

MOLLOY UNIVERSITY

2023-2024



DEI ANNUAL REPORT

Diversity, Equity and Inclusion

Service.
Study.
Spirituality.
Community.



Diversity, Equity and Inclusion Statement

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

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

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

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

Land Acknowledgment

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

Mission

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

Accessibility

For a more accessible version of this report, please contact dei@molloy.edu.

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Cover Art: On May 1, 2024, the Molloy Community came together for "Wear Green and Be Seen," an event sponsored by the Department of Health and Wellness to kick off Mental Health Awareness Month. This celebration of unity and well-being highlighted the importance of supporting one another as we raise awareness about mental health.

Message From the President

Dear Molloy Community,

This year has marked a period of profound transformation for Molloy University. Our student body has grown increasingly diverse, reflecting the evolving demographics of our region. In June 2024, we received exciting news from the Hispanic Association of Colleges and Universities that our undergraduate population had reached 25%, officially designating Molloy as a Hispanic-Serving Institution. We are proud to serve all of our students, and this recognition underscores the importance of our efforts to foster a welcoming environment that supports academic and personal success for a broad range of individuals.



In addition, Molloy has made another significant stride in our diversity, equity, and inclusion initiatives with the announcement of a \$3.5 million grant from the National Science Foundation (NSF). This grant, awarded through NSF's Louis Stokes Alliances for Minority Participation program, will support underrepresented students in STEM disciplines. Our leadership in securing this grant—alongside collaborating Catholic institutions in the Lower Hudson Valley Catholic Colleges and Universities Consortium—demonstrates our commitment to building a robust STEM learning environment that promotes student development and retention. This partnership was instrumental in securing the funding and will continue to play a vital role in achieving our shared goals.

Looking ahead, we are excited about fostering strong, meaningful connections at Molloy University and continuing to celebrate all that connects us as we strive to fulfill our mission.

Sincerely,

James P. Lentini

James P. Lentini, D.M.A.

Message from the Vice President for Diversity, Equity and Inclusion

Dear Members of the Molloy Community,

Service. Study. Spirituality. Community.

The Four Pillars of Dominican Life guide our interactions within our community and beyond. They shape our approach to diversity, equity and inclusion (DEI), as these values are deeply connected to our mission as a Catholic, Dominican institution of higher education.

As you explore the 2023-2024 DEI Annual Report, observe how our mission is brought to life through various events, grants, service projects, community initiatives, and development opportunities. Appreciate how our values and guiding virtues are reflected in our DEI efforts.

As stewards of Molloy University's mission, I am continually impressed and humbled by what we achieve together. Still, I challenge us to continue striving towards the Office of Diversity, Equity and Inclusion's vision of being "recognized as a diverse, equitable, inclusive community like no other."

It is an honor to lead our DEI efforts in collaboration with you, and I look forward to continuing our progress in the years to come. As you read through this year's annual report, I hope you gain a deeper understanding of our unique community—our students, colleagues, alumni, and friends truly stand apart.

Enjoy the read!

Sincerely,



Donald "DJ" Mitchell, Jr., Ph.D.



Student Organizations Host Over 70 DEI Events During the Year



The 2023-2024 academic year was highly successful in terms of programs and efforts focusing on diversity, equity and inclusion (DEI). With over 70 DEI-centered programs and excellent turnout at these events, it is evident that the Molloy community and its student organizations are dedicated to fostering an inclusive environment for individuals from various cultures and backgrounds.

In addition to their regular club meetings, student organizations that focus on DEI ideals planned and executed various large-scale programs that welcomed Molloy students and community members. Notable events included: the South Asian Student Association's Mock Mendhi, Mock Shaadi, and Formal; the African American Caribbean Organization's For the Culture Party; the Molloy Lion Stepper's 4th Annual Talent Showcase; the Molloy Muslim Student Association's Eid Celebration; and the Molloy Student Government's Cultural Festival.

The Molloy community is deeply committed to creating an environment where individuals from diverse racial, ethnic, and religious backgrounds, among other identities, can coexist and build relationships based on mutual appreciation. Student organizations at Molloy play a significant role in creating spaces where students and community members can connect with others who share their identities, as well as providing platforms for people to engage with and learn about cultures that are different from their own.



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

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

Molloy's DEI Faculty Fellows Program Takes Off

Beginning in the 2023-2024 academic year, Dr. DJ Mitchell, vice president for diversity, equity and inclusion, and Dr. Michelle Piskulich, provost and vice president for academic affairs, invited interested full-time, tenured faculty to participate in Molloy's new Diversity, Equity and Inclusion (DEI) Faculty Fellows program. This program provides faculty with leadership development opportunities by working with Dr. Mitchell to advance DEI initiatives at Molloy University.

Drs. Mitchell and Piskulich have both supported similar programs at previous institutions and have seen successful outcomes when institutions support DEI faculty fellowships. They collaborated to develop this program to bolster Molloy's focus on DEI, highlighted during the institution's 2023 Middle States Self-Study.

Drs. Hia Datta and Kimberly S. Engels served as the inaugural fellows for the 2023-2024 academic year. Dr. Datta, associate professor and program director of the undergraduate and Ph.D. programs in Communication Sciences and Disorders, worked with Molloy's Faculty Professional Center to lead initiatives and professional development opportunities focused on anti-ableism. Dr. Engels, associate professor of philosophy, helped create a framework for DEI curriculum audits for faculty, departments, and schools.

Reflecting on her achievements, Dr. Engels said, "I was very proud of the curriculum audit document and rubrics that I produced. I believe I provided a well-researched summary on the necessity of curricular audits and the importance of DEI curricula overall. My work also accurately identifies the challenges to a DEI audit process and explores different models for DEI content integration, which is very important." Dr. Datta shared, "Organizing an alumni panel where three of our accomplished alumni shared insights on anti-ableism as it related to being a student at Molloy was my greatest achievement during the year."

Regarding her learning experience, Dr. Datta noted, "One does not need to be an expert in something to accomplish it, as long as we can collaborate with others who are more experienced in that area." She encouraged others to "dive in" if interested in a future DEI fellowship opportunity.

After a successful inaugural year, Drs. Datta and Engels both signed on for another year as DEI Faculty Fellows. Dr. Datta hopes to launch a course on anti-ableism to provide insights into what it is and how Molloy employees can practice anti-ableism on campus and in their

lives. Dr. Engels plans to assist departments and faculty in using the documents she created to improve their courses. "Diversity in curriculum has been an important priority for me for a long time, and I wanted the opportunity to further develop my knowledge and share it with others on campus," said Dr. Engels.



Dr. Hia Datta is a tenured associate professor and program director for Molloy's Undergraduate and Ph.D. programs in Communication Sciences and Disorders. She has a Ph.D. from The Graduate Center at the City University (New York, New York) in Speech, Hearing and Language Sciences and a master's degree from All India Institute of Speech and Hearing (Mysore, India). Following her doctoral studies, Dr. Datta completed a post-doctoral fellowship at the Sackler Institute of Developmental Psychobiology at the Weill Cornell Medical Center in New York. Dr. Datta teaches courses on neural basis of communication, aphasia and cultural linguistic diversity. Her research focuses on understanding brain processes subserving communication across the lifespan with a focus on multilingual and multicultural individuals using Event Related Potentials. Her recent publications have focused on speech perception in bilinguals and innovative interventions for those with aphasia.



Dr. Kimberly S. Engels is a tenured associate professor of philosophy at Molloy. She holds a Ph.D. in philosophy from Marquette University. She teaches classes in contemporary philosophy, Native American, Latin American and Africana philosophy, and ethics of disability. Dr. Engels' research focuses on bioethics, Indigenous philosophy, and philosophy of extraordinary encounters. She is the editor of *The Good Place* and *Philosophy: Everything is Forking Fine!*, co-editor of *Westworld* and *Philosophy: If You Go Looking for the Truth, Get the Whole Thing*, and co-editor of *The Palgrave Handbook of Pop Culture and Philosophy*. She is past president of the North American Sartre Society and an Advisory Board Member for the Society for UAP Studies.

2023-2024 Marks First Full Year of Employee Affinity Groups

After the creation of the first groups during the 2022-2023 academic year, the 2023-2024 academic year marked the first full year for Molloy's employee affinity groups. An affinity group is a group of employees linked by a common purpose, ideology, or interest. These groups play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed. Molloy's employee affinity groups focus on supporting historically marginalized and underrepresented populations within society; the success of all employees; and advancing Molloy's mission, values, guiding virtues, and diversity, equity, and inclusion goals. All employees, regardless of race, ethnicity, color, national origin, religion, ability, gender, gender expression, sexual orientation, age, or other identity markers, are welcomed to attend all meetings and programs sponsored by each group.

