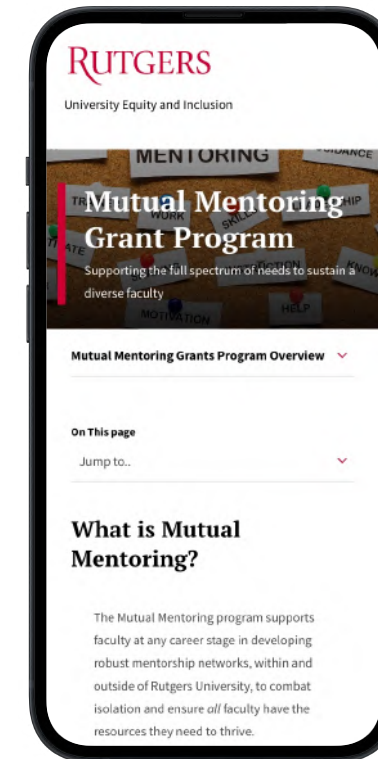


# Mutual Mentoring Grants Program

## At a Glance

<b>\$97,230</b>	Awarded across all Chancellor-led units
<b>100</b>	Participants
<b>15</b>	Team Grants awarded
<b>7</b>	Individual Grants Awarded

Landing Page  
**2.1K VIEWS**



Rutgers IFH Article  
**181 VIEWS**

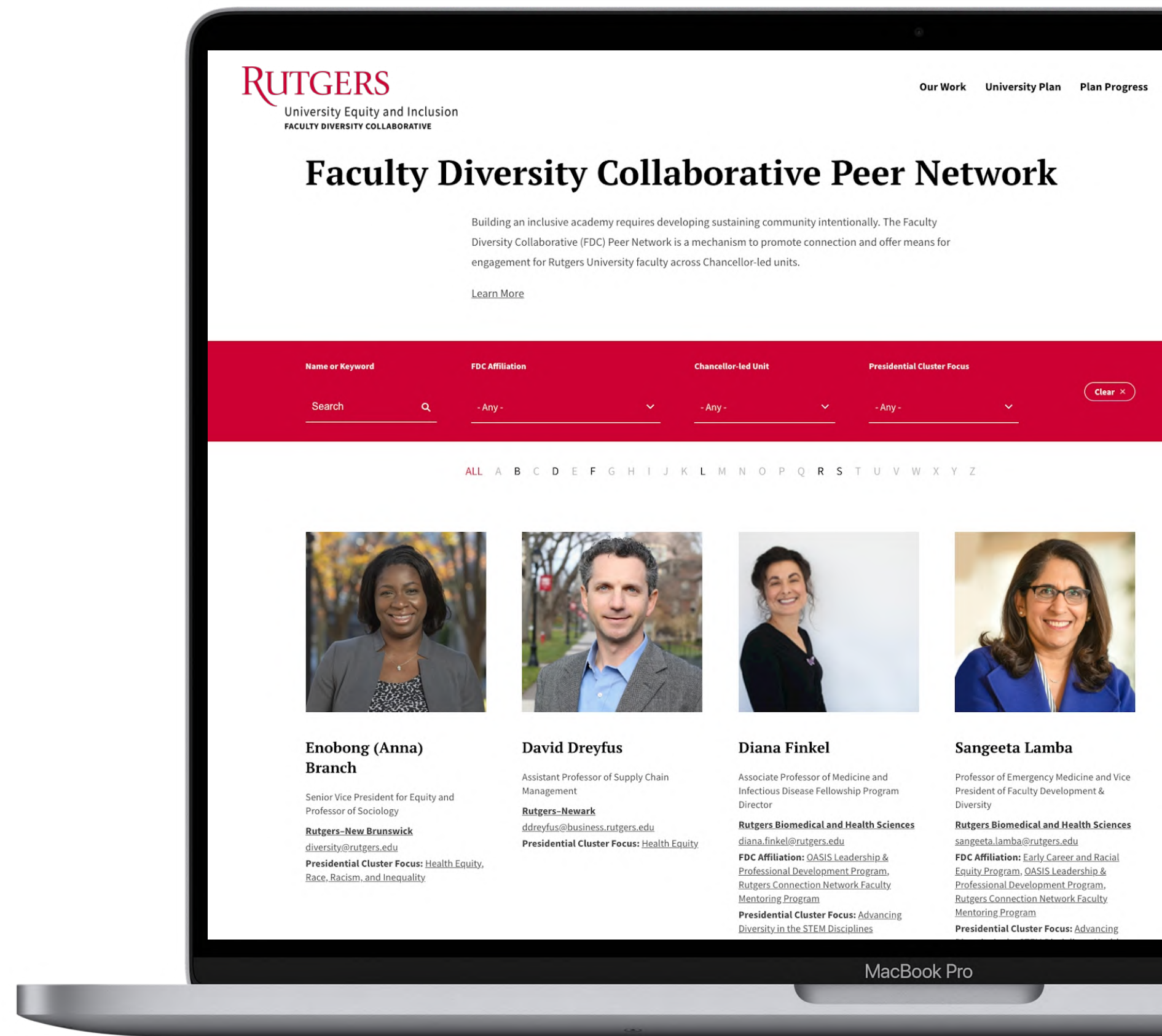
Info Session  
**181 VIEWS**  
**100 REGISTRANTS**

