Making Diversity Count

A Position Paper by the UFS Committee on Diversity and Cultural Competence

24-26 January 2013

The Strategic Plan for the State University of New York, *The Power of SUNY*, is very clear that 'diversity counts' -- that theme is woven throughout all six big ideas. The question that emerges is how to make it so. There are many initiatives on campuses around our system, this position paper aims to provide goals and suggestions on how to recognize and incorporate achievements in this area into the faculty review and reward processes. In doing so, faculty who make meaningful and important contributions towards enhancing their academic communities will be empowered to continue their efforts, and all of SUNY will benefit.

Summary:

† Excellence for the 21st century implies an education that prepares all students for a diverse society, global interconnectedness, and the rapidly changing work environment.

† The University Faculty Senate can provide the proactive and determined leadership necessary for systemic change by endorsing this document's recommendation: faculty (and staff) reward systems are to be organized to support diversity efforts and foster cultural competence.

† To establish a compelling interest in educational diversity a college must demonstrate clear, consistent internal policies and practices designed to facilitate such changes. Campuses cannot “ad hoc” their way to diversity and cultural competence; they must not only articulate a coherent, learned institutional philosophy, but make everyone accountable for the new learning required for twenty-first century citizenship.

† Specifically, the policy changes include the following recommendations for each campus may include establishing an Office of Diversity that reports to the campus President or the Executive Governing Body, development of a campus diversity plan central to the Strategic Plan, mapping and assessing diversity outcomes (e.g. course and degree programs, student life, etc).