Molloy's current affinity groups are: the Black Equity Alliance Affinity Group, the Latino/a/e/x Affinity Group, the Women's Affinity Group, and the Working Mother's Affinity Group. While the Women's Affinity Group formed in the Spring 2024 semester, the Black Equity Alliance, Latino/a/e/x, and Working Mother's Affinity Groups offered employee events throughout the academic year.

Kisha Chandler, business career coordinator in the School of Business and chair of the Latino/a/e/x Affinity Group, mentioned they hosted five events during the year. When asked about her favorite event, she couldn't fully decide. "Each event had a favorite aspect. However, the end-of-the-year party was particularly successful in fostering camaraderie. By reaching a broader and more diverse group of employees and departments, the event facilitated stronger connections and a more positive team spirit," said Chandler.

Dr. Freida Pemberton, president of the Black Equity Alliance Affinity Group (BEAAG) and full professor of nursing, had clear favorites for her group. The group hosted a full-day excursion to the National Museum of African American History and Culture in April 2024. This provided BEAAG members with a unique opportunity to engage with Black history and culture firsthand, fostering both learning and appreciation.



Dr. Pemberton Receives Community Service Award



Dr. Freida Pemberton, professor of nursing and 2023-2024 president of the Black Equity Alliance Affinity Group, was honored by the Women's Industrial Service League (WISL) at their annual Scholarship and Awards Luncheon. Dr. Pemberton was presented with the Eleanor Beatrice Hull Award for her commitment to community service and her dedication to shaping future nursing professionals.

The WISL was set up in 1937 for newly arrived African American women migrating to the New York region from the southern United States. Its mission was to advocate for fair employment while also providing a sense of community and a support network. Today, their mission has expanded and is devoted to serving Far Rockaway (Queens) and the Five Towns (Long Island) communities by participating in various community initiatives, providing scholarships and a place to understand and evaluate all the options that life offers young women.



Tatiana McLean, LMHC - D

From Study to Service:

Alumna Tatiana A. McLean '18 Joins the Student Counseling Center

It is a unique opportunity to work and serve where you studied. Tatiana A. McLean '18 began her journey at Molloy University in 2018 as part of the inaugural cohort to graduate from the Clinical Mental Health Counseling Program, marking the start of her career, which has led her back to Molloy University in 2023.

As an Afro-Caribbean American woman, McLean's personal and cultural identity profoundly shapes her counseling approach. Early in her career, she recognized the unique perspective she provided, fueling a deep passion for destigmatizing mental health in marginalized communities. Her work in various clinics across New York City and the East end of Long Island further solidified her commitment to advocating for equitable mental health care for all. In 2021, McLean established her own private practice, offering individual, therapy to children, adolescents,

and adults grappling with trauma, depression, anxiety, racial identity, racial trauma, LGBTQIA+ issues, life transitions, and perinatal mental health challenges. She is fervently committed to raising awareness about mental health issues in diverse communities and understanding the critical roles that culture, community, and environment play in shaping an individual's mental well-being.

As a licensed mental health counselor for Molloy University's Student Counseling Center, McLean's presence has offered a pivotal shift in the dynamics of support and representation within the institution. In a profession where counselors are often white, she has observed the profound impact of having counselors who reflect the diversity of those they serve.

Students frequently stop her in the hallway and inquire if she's a counselor. Their faces light up with a mix of surprise and excitement, and they express their joy in seeing her as a Molloy counselor. Many have conveyed the significance of having McLean on staff, recognizing the potential for deeper understanding and cultural resonance in their sessions.

The importance of having a counselor who can empathize with students' experiences and navigate their unique challenges has been a recurring theme in their interactions. McLean noted, "It's humbling to witness the validation and relief that comes from feeling understood and heard, fostering an environment where students feel empowered to explore their mental health without fear of judgment or misunderstanding." McLean has also noticed the enthusiasm from faculty and administrators regarding her presence as a counselor in the Student Counseling Center. There is a collective recognition of the significance of diversity in mental health services and the vital role it plays in fostering inclusivity and accessibility.

McLean brings a wealth of firsthand experience and expertise in supporting diverse student populations. Her background equips her with a nuanced understanding of the challenges faced by individuals from marginalized communities, allowing her to effectively advocate for their needs within the university's DEI committee. Additionally, her professional training enables her to implement culturally competent strategies that promote inclusivity and address barriers to student success. She is committed to fostering an environment where all students feel valued, supported, and empowered to thrive academically and personally. Her role as a counselor is to continue critical dialogue



surrounding cultural competence and sensitivity in mental health care. By amplifying diverse perspectives and experiences, she has contributed to a more holistic and inclusive approach to counseling, enriching the overall quality of services offered at the center.

McLean's presence has led to increased engagement within counseling services among underrepresented groups, enhancing the overall mental health and well-being of the student body due to her unique perspective and cultural competencies. Through collaboration and shared learning experiences, the Student Counseling Center has developed a more inclusive and culturally responsive approach to their practices. McLean's contributions have not only benefited individual students, but also fostered the ongoing evolution and improvement of the Student Counseling Center.

New & Continuing Initiatives *Studies*

The School of Education and Human Services, in collaboration with Verdel Jones and Darlene Williams, co-founders of the Black Authors Festival of Sag Harbor, hosted a literacy event. The event included a panel of literacy experts, who discussed the current issues in the teaching of reading and literacy, including the science of reading movement; book censorship; reading struggles, such as dyslexia and other language-based learning needs; achievement gaps; and inequitable practices. The panel discussion was moderated by Verdel Jones, director of guidance and support services at Plainedge School District. Master's degree students and Ed.D. candidates presented their research in a poster session format.

In March 2024, the Theatre Communications Group announced that the JET Library at Molloy University was selected to participate in "Plays for the People: In the Stacks." This program aims to increase access to dramatic literature by expanding and diversifying drama collections.

Project RESTORES (Retention of Earth Science Trainees through Opportunities in Restoration and Environmental Sciences), led by Dr. Elizabeth Suter, assistant professor of environmental sciences, builds on evidence regarding the needs of underrepresented minority (URM) students in STEM and implements best practices for supporting these students through the geoscience pipeline from high school to careers.

The project measures the impacts of service learning; mathematical preparation; intensive faculty and peer mentorship; and community-building activities on the recruitment and retention of URM students in the geosciences.

To commemorate Black History Month, Dr. Sherone Smith-Sanchez, assistant professor of education, and a team of 21 writers released the book, "The Green Book for Black Professionals: TRIUMPH IN THE TRENCHES." They launched a tour with the intention of helping black professionals and allies learn how to navigate traumatic workspaces.

The Barbara H. Hagan School of Nursing and Health Sciences Annual Equity Program sponsored a faculty viewing of "Aftershock," a documentary on the maternal mortality crisis in Black Women. After the viewing, faculty participated in a panel discussion.

The Office of Blended and Online Learning (BOL) provided support—in the form of online resources, workshops and office contacts—to ensure that students in hybrid and online courses are knowledgeable about digital accessibility resources available to them through the Ally tool in Canvas. BOL facilitated faculty workshops titled "Your Course: Accessified!" and "Accessible Videos: Accurate Captions." BOL offered the professional development course, "Learning for All" on Universal Design for Learning (UDL) as well

as a self-paced course for Molloy faculty, staff and students titled, "Accessibility 101." Finally, BOL premiered a new microcredential for faculty, the Digital Accessibility for Educators (DAE) Badge, to recognize faculty who demonstrate commitment to ensuring digitally accessible online content for their students.

The Connect program is a college-transition program for neurodivergent students. Connect began in 2022 as a summer program for rising high school and college-bound neurodivergent students. It is expanding to a full-year program in the Fall of 2024. Connect is funded by The Students with Disabilities for Postsecondary Success Grant, managed by the New York State Education Department.

Sponsored by The Student Health and Wellbeing Leadership Retreat, with a focus on Culturally Responsive Health Practices, Dr. Shawnté Elbert, chief health equity officer at Columbus Public Health, visited Molloy to train the Department of Health and Wellness on culturally responsive health care practices.

The National Endowment for the Humanities Creative Spaces/Contested Spaces fund awarded a grant to Rosa JH Berland, adjunct faculty in art. The fund supports reinterpreting Italian American public art in New York City.