# Now Live: FDC Peer Network

Building an inclusive academy requires developing sustaining community intentionally. The Faculty Diversity Collaborative (FDC) Peer Network is a mechanism to promote connection and offer means for engagement for Rutgers University faculty across Chancellor-led units.

Joining the FDC Peer Network will allow you to cultivate meaningful professional relationships with colleagues across all Chancellor-led units. We encourage faculty of all ranks to apply if their research interests align with the Presidential Cluster Focus:

- Advancing Diversity in the STEM Disciplines
- Engaged Climate Action
- Health Equity
- Race, Racism, and Inequality



## Faculty Diversity Collaborative Peer Network

Building an inclusive academy requires developing sustaining community intentionally. The Faculty Diversity Collaborative (FDC) Peer Network is a mechanism to promote connection and offer means for engagement for Rutgers University faculty across Chancellor-led units.

[Learn More](#)

Name or Keyword FDC Affiliation Chancellor-led Unit Presidential Cluster Focus

Search  - Any - - Any - - Any -

ALL A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

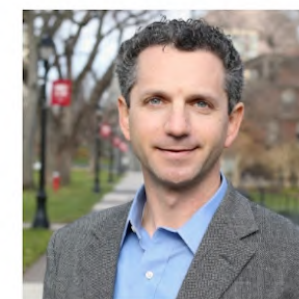


**Enobong (Anna) Branch**

Senior Vice President for Equity and Professor of Sociology

**Rutgers-New Brunswick**  
[diversity@rutgers.edu](mailto:diversity@rutgers.edu)

**Presidential Cluster Focus:** [Health Equity, Race, Racism, and Inequality](#)



**David Dreyfus**

Assistant Professor of Supply Chain Management

**Rutgers-Newark**  
[ddreyfus@business.rutgers.edu](mailto:ddreyfus@business.rutgers.edu)

**Presidential Cluster Focus:** [Health Equity](#)



**Diana Finkel**

Associate Professor of Medicine and Infectious Disease Fellowship Program Director

**Rutgers Biomedical and Health Sciences**  
[diana.finkel@rutgers.edu](mailto:diana.finkel@rutgers.edu)

**FDC Affiliation:** [OASIS Leadership & Professional Development Program, Rutgers Connection Network Faculty Mentoring Program](#)

**Presidential Cluster Focus:** [Advancing Diversity in the STEM Disciplines](#)



**Sangeeta Lamba**

Professor of Emergency Medicine and Vice President of Faculty Development & Diversity