Molloy University marine biology students visited the Cold Spring Harbor Whaling Museum and learned about the history of black whalers.

The Common Read Opening Convocation for first-year students featured a presentation from Jamie Ford, the author of *The Many Daughters of Afong Moy*. The book addressed the intergenerational trauma experienced by descendants of the first Chinese female immigrant to the United States, who was victimized by discrimination and exploitation. After the convocation address, there was a panel discussion on the book with input from the author and faculty experts on genetics and mental health trauma.

100 Hispanic Women sponsored additional scholarships, which were awarded to School of Arts & Sciences undergraduate students and School of Education doctoral students. 100 Hispanic Women has partnered with Ocean Financial Bank to offer \$10,000 in scholarships to Molloy Hispanic students.



Patricia O'Neill (right) and Author Jamie Ford

Delta Alpha Pi (DAPI) is an academic honor society founded to recognize high-achieving students with disabilities, who are attending colleges and universities as undergraduate or graduate students. DAPI celebrates and supports the academic achievement, leadership, and advocacy for post-secondary students with disabilities. Each year, the Center for Access and Disability invites students and their families to celebrate the induction of students into Molloy's Beta Epsilon Chapter of DAPI. Fourteen students were proudly inducted into the Honor Society this year.

Susan Bloom, associate librarian, head of instruction and outreach, has continued to analyze Molloy University collections to ensure all voices are included. She has also further developed the collection by purchasing books featuring minority authors.

Supported by a generous grant from the Mother Cabrini Health Foundation, School of Business faculty continued to facilitate professional development and community capacity-building workshops for nonprofit organizations during the Summer and Fall of 2023. These workshops are designed to enhance the skills and expertise of area nonprofit professionals who provide need-based services and programs to historically marginalized populations. Workshop topics included grant seeking and successful grant writing. Both workshops were moderated by Dr. Brian O'Neill, assistant professor and graduate business program director.

The Collegiate Science & Technology Entry Program (CSTEP) is a New York State grant-funded program geared toward increasing the enrollment of underserved and economically disadvantaged students into

STEM and licensed professions. Since 2016, CSTEP at Molloy University has served 431 students. Currently, the program has 174 students enrolled. A major CSTEP goal is enhancing academic excellence through enrichment activities, workshops, and professional development opportunities. Another goal central to CSTEP's mission is providing research opportunities to students. This summer, 26 students conducted research consistent with the scientific method under the tutelage of faculty mentors. Some of this year's projects included the impact of microplastics on immune cell activity, developing bone-targeting chelation therapeutics for 90SR poisoning, and intracellular signaling mechanisms on kappa opioid receptor agonism.

The Sociology & Anthropology Department and Heritage Month Calendar Committee invited Dr. Joanna Dreby, professor of sociology from SUNY Albany, to present her research on the immigrant stories and experiences of children, as well as immigration policies in New York.

The English Department and AACO sponsored The African American Read-In. Students, Faculty, and Staff gathered in the Larini Room and read poems by African American poets. The read-in fostered excellent participation and was well-received by all attendees.

Dr. Marjorie Schiering, professor emerita, published *Teaching and Learning: An Inclusive Model for Academic and Social Cognition*. Dr. DJ Mitchell, vice president for diversity, equity, and inclusion, contributed to the book.



African American Read-In

Kara Hudle, communication sciences and disorders and CSTEP student, received the opportunity to present on her research at the Emergent Researchers National Conference in STEM in Washington, DC. Hudle also obtained a competitive travel award that covered her travel expenses. ERN is a selective national conference for Historically Black College and University and underrepresented students in National Science Foundation-funded programs, with many mentoring workshops, especially for high-achieving minority students.

For the past ten years, Dr. Kimberly Langenmayr, director of international education, has dedicated herself to the Afrocentric Rites of Passage Program, a 14-week program which aims to re-educate African American youth about their authentic ancestry by uncovering the true American history that is often erased or overlooked. Since its inception, the program has included over 100 students on a transformative journey of self-discovery and cultural exploration. The experience is documented within Dr. Lagenmayr's dissertation.

In celebration of National Poetry Month, the Department of Languages and Cultures organized a poetry reading and invited renowned Peruvian poet, Roger Santiváñez.

The Department of Languages and Cultures invited special guest Angélica Rodríguez Alonzo to the Alpha Mu Gamma Induction Ceremony. Alpha Mu Gamma is the Foreign Language Honor Society. Rodríguez Alonzo gave a wonderful presentation of her professional and personal journey from the Dominican Republic to being a student at Molloy, and now, chairperson of the World Language Department in East Rockaway High School. She also spoke to the audience about her important work in mentoring and empowering Hispanic students and their families.



Faculty at the Alpha Mu Gamma Honor Society Induction

2023-2024 Educational & Professional Development Opportunities Offered & Supported by the Office of Diversity, Equity and Inclusion

Authentic & Actionable Allyship presented by Dr. Mary “MJ” McConner, Inclusive Excellence Consulting, LLC

Becoming Equity Advocates During Searches and in the Workplace presented by Dr. DJ Mitchell, Vice President for Diversity, Equity and Inclusion, as part of Human Resources’ Equity Advocate Program

Best Practices to Create an Inclusive Campus Environment offered by the Council for Independent Colleges’ Belong Network

Bias and the Unity Summit presented by Eric Love, University of Notre Dame

Bringing Belonging Work and Planning Together offered by the Council for Independent Colleges’ Belong Network

Fostering a Culture of Belonging Microcredential offered by the Council for Independent Colleges’ Belong Network

Connections Are Everything: Fostering Campus Cultures of Learning, Belonging, and Thriving presented by the Council for Independent Colleges’ Belong Network

DEI Assessment presented by Dr. Melissa McCardle, Interim Chair and Professor of Social Work

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

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

2023-2024 Educational & Professional Development Opportunities Offered & Supported by the Office of Diversity, Equity and Inclusion

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

Diversity, Equity and Inclusion at Molloy University for New Student Orientations and Residential Advisors presented by Dr. DJ Mitchell

Exploring Cultural Humility presented by Dr. DJ Mitchell as part of the Empowerment Skills for Leaders Program

Enabling Anti-Ableism in Higher Education: The Molloy Alumni Perspective organized by Dr. Hia Datta, Associate Professor and Program Director for Molloy's Undergraduate and Ph.D. Programs in Communication Sciences and Disorders, and co-sponsored by the Faculty Professional Center

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

Intersectionality 101 presented by Dr. DJ Mitchell for all faculty, staff, and administrators, and co-sponsored by the Siena Center for Social Justice

Military-Connected Students offered by PaperClip Trainings

Strategies for Fostering Inclusive Campus Communities: Mitigating Stereotype Threat and Imposter Phenomenon offered by the Council for Independent Colleges' Belong Network

Systemic Oppression Monopoly presented by Dr. Melissa McCardle

Vector Solutions DEI Training Modules, co-sponsored by the Office of Human Resources and DEI Committee

2023-2024 Educational & Professional Development Opportunities Offered & Supported by the Office of Diversity, Equity and Inclusion



What are participants saying about Molloy sessions?

100%

PARTICIPANTS
AGREED THE
PRESENTERS
WERE
KNOWLEDGEABLE

97%

PARTICIPANTS
THOUGHT THEIR
TIME WAS WELL
SPENT

96%

PARTICIPANTS
WOULD
RECOMMEND
THE SESSIONS
TO A COLLEAGUE

95%

PARTICIPANTS
INDICATED
THEY WOULD
APPLY WHAT
THEY LEARNED
IN SESSIONS

2023-2024 Diversity, Equity & Inclusion Grant Program

Sponsored by the Office of Diversity, Equity and Inclusion, the DEI Grant Program allows Molloy administrators, faculty, staff, and students to request financial support for DEI initiatives. During the 2023-2024 academic year, seven \$300 grants were awarded:

Grant Proposal: A Culturally Informed Understanding of the Functional Use of Percussion in Music Therapy

Recipient: Lora Heller, Special Projects Coordinator, Music Therapy, and Suzanne Sorel, Professor and Graduate Program Director for Music Therapy

Grant Proposal: An Introduction to Integrating Cognitive Behavioral and Trauma-Focused Cognitive Behavioral Strategies in Anti-Oppressive Music Therapy Practices

Recipient: Lora Heller

Grant Proposal: Diversifying the Molloy University Speech, Language and Hearing Center's Materials

Recipient: Kristin Keating, Clinical Instructor, Communication Sciences and Disorders

Grant Proposal: First-Generation Student Celebration

Recipient: Joseph Weinstein, Director for the St. Thomas Aquinas Program

Grant Proposal: Graduation Dinner for TRIO/Student Support Services Program

Recipient: Lisa Zanders, TRIO Program Coordinator

Grant Proposal: Pre-Event for the Black Authors Festival in Sag Harbor

Recipient: Joanne O'Brien, Dean, School of Education and Human Services

Grant Proposal: St. Thomas Aquinas Program Graduation Stoles

Recipient: Alani Banks, Administrative Assistant, St. Thomas Aquinas Program

Center for Access & Disability Provides **More Access for Students**



Space is a premium at Molloy University, where the student population has grown over its 69-year history. The Center for Access and Disability Services (Access) had to find a new meeting location for its decade-old discussion groups after their space became a computer lab. Dr. Kimberly Havens-McVea, director of tutoring services, shared space in Tutoring Services for these groups. Later, she and Dr. Judy Drescher, university librarian and associate dean for learning services, made this arrangement permanent, turning the space into Access's Testing Center and providing the opportunity to convert the old testing center into the Access Lounge and Sensory Room.

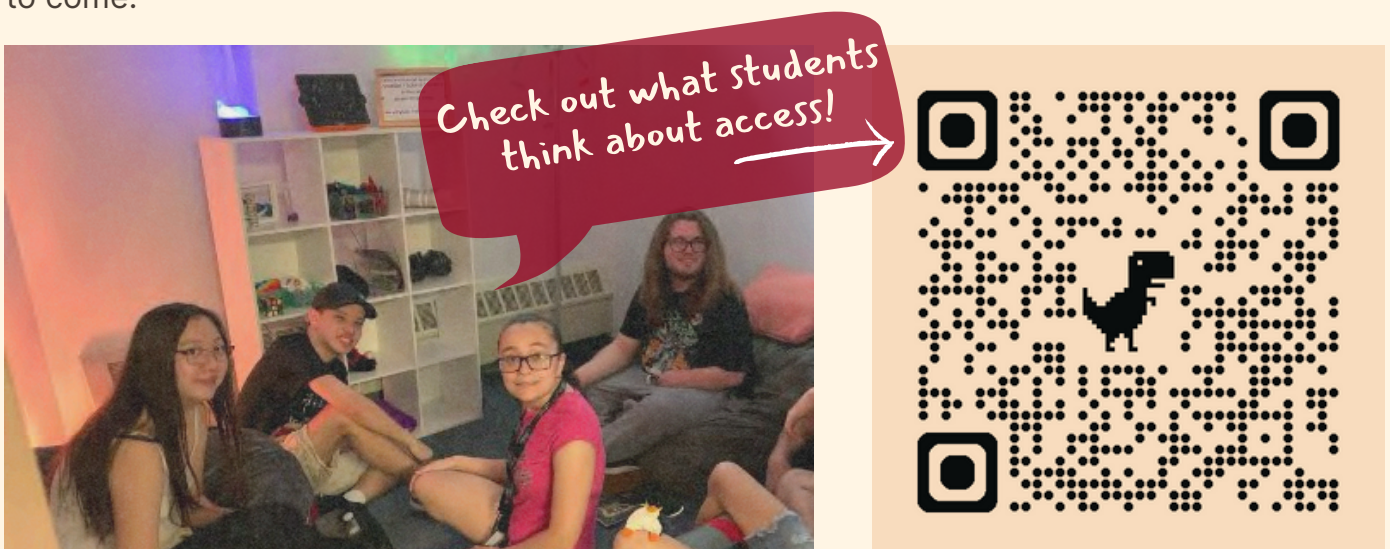
Access celebrated the grand opening of the new spaces on September 7, 2023. In addition to providing much-needed extra testing cubicles, the new Access Testing Center has a separate connecting room where students check in and out, minimizing distractions for those taking exams.

The Access Lounge and Sensory Room has added a whole new dimension to Access. After exploring several sensory spaces at various universities, Access and Student Affairs designed a calming room. While everyone needs time and space to unwind, a place to decompress is often crucial for individuals who identify as neurodivergent. Whether needing sensory stimulation or deprivation, having a place to decompress has proven beneficial for many students. Open to all, Access has found that the space is used by many individuals throughout the Molloy community as a safe emotional haven from some of life's stressors.



The lounge is also used for formal programming. During the week, four to six groups meet in one area of the lounge, facilitated by a member of the Access team. The Leadership, Education, and Awareness of Disabilities Club, a student organization, holds their meetings in the space, and it is also common to see Molloy Opportunity for Successful Transition—a certificate program for students with intellectual disabilities—participants in the lounge. Another program that has benefited from the space is Summer CONNECT, a transition program for incoming Molloy students who identify as neurodivergent.

When asked about the impact of the expansion, Cari Rose-Tomo, director of Access, noted, “Being able to provide accommodations more effectively and watching students interact with each other while developing relationships with various members of the Molloy community are my favorite parts about the expansion.” Serving nearly 500 students this past academic year, the expansion came at a pivotal time and will be important for years to come.



MOLLOY UNIVERSITY'S DEI COMMITTEE

DEI COMMITTEE MEMBERSHIP AND CHARGE

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

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

DURING THE YEAR, THE DEI COMMITTEE MADE CONTRIBUTIONS TO AND PARTICIPATED IN THE FOLLOWING UNIVERSITY EFFORTS:

- Anti-Bullying Policy
- Campus Climate Survey Follow-up Conversations
- DEI Grants
- Digital Accessibility Report Implementation Plan Progress
- Employee Affinity Groups
- Employee Training and Development
- Equity Policy Reviews
- Participated in University educational conversations with Lisa Zanders, TRIO program coordinator, and Stella Pinzon-Goon, CSTEP program coordinator

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

MOLLOY UNIVERSITY'S DEI COMMITTEE

2023-2024 DEI COMMITTEE

Donald "DJ" Mitchell, Jr., Vice President for Diversity, Equity and Inclusion, **Co-Chair**

Melissa McCardle, Interim Chair and Professor, Social Work, **Co-Chair**

Rosa Berland, Adjunct Faculty, Art

Susan Bloom, Associate Librarian and Head of Instructional Services, JET Library

Kathy Brunet, Assistant Director, Center for Access and Disability

Kisha Chandler, Business Career Coordinator, School of Business; Doctoral Student, Educational Leadership for Diverse Learners

Theresa Eaves, Clinical Counselor and Community Wellness Specialist

Lorraine Emeghebo, Associate Professor, Nursing

Talita Ferrara, Director, Health and Wellness

Cindy Foster-Thomas, Executive Assistant, Office of Academic Affairs

Anna George, Associate Professor, Nursing

Kimberly Langenmayr, Director, International Education

Brian Lima, Associate Director for Athletics for Operations, Athletics

Rebecca Martinez, Assistant Director, Career Center

Debra McCarthy, Administrative Assistant, School of Arts and Sciences; Graduate Student, Criminal Justice

Kate Myers-Coffman, Assistant Professor, Music Therapy

Danielle Ortiz, Administrative Assistant, Hagan School of Nursing and Health Sciences

Freida Pemberton, Professor, Nursing

Max Renner, Assistant Professor, Digital Humanities and New Media

Michele Romandetto, Equity and Title IX Specialist, Human Resources

Jason Schoen, Instructional Designer, Blended and Online Learning

Maurisa Singh, Graduate Administrative Coordinator, School of Business

Amy Smith, Graduate Student, Business Administration

Jorge Sosa, Associate Professor, Music

Jennifer Tennet-Armour, Administrative Assistant, Communication Sciences and Disorders

Elizabeth Vidaurre, Assistant Professor, Mathematics and Computer Science

Warren Whitaker, Assistant Professor, Educational Leadership for Diverse Learners

Bethsaida Yacinthe, Undergraduate Student, Nursing

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

New & Continuing Initiatives

Service



Alternative Spring Break in Puerto Rico

The annual alternative spring break trip to Puerto Rico, organized by the Office of Experiential Learning in collaboration with the Office of Campus Ministries, offers Molloy students a unique opportunity to engage in both service and cultural immersion. This year, students spent a majority of their time in Cataño, Puerto Rico. While in Cataño, students gained firsthand insights from residents regarding the devastating impact of Hurricane Maria on this small community, made even worse by its vulnerable location below sea level. Molloy students dedicated their time to aiding the community by clearing overgrown shrubs and removing damaged furniture from a home that was ravaged by the hurricane in 2017.