**Rutgers Biomedical and Health Sciences**  
[sangeeta.lamba@rutgers.edu](mailto:sangeeta.lamba@rutgers.edu)

**FDC Affiliation:** [Early Career and Racial Equity Program, OASIS Leadership & Professional Development Program, Rutgers Connection Network Faculty Mentoring Program](#)

**Presidential Cluster Focus:** [Advancing](#)

05

# Communicating our progress

**Diversity Communications**

In this section:

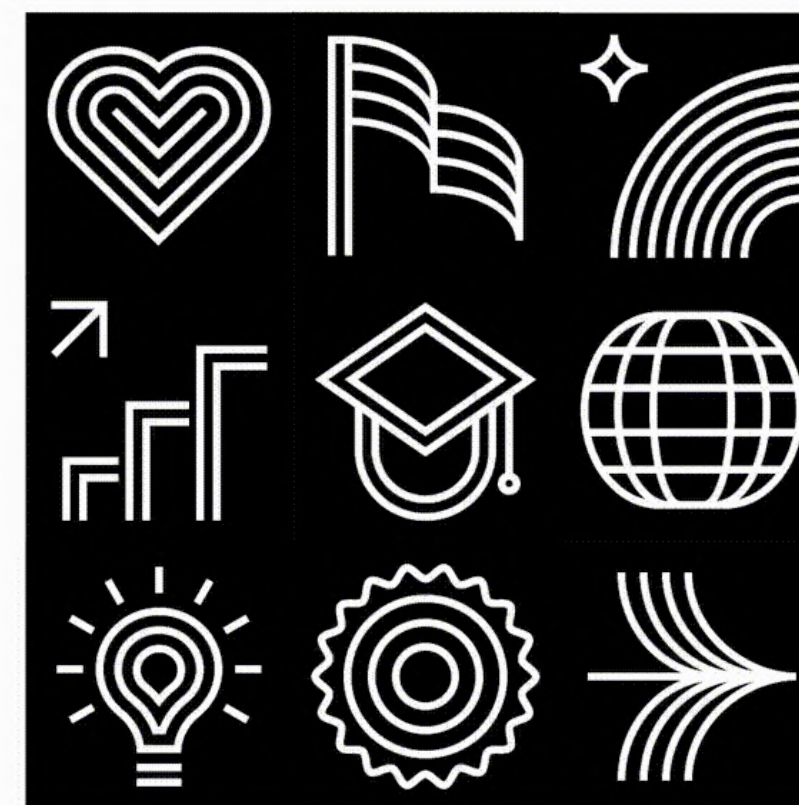
- Work Towards Inclusion
- Defining Progress
- Progress Spotlights

# Work Towards Inclusion Visual Identity

Diversity of voices, experiences, and perspectives means that we will not always share a point of view, but working towards inclusion means we seek to understand, we validate pain, and we offer respect in words and actions.

To encapsulate how we "Work Towards Inclusion," we created a visual identity that reflects the nuances of the motto. It consists of several digital assets, such as animations, typography, and social media posts. "INCLUSION" is written out on building blocks to show how they are actively constructed and constantly changing.