For over 25 years, Molloy University's Appalachia Project Service Trip has gone to Big Laurel Learning Center in Kermit, West Virginia, one of the poorest and rural areas in the nation. Each summer, a one-week camp is run for teen boys in the area. Over the years, the Molloy group has witnessed the campers develop. For these campers, spending time with Molloy mentors is vital to showing them the positive aspects of education and life outside of the cycle of poverty. During the July 2023 trip, nine students and four alumni participated.

During the Experience El Salvador Service Trip, students and alumni from Molloy University and Dominican University traveled to El Salvador to assist Sister Flor de Maria Buruca, Dominican Sister of Amityville and graduate of Molloy College, in running a camp for the children in the villages of Sol Naciente and Once. This is an amazing trip filled with eye-opening experiences and a community built on love. The camp is the culmination of the children's school program, which helps kids stay in school-related programs, rather than spend time on the streets. Four students and eight alumni participated in the January 2024 trip.

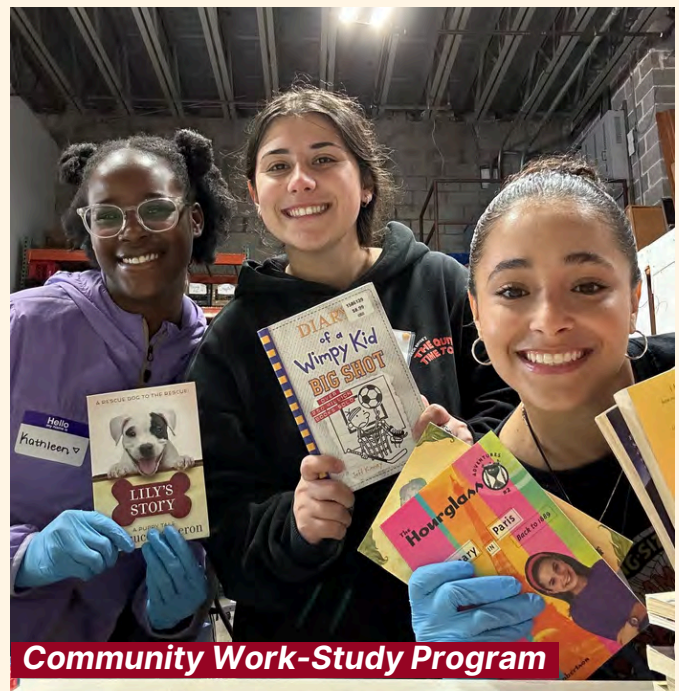
Indian Nurses Association of New York (INANY) is a non-profit association with 300+ nurses of Indian origin from the Tristate area. Anna George, associate professor of nursing, has served INANY as the president for the 2021 to 2022 terms and was re-elected as president for the 2023 and 2024 terms. As an association, INANY serves the community by providing health education, health fairs, food drives, clothing drives, back to school drives, and other initiatives.

The Midnight Runs, sponsored by Campus Ministries, brings clothing, food, and other necessary supplies to the homeless and financially vulnerable populations in New York City. There were four Midnight Runs during this academic year.

During the 2023-2024 academic year, the Office of Experiential Learning placed over 60 community work-study Molloy students across Long Island to serve communities facing barriers. The students dedicated a collective total of over 6,500 hours toward supporting nonprofits. The Community Work-Study Program allows students to self-select their placements, aligning their personal and professional aspirations with meaningful experiences. This approach not only ensures that our students gain valuable skills and knowledge, but also fosters a deep sense of commitment to serving others.

The impact of the Community Work-Study Program extends beyond the hours logged or tasks completed. It instills in students a sense of self-efficacy that they carry with them long after their time at Molloy University. By engaging with diverse communities and addressing real-world challenges, our students are not only preparing for successful careers, but also becoming advocates for social change and equity.

The Molloy University Service Corps provides students with the opportunity to lead the university in service opportunities, on-campus fundraising, and social justice awareness events.



Community Work-Study Program

This year, the Service Corps ran a book drive and held volunteer days at the Soup to Nuts Soup Kitchen and Bethany House. These activities fostered a spirit of empathy, understanding, and community with those the students were serving.

Maurisa Singh, MBA administrator, served on the DEI Committee and DEI Grant Subcommittee. She also served as treasurer of the Working Mothers Affinity Group.

The Molloy Business Association partnered with KPMG to hold a “Professional Clothing Drive” in the Fall semester.

Molloy University students and Dr. Anna George, associate professor of nursing, and Dr. Kim Langenmayr, director of international education, traveled to Tanzania to work with Global Volunteers and serve the community in Ipalamwa. Students and faculty assisted in the clinic and made home visits, alongside Global Volunteer healthcare providers, to provide prenatal and postnatal care to women in the community. Students worked in the clinic with the physicians, and they also learned to diagnose and treat various diseases. They were allowed to conduct family planning classes, which were translated into Swahili for the mothers who attended the classes. This was a once-in-a-lifetime opportunity for many students.

Alexandra Hamilton, assistant director of HR for recruiting, and Jessica Zuliani, director of human resources, attended the Viscardi Center to hold practice interviews for those in the training programs at the center. The Viscardi Center is “a non-profit organization that educates, employs, and empowers children, adults, and veterans with disabilities or similar needs, so we can all discover the love of learning, the power of work, the freedom of independent living, and the self-confidence to fulfill our dreams.”

The Office of Admission and Financial Aid sponsored a financial aid presentation for bilingual students. The informative presentation discussed methods of payment for college, as well as balancing financial aid and the overall cost of higher education.

Daiana Cepin, undergraduate coordinator, served as co-chair of the Latino/a/e/x Affinity Group. Daiana was part of the first participants to take the ACUE Fostering a Culture of Belonging course offered through the Office of Diversity, Equity and Inclusion.

Kisha Chandler served as the vice president of education on the Prospanica NY Board and corporate secretary and board member of 100 Hispanic Women Long Island. She was selected for the IMA Diversity, Equity and Inclusion (DEI) Leadership Experience. Kisha also wrote an article titled, “Balancing the Books on Diversity: Building a Long-Term DEI&B (Diversity, Equity, Inclusion and Belonging) Strategy for Accounting” that will be published in Strategic Management Magazine. Additionally, Kisha was one of the first participants to take the ACUE Fostering a Culture of Belonging course offered through the Office of Diversity, Equity and Inclusion. Kisha’s on-campus service included serving on the DEI Committee and Training and Development and DEI Grant subcommittees and serving as co-chair of the Latino/a/e/x Affinity Group.



Dr. Anna George, associate professor of nursing, received several awards and proclamations during the 2023-2024 academic year. They included a New York State Assembly Citation from Assemblyman Edward C. Braunstein (District 26) and recognitions from The Town of North Hempstead, Jumaane D. Williams, The Public Advocate for the State of New York, the Indian Nurses Association of New York, and the Indian American Kerala Cultural and Civic Center, Inc.

Dr. Anna George (right) and Jumaane D. Williams





MOLLOY UNIVERSITY

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Above the Curve

EDD PROGRAM GRADUATES 23 DIVERSE

Founded in 2015, Molloy's Educational Leadership for Diverse Learning Communities (Ed.D.) program is designed to prepare teachers, school administrators, related educational professionals, and future professors for leadership roles in education that embrace diversity, social justice, and equity.

The program has graduated several students, notably a significant number of diverse women each year. According to Dr. Tricia Kress, professor of education and director of the Ed.D. program, during the 2023-2024 academic year, 23 students graduated from the program. Among them, 21 were women (91%) and 11 (47%) were women of color. Nationally, women received nearly 72% of doctoral degrees in education during the 2020-2021 academic year, with women of color receiving approximately 30% of doctorates awarded in education, according to the Council of Graduate Schools.

When asked about these numbers, Dr. Kress highlighted that education is a field dominated by women, with approximately 75% of K-12 teachers being women. This demographic trend contributes to the success of recruiting women to the program. Nationally and locally, about 80% of these women identify as white. Dr. Kress stated, "In this regard, the Ed.D. program excels in recruiting and graduating women of color, with almost 50% of our graduates being women of color, whereas women of color make up only 20% of the female teaching force in the United States."

Dr. Kress believes the program's specific commitment to educational leadership for diverse learning communities contributes to their success in graduating women above the national average. She noted, "It is a mission that we, as faculty, espouse by supporting all women and especially women of color in our classes and dissertation advising. The priorities and commitments of our student body align with our program's goals, which are to develop leadership skills as advocates for diverse students to improve learning communities and better meet the needs of diverse students."

When asked about the joys of working with such a unique program, Dr. Kress shared, "There is so much I love about the work I do! I love seeing my students' understanding of education and leadership grow over time as they engage in practitioner research and apply their knowledge to become change agents in their schools and communities. Their research makes a practical difference in the lives of students and teachers, and I am honored to be part of that work. Many of our students go on to be educational administrators in powerful positions to bring about equitable change in education. Some become faculty at universities, teaching the next generation of educators to also be change agents, while others work in higher education administration or community organizations, poised to advocate for change. Being part of that wide-reaching legacy of doing good in the world means everything to me. I have immense respect for my students and their ability to effect positive change."

As the United States continues to diversify, diversifying the field of education is critical, and Molloy's Ed.D. program is making a significant impact.



WOMEN, OUTPACING NATIONAL TRENDS

New and Continuing Initiatives

Spirituality

The Office of Student Success and Assessment sponsored an annual Student Success Book Discussion that met monthly to read and discuss the book, "Becoming a Student Ready College." The Book discussion fostered rich conversations surrounding equity and how best to support all students. More than 50 employees from all areas of Molloy participated, which created opportunities for collaboration and the sharing of ideas, all with the main goal of supporting our students.

Campus Ministries, The Siena Center for Social Justice, and Latino/a/e/x Affinity Group held a Spanish mass for community members during Hispanic Heritage Month.

Annually, the executives of the New York State Office of Minority Affairs in Nassau County conduct a Kwanzaa Celebration in which members of the community are honored. Dr. Sherone Smith-Sanchez, assistant professor of education, received the Unsung Heroes Award during this celebration. Dr. Sherone's award was representative of Imani—meaning Faith—the seventh principle of Kwanzaa. Therefore, Dr. Sherone was honored to light the seventh candle on the Kwanzaa Kinara during the celebration.

DJ Mitchell, vice president for diversity, equity and inclusion, Gina Florio, dean of the School of Arts and Sciences, and President James Lentini, formed an alliance of seven Catholic colleges and universities and received a \$3.5M National Science

Foundation's Louis Stokes Alliance for Minority Participation award. The award provides support for underrepresented students in science, technology, engineering and mathematics.

The Spring Retreat, "Bridging the Gap," sponsored by Interfaith America, focuses on community building and enhancing communication across boundaries using the Bridging the Gap curriculum. Through Campus Ministries, Molloy students engaged in activities and discussions designed to promote understanding and inclusivity. As an outcome of this retreat, they initiated the Grateful Gatherings program, fostering gratitude and connection within our community.



The Office of Academic Affairs supported the DEI Faculty Fellows Program and sponsored the institution's Council of Independent Colleges' Belong membership. The Belong Community is a national network of CIC member colleges and universities dedicated to making their campuses more welcoming and inclusive.

The Heritage Month Calendar Committee, co-chaired by Dr. Andrea Morgan-Eason, associate professor of nursing, and Dr. Jeanne Kimpel, assistant professor of sociology and anthropology, collaborated with over 20 campus partners to deliver over 20 events during the 2023-2024 academic year.

The School of Arts and Sciences, including English, Communications, The Rebecca Center for Music Therapy, Molloy Honors, The Center for Social and Ethical Concerns, Philosophy, Theology and Religious Studies, Sociology and Anthropology, Languages and Cultures, the Office of Experiential Learning, the Office of First Year Experience, and the Office of International Education, hosted several events and podcasts on various cultural and diversity, equity and inclusion topics.

To ensure that incoming first-year students felt respected and supported by our Theater Arts Department, faculty and staff worked with EPIC Theater, an educational theater company, to facilitate a workshop on cultural awareness and understanding identity. This workshop was attended by all the first-year students and several faculty members. It served as an excellent way for students and faculty to learn about each other and larger issues centering around identity and inclusion. Additionally, the workshop provided students with a fun, community building exercise, and allowed the students to learn about the department's commitment to DEI.

The Leadership, Education, and Awareness of Disabilities (LEAD) Club sponsored "Breakfast for Dinner in the Dark." Individuals who are legally blind facilitate a conversation after participants eat a meal in total darkness. LEAD has been sponsoring this event for at least ten years.



Fostering Belonging: The African American Caribbean Organization

Molloy's African American Caribbean Organization (AACO) brings together individuals of African American and Caribbean ancestries and cultures, as well as those interested in learning about these ancestries and cultures, to foster a culturally sensitive environment. All students are welcome to join AACO and participate in their annual activities.

During the 2023-2024 academic year, AACO hosted seven events. Among the most popular were: the annual town halls, the lively "For the Culture Party," where students celebrate by dancing and wearing their national flags, and the Diversity Luncheon in honor of Black History Month, co-hosted with Student Affairs, Molloy Student Government, and the Siena Center for Social Justice.

AACO is just one of over 45 student clubs and organizations on campus making a difference in students' lives. Student clubs at Molloy are recognized as active organizations and provide opportunities for co-curricular involvement, enhancing students' overall experiences.

Follow AACO on Instagram at [@molloyaaco](https://www.instagram.com/molloyaaco).



We spoke with two AACO members to learn why they joined and what AACO means to them.



NAME: *Francesca E. Dabel*

MAJOR: NURSING

GRAD YEAR: 2026

I discovered AACO in my first year, but became an active member in my junior year. I had friends in it, but initially thought it was defunct. Once I adjusted to school and started to immerse myself, I knew joining AACO would make the difference I was yearning for in my collegiate career. It was the best decision I ever made; I have met so many people and made so many new friends!

AACO provided a safe space in a community that was created for that very purpose. Growing up in a culturally-rich home and being exposed to different cultures throughout my education, finding my own community in college was vital to me. Once I found my niche and new home in AACO, I knew the sky was the limit for me. I've grown both as a club representative and as a person.



NAME: *Yessenia Rivera*

MAJOR: NURSING

GRAD YEAR: 2026

I discovered AACO through Christelle Derisme '24, my RA during the 2023-2024 academic year. During a conversation, we discussed how I am not often recognized as a Puerto Rican woman. She provided me with the space to be more comfortable with my identity, informed me of her role as co-president of AACO, and invited me to join.

Since her invitation, I have gladly participated, and I am now a part of AACO's executive board. AACO has benefited me as a student and helped me progress personally and academically. It has made me more confident and comfortable and has also helped me develop my public speaking skills, which I now use as part of the executive board. AACO has been an outlet for me, and I look forward to continuing to provide that outlet to other students.

New and Continuing Initiatives *Community*

Since 2006, Mentoring Latinas has been dedicated to empowering over 350 high school Latina students through mentorship provided by Molloy University Latina students. Annually, and in collaboration with Title I school districts, Mentoring Latinas invites high school students to Molloy's campus to engage in college-related activities. These include visits to academic departments, educational workshops led by Molloy staff and administrators, and presentations by accomplished Latina professionals. Thanks to the generous sponsorship of Ocean Financial Credit Union, the program offers bilingual financial literacy workshops to participating students and their families, SAT prep tutoring services, and enriching cultural experiences, such as theatre trips and special events.

The Energeia Partnership is a regional stewardship academy that educates Long Island leaders in business, government, and the non-profit sector about critical issues facing our region. Every year, cohorts of 35 to 40 partners enter the two-year program.

Marianna Czeisel, electronic resources librarian, has been working to build the library's Libguides to be more inclusive. This year, she created a guide for first-generation students available in Spanish.



Ocean Financial provided funding for a Business Graduate Internship Scholarship for Marketing and Communications. This position is centered on working with underbanked members, such as the Catholic Hispanic communities on Long Island, as well as youth members. This scholarship opportunity provides a unique experience for students to be part of outreach opportunities. Through scholarship funding, Ocean Financial cements itself as a financial leader in the Catholic Community.

In 2023-2024, a Theater Arts DEI Committee was created to promote and encourage a culture of inclusion within the department, while addressing the unique challenges that arise in artistic training. The membership is made up of faculty and students from the CAP 21 program, with all the subcommittees led by students. During this past year, the committee developed a Theater Arts specific DEI ethos for inclusion in the department's handbook, began a curricular review process, and promoted community building activities.