**WORK TOWARDS**

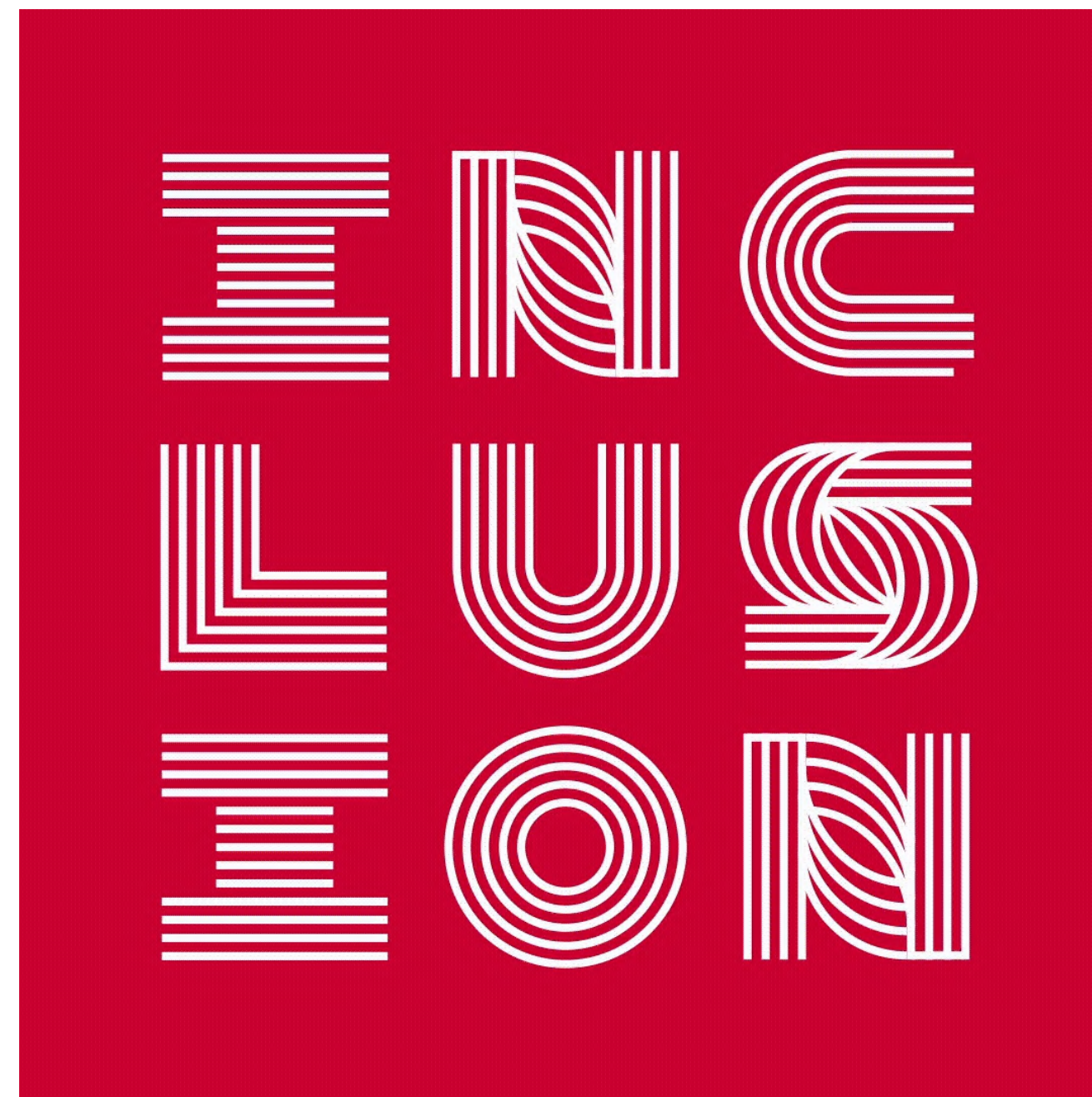


**RUTGERS**  
diversity.rutgers.edu

# How do we talk about progress?

Progress is defined as the **forward movement towards a destination**. At Rutgers University, there are many units and areas as we all work towards a common goal – **to integrate the values of diversity, equity and inclusion in all aspects of our university**.

It is important to note that **progress is not linear**. It's normal to take steps backwards, reassess and restructure plans. In fact, it's expected. We must be mindful of global, national, local and institutional changes and be able to modify plans of action accordingly due to the climate we live in.





# Progress Spotlights

The university community shared their progress with us this past summer. We received action item submissions, ranging from diversity education offerings to program launches and other forms of activity. The submissions aligned with our university diversity priorities, helping us **capture the good work being done across the university.**

Stay tuned to see our Progress Spotlights!