Black Family Summit, Inc. (BFS) is a network of Black-led and Black-serving organizations committed to the preservation and strengthening of the Black Family. Consistent with the vision of supporting, healing, and uplifting the Black community, the mission of BFS is rooted in the values of cooperation, collaboration, and collective work as reflected in the cultural traditions of people of African ancestry. Dr. Lisa Newland, professor and chair of social work, has been part of the BFS leadership team since 2020 and conceptualized her sabbatical project as a macro practice intervention with BFS as the organizational client system. During Dr. Newland's sabbatical leave, BFS was able to benefit from a leader dedicating full-time availability to the organization for 12 of the 18 months associated with the grant project. There were several activities implemented to achieve the expected results in four core areas: organizational development, programming and operations, stakeholder engagement, and visibility and communications. Noteworthy activities include: the design and launch of the organization's website, [Blackfamilysummit.org](https://blackfamilysummit.org), the production of a documentary that shares the organization's history and vision for the future, the creation of replicable programmatic and operational models for Black-led organizations and a partnership with undergraduate students from Morgan State University's School of Social Work (Dr. Newland's alma mater) for an organizational history project.

Current and prospective Ed.D. students were invited to attend the Connected Leadership Social. The topic was, "How School Leaders Can Support Migrant Students Inside and Outside of School." Guest speakers were Dr. Anthony Murray, director of mathematics and computer technology at Freeport Union Free School District, and Diana Carlstedt, who represented the NYC Department of Education PS255Q-District 75. The event was facilitated by Dr. Chandler Miranda, assistant professor of education.

In collaboration with Enrollment Management, the St. Thomas Aquinas Program invited first-generation college-bound students from Uniondale High School to participate in First-Generation Day at Molloy University. Students enjoyed breakfast, a campus tour, and time spent with current first-generation Molloy students.

A visit to Bethany House is an immersive experience where students are walked through the process of entering the shelter system. This experience provides information on the shelter system and other factors that impact financial security. The intersection between socio-economic class, gender, race, sexual orientation, and other marginalized identities is also discussed. Students spend time with the women and children in the Bethany House shelters and hear personal stories and testimonies. Two Bethany House experiences took place during the Fall 2023 semester.



Four Pillar Week offered several community events. During the Community Exchange Luncheon, sponsored by Molloy Student Government (MSG) and MSG's DEI Board, participants were served three courses, and in between each course, individuals asked each other questions to get to know one another and learn about each other's identity and experiences. At the Four Pillar Week Community Contemporary Topics luncheon, Sister Flor de Maria Buruca led a presentation on immigration and asylum. During this presentation, Sister Flor provided important definitions and insights into the experiences of those who come to America seeking safety.

The Office of Campus Ministries partnered with the Big Laurel Learning Center to host a college immersion trip for six high school students from Mingo County, West Virginia. During their visit, the students engaged in a series of workshops and events aimed at providing insights into college life and accessing higher education resources. The trip also included iconic NYC sights like the Statue of Liberty, the 9/11 Memorial, and Times Square, which fostered cultural exchange and learning opportunities. Active alumni and students of the Appalachia Project participated in various activities and workshops to support the youth's college experience.

In continuing with the tradition of bringing prospective students to Molloy University for a Pre-College Experience, the following schools visited our campus for panel discussions, campus tours and either breakfast or lunch throughout this past school year: South Side High School (HS), Advanced Math & Science HS, Queens Technical HS, Hillcrest HS, Intermediate School 1#25, Bronx Studio School for Writers & Artists, Babylon HS, Roosevelt HS, John Dewey HS, Commack HS, Intermediate School #5, Freeport Middle School, New Utrecht HS, Northport HS, Richmond Hill HS, Evergreen Charter School, Valley Stream Central HS, Sacred Heart Academy, Fort Hamilton HS, Smart Scholars HS, Farmingdale HS, William Floyd HS, Baldwin HS, Holy Trinity HS, and Kellenberg Memorial HS.

Sponsored by Molloy University's Office of Mission and CERCOM, students from underrepresented communities visited CERCOM in West Sayville, New York, to learn about how Molloy University researches horseshoe crabs and the importance of water quality.

To respond to the problem of childhood asthma, "NUR 4390 Community and Public Health Nursing" faculty linked with the American Lung Association (ALA) to establish a plan to train students to provide evidence-based asthma education in the community. In 2022-2023, 29 students attended community health rotations in Hempstead and Freeport schools. Each was trained to use evidence-based tools supplied by ALA. The same tools are commonly used in the academic emergency rooms, pediatric units, and primary care practices on Long Island; Molloy is the only school of nursing engaged in this partnership. During 2023-2024, the nursing

faculty expanded this initiative by linking with the Respiratory Therapy Faculty, the Molloy Nurse Student Association, and the Respiratory Club. By the end of the year, 119 students and staff from the School of Nursing and Health Sciences disciplines completed training.

The Molloy University School of Business hosted its professional development and capacity-building conference for nonprofit professionals on Friday, April 26, 2024. Supported by a generous grant from the Mother Cabrini Health Foundation, the conference, "Meaningful Collaboration and Outcomes: Using Data as a Compass," featured presentations by the School of Business Faculty and discussions with nonprofit executives.

The 5th Annual "Unity through Diversity: Celebrating All Abilities in The Arts" event welcomed nearly 300 guests in celebration of neurodiversity. The Rebecca Center's annual event stands as a beacon of inclusivity, providing musical opportunities for individuals of all abilities. For five years, we have proudly led the change in the intersection of music and neurodiversity. This year, dynamic co-hosts, Charles Powell, Jr., Molloy alumnus, and Elizabeth Mintz, Molloy student, welcomed the talented musicians from Lots O' Stuff (TRC band), the MOST program, Molloy University clubs, TRC members, the Nicholas Center, and Bach to Rock. President Jim Lentini and DJ Mitchell, vice president for diversity, equity and inclusion, also supported by sharing their musical talents. Legislators Scott Davis and Jason Richberg also attended and discussed the importance of the arts for self-expression and inclusivity. New to this year's event, was the installation of a sensory room, a space designed to offer



The School of Business faculty and conference attendees

guests a calming environment. Elizabeth Mintz led this initiative, with the support of Molloy's Center for Access and Disability. Sensory bags for audience members, funded by Molloy University Student Government, were also introduced.

Supported by the Mother Cabrini Health Foundation, teams comprised of School of Business faculty, students, and alumni worked on projects with nonprofit organizations that provide need-based services and programs to underserved populations related to developing health communities.

Dr. Andrea Morgan-Eason, associate professor of education, was the closing speaker at the Diversity Luncheon, a celebration of Black History Month.

The Student Advocacy Board on Molloy Student Government hosted the Annual Cultural Festival on Molloy's campus. The event included tables of various student clubs, offices and groups on campus, such as Campus Ministries, Club Italia, Aloha Mu Gamma, International Education, Molloy Asian Student Association, Molloy Muslim Student Association, South Asian Student Association, Union Hispana Club, the African American Caribbean Organization, Asian American Pacific Islander Heritage Month Committee. Participants brought in their cultural food, giveaways, educational aspects, as well as an opportunity for others to sign up to join their club for the next academic year.

In celebration of Hispanic Heritage Month, The Department of Languages and Cultures presented the film: *Los lobos* by Mexican director Samuel Kishi Leopo to the Molloy community. This film tells the very familiar and often harrowing story of men, women, families, and children, immigrating to the United States from Latin America in search of a better life.

The School of Business hosted the 10th Annual HerRise Conference at Molloy. The goal of the Annual HerRise Conference was to enable women to develop their business plans, build their brands, reach their goals, increase their revenue and get access to funding.

March was Women's History Month, and the School of Business partnered with the Sienna Center for Social Justice to host the HerStory Panel. The Panel included Alicia McGrath, CEO of The Center for Family Support; Claudia Boyle, CEO of Hispanic Counseling Center; Rande Bynum, CEO of the Girls Scouts of Nassau County; Shannon Boyle, CEO of New Ground; Terry Grace Sears, CEO of Dignity without Borders; and Tricia Daley, director of marketing for Ocean Financial Bank.

HumanUptions partnered with Molloy to offer a webinar titled "Network to be Hired." Students were able to virtually network with professionals from Avenica and Kickstarter. HumanUptions is a career development organization dedicated to connecting diverse professionals to diverse students. They provide career development and mentorship to college students.

Erica Buscemi, undergraduate business student, participated in the Jr. Moxxie Mentorship Program for the 2023-24 academic year. Erica was also recognized by the program. This program is a free mentoring and professional development program for students that identify as female. Molloy students have participated in this program since 2010.

The School of Business partnered with Equitable's Women Bond Club to offer a networking event for women students which provided young women with insights to various positions in the financial industry. Seven Molloy undergraduate students participated in the event.



Dress Rehearsal for Unity through Diversity: Celebrating All Abilities in The Arts

All That Connects Us: An Engaged University Leading Community Outreach

Community, one of the Four Pillars of Dominican Life, is rooted in relationships and hospitality. This Pillar calls on the Molloy community to welcome everyone to campus, recognizing the connections between all community members. More broadly, the Pillar shapes Molloy's local and global community engagement initiatives. Molloy University actively involves students, employees, alumni, and community members through various initiatives focused on common interests, from dialogue around a common text to institutes addressing contemporary issues.

Jamaica Medical Mission



Dr. Randy Pellew, assistant professor of nursing, directs Molloy's successful Jamaica Medical Mission. This initiative, involving faculty and graduate nursing students, along with speech and language pathology students, collaborates with the University of the West Indies to provide medical, dental, and nursing services to vulnerable communities. In March, the mission served over 900 Jamaican residents, significantly improving

healthcare access and awareness. Dr. Pellew shared, "I find great satisfaction in witnessing the smiles that emanate from patients because of the care provided by the graduate nursing team. In addition, the invaluable experience that students gain from participating in such missions fosters their growth and development, allowing them to make differences in the healthcare landscape of Jamaica and beyond."

Virtual Martin Luther King (vMLK) Project



Dr. Max Renner, assistant professor of digital humanities and new media, collaborated with the Martin Luther King Community Center to bring Rockville Centre students to Molloy for the Virtual Martin Luther King (vMLK) Project as well as a campus tour

This award-winning digital humanities project recreates King's 1960 speech, "Fill Up the Jails." Dr. Renner's extensive research, which included collected information from 10 people who attended the speech that King delivered in 1960 at the White Rock Baptist Church in Greensboro, North Carolina, made the project realistic. "The ability to share history through virtual reality is exciting and engaging and helps demonstrate how the past is connected to the future," said Dr. Renner.

Mother Cabrini Healthcare Workforce Development Initiative



Supported by the Mother Cabrini Health Foundation, Molloy's Healthcare Workforce Development Initiative, launched in 2023, seeks to support health equity on Long Island. The initiative has benefited over 500 residents, offering financial aid, job coaching, and career exploration. Looking forward, Karim French, who serves as project coordinator for the initiative, shared they plan to invest in advanced technologies. "We plan to purchase equipment ranging from virtual reality software to patient simulators. With

these new tools, students can practice procedures and techniques in a virtual world or simulated scenario, while gaining a better understanding of the health inequities their patients face and how to address them as a healthcare professional,” French shared.

Mother Cabrini Mobile Clinic



Another successful community outreach initiative supported by the Mother Cabrini Health Foundation is Molloy’s Mobile Clinic. Lori Giarratano, project coordinator, oversees Molloy’s Mobile Clinic. The Clinic provides free health services, including mammograms, mental health counseling, and heart health screenings to Long Island communities. Students from various programs at Molloy support this initiative, creating a welcoming environment and improving access to preventative care. “The Mobile Clinic allows Molloy students to build their clinical skills while providing free health services to Long Island communities on the mobile clinic. What better way to deliver on our mission,” said Giarratano.

Rising Star Summer Camp



Sarah Shin, director of experiential learning, leads the Rising Star Summer Camp, a collaboration with local Title 1 school districts, providing academic and developmental programs for 90 elementary school children. Hosted on Molloy's campus, the program, founded in 1998, fosters relationships with college mentors and exposes children to a college environment. Molloy students, hired through the community work-study program, serve as mentors. When asked about future initiatives, Shin noted, "With the generous support of our funder, The New York Community Trust - Horace and Amy Hagedorn Fund, we are excited to announce the Rising Star Academy, an extension of our successful summer camp program. The Rising Star Academy aims to

expand the program's benefits throughout the academic year, with weekly sessions on campus. The program will also include special events for parents and a Rising Star scholarship for eligible Molloy students."

Molloy's community engagement, led by dedicated faculty and supported by initiatives like the Jamaica Medical Mission, vMLK Project, Mother Cabrini Healthcare Workforce Development, Mother Cabrini Mobile Clinic, and Rising Star Summer Camp, demonstrates a strong commitment to making an impact locally and globally. Molloy University is indeed making an impact on Long Island, New York, the United States, and the world.

BY THE NUMBERS

21% First Generation College Students

32% Federal Pell Grant Recipients

Undergraduate

72.6%

FEMALE

27.4%
MALE

46.1%	WHITE
27.1%	HISPANIC OF ANY RACE
12%	BLACK OR AFRICAN AMERICAN
9.5%	ASIAN
5.3%	OTHER

57.4% WHITE

15.3% HISPANIC OF ANY RACE

15.2% BLACK OR AFRICAN AMERICAN

8.1% ASIAN

4% OTHER

19.3%
MALE

80.7%
FEMALE

Graduate

*Federal Pell Grants are awarded to undergraduate students with exceptional financial need.

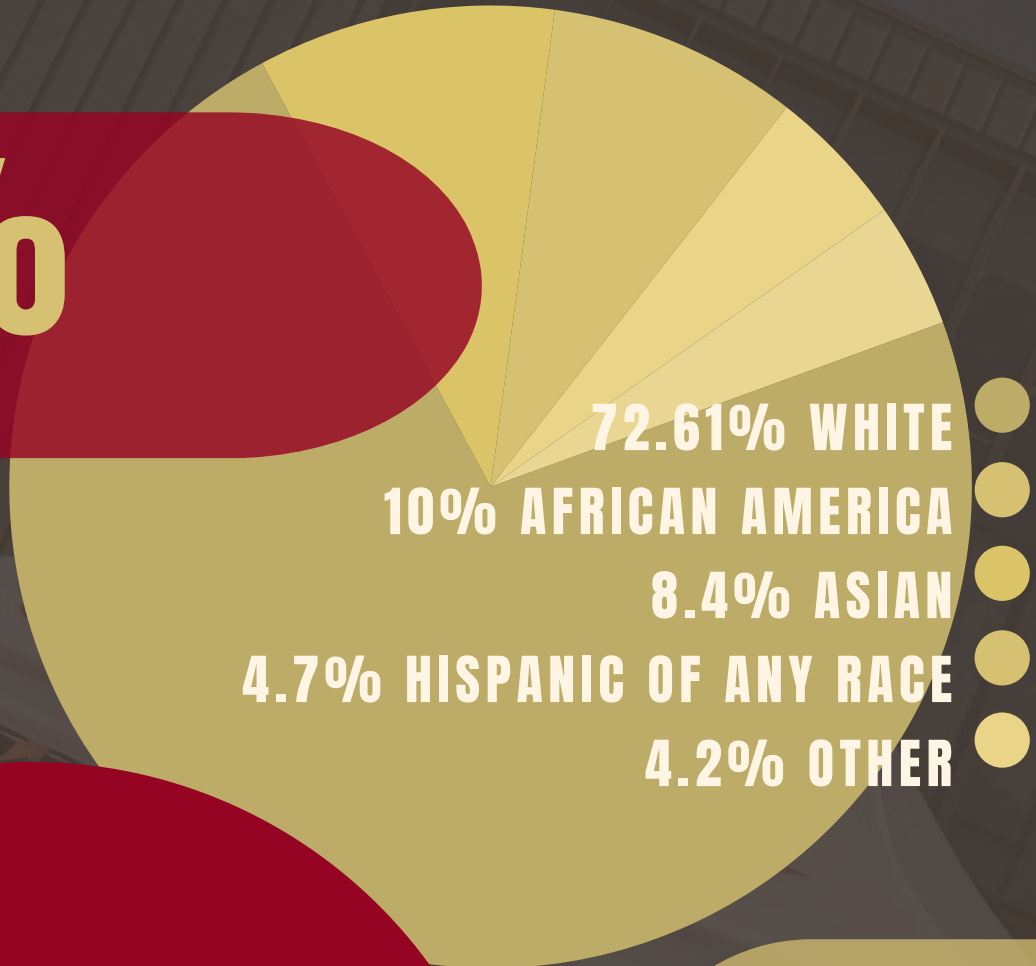
Note: Many of the categories used are reported to the U.S. Department of Education to maintain federal funding.



Faculty

73.2%
FEMALE

26.8%
MALE



73.9% WHITE

14.7% HISPANIC OF ANY RACE

6.7% BLACK OR AFRICAN AMERICAN

3.5% ASIAN

1.3% OTHER

35.7%
MALE

64.3%
FEMALE

Administrators & Staff

2023 - 2024 DEI Annual Report

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