**ACTION ITEM**  
Research to Improve Inclusion of Student Preferences in Algorithms for Medical Residencies Staffing  
Rutgers School of Business–Camden  
STUDENT RECRUITMENT AND RETENTION  
→ swipe for more

**ACTION ITEM**  
**CONDUCTING RESEARCH**  
The Rutgers School of Business–Camden conducted research to improve alignment of an algorithm with graduate medical students and program preferences in staffing of medical resident positions.  
→ swipe for more

**ACTION ITEM**  
**RESEARCH IMPACT**  
This research affected over 60,000 applicants to 30,000 positions in 4,000 programs annually.  
→ swipe for more

**WANT TO LEARN HOW WE'RE TRACKING DEI PROGRESS?**  
[go.rutgers.edu/track-progress](https://go.rutgers.edu/track-progress)  
RUTGERS  
BUSINESS & SCIENCE

Action Item Submission from the Rutgers School of Business–Camden

06

# Building community intentionally

## **Key Events**

In this section:

- Diversity Plan Progress Summit
- Faculty & Staff of Color Reception
- CACP Awards
- DSP Watch Party
- Faculty Recognition Ceremony



November 2023

# Building an Inclusive Academy: Diversity Plan Progress Summit



2022 and 2023

# Faculty & Staff of Color Reception

April 2022

# The CACP Beloved Community Initiative Celebration

In AY 2021-22, the CACP engaged a large, diverse segment of the Rutgers community in a broad-based, yearlong creative process, designed and led by Denise Rodgers that aimed to define what it means to be a beloved community at Rutgers.

The April 2022 Beloved Community Initiative Celebration was the culmination where we honored individuals and teams across the Rutgers community, announced the 2022 Clement A. Price Human Dignity Award recipients, Beloved Community arts project winners, and showcased selected works including poetry, essays, and visual art projects.



[View the 2022 ceremony booklet](#)

November 2023

# The CACP Awards Ceremony

In 2023, the Committee to Advance Our Common Purposes Awards were revised to align with the University Diversity Strategic Plan, serving as a vehicle to recognize and reward students, staff, and faculty whose work supports the achievement of institutional diversity goals.

Four awards will be given annually:

1. [Clement A. Price Human Dignity Award](#) (revised criteria befitting of lifetime achievement).
2. [Torchbearer Award](#) (replaces the Leaders of Faculty Diversity Award and purposefully seeks to recognize the achievements of staff and faculty).
3. [Impact Award](#) (for undergraduate or graduate students and Recognized Student Organizations, also known as RSOs).
4. [Public Good Pinnacle Award](#) (recognizes outstanding university collaborations in partnership with, and for the benefit of, the community).



[View the 2023 ceremony booklet](#)

April 2023

# DSP: Where Do We Go From Here?

A year after the release of the first-ever Rutgers University Diversity Strategic Plan in March 2023, a webinar was released featuring diversity leadership across all Rutgers chancellor-led units who came together to discuss the challenges and progress since its release and convey why eligible members should take the DEI campus climate survey.

To celebrate this milestone, each Chancellor-led unit held their own watch party with members instrumental in diversity and inclusion efforts on their campus. Attendees were able to view the video in-person and ask questions while online participants were able to view the video simultaneously at the time of the event. Those who were unable to attend the event in-person or online are encouraged to view the video online at their leisure.



May 2023

# Faculty Recognition Ceremony

*Celebrating faculty members' successful completion of one of our FDC cohort programs: Early Career and Racial Equity (ECARE), OASIS Leadership and Professional Development, or Rutgers Connection Network (RCN)*



# INCLUSION

RUTGERS  
University Equity and Inclusion



#RUWork4Inclusion

@RUDIVERSITY | DIVERSITY.RUTGERS.EDU