



Faculty Diversity Ambassadors (FDA) Handbook

Prepared by: Inel J. Lewis, MPA, Program
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631.444.2866

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The Role of the Faculty Diversity Ambassador (FDA)

Congratulations on your appointment as the departmental Faculty Diversity Ambassador (FDA)!

The FDA will serve as the liaison between the department and the Faculty Diversity Advisory Council (FDAC) to execute the Dean's vision of creating a diverse and inclusive educational community at Stony Brook School of Medicine.

The FDA will provide the administrative oversight to bring the Dean's vision to the departments by organizing and executing diversity-related initiatives within the department. These will include (but are not limited to) establishing a departmental diversity committee, coordinating workshops and/or discussions on diversity and inclusion topics, formally recognizing new faculty (who are historically underrepresented), and collaborating with campus partners in the observance of national and local events that embrace the history and contributions of historically underrepresented minorities (e.g., Dr. Martin Luther King, Jr. Day, Black History Month, National Hispanic Heritage Month, and LGBT Awareness month).

The FDA will work with the department Chair and faculty to create a departmental diversity plan that is in alignment with the Stony Brook University Diversity Plan.

The FDA will serve as a liaison to execute departmental diversity plans, as well as the Stony Brook University Diversity Plan.

The FDA will work with department administrators to monitor and report on diversity initiatives yearly.

Our Team (HSC)

Frances L. Brisbane, Ph.D.

Vice President for Health Sciences Workforce Diversity

Email: Frances.Brisbane@stonybrookmedicine.edu

Jennie Williams, Ph.D.

Assistant Dean for Student Diversity

Email: Jennie.Williams@stonybrookmedicine.edu

Barbara Nemesure, Ph.D.

Chair, Faculty Diversity Advisory Council (FDAC)

Email: Barbara.Nemesure@stonybrookmedicine.edu

Inel J. Lewis, MPA

Program Director, Diversity Initiatives

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Maria (Tina) E. Manning

Health Sciences Workforce Diversity Coordinator

Email: Maria.manning@stonybrook.edu

Phone: 631. 638.8508

Fax: 631.444.3500

HSC Diversity Webpage:

<https://medicine.stonybrookmedicine.edu/hscdiversity>

SAVE THE DATES:

2018 Minority Health Symposium
Monday, September 24, 2018-Friday, September 28, 2018
12:00 p.m. until 1:00 p.m.
Lecture Hall 5

Monday, September 24, 2018

"Clinical, cognitive and biological findings associated with acute suicidal behavior"

Ricardo Caceda, M.D., Ph.D.

Associate Professor of Psychiatry

Director of Adult Inpatient Services

Department of Psychiatry and Behavioral Science

Tuesday, September 25, 2018

"A medical student's personal transgender journey"

Emo Redwood

Stony Brook University School of Medicine

MD Candidate, Class of 2020

Wednesday, September 26, 2018

"The Opioid Epidemic: The National Story, and the News in Suffolk County"

Richard N. Rosenthal, M.D.

Professor of Psychiatry

Professor of Addiction Psychiatry

Department of Psychiatry and Behavioral Science

Thursday, September 27, 2018

"Excess Perinatal Mortality in Moms of Color"

Diana J. Garretto, M.D., FACOG

Assistant Professor

Maternal Fetal Medicine

Department of Obstetrics and Gynecology

Friday, September 28, 2018

"Understanding Intergenerational Trauma for Indigenous Communities"

LeManuel Lee Bitsoi', EdD

Chief Diversity Officer

Office of the President

Research Professor

Department of Technology and Society

Sponsored by:
The Office of HSC Faculty, Staff and Student Diversity

SAVE THE DATES:

Stony Brook School of Medicine Premedical Access to the Clinical Experience (PACE) Program

(For Stony Brook Undergraduate Students Interested in Medicine)

Monday, October 8, 2018-Friday, November 16, 2018

Contact: inel.lewis@stonybrookmedicine.edu

Counseling and Treating People of Colour Conference: An International Perspective

New Orleans, Louisiana

Monday, November 26, 2018 – Friday, November 30, 2018

Contact: frances.brisbane@stonybrookmedicine.edu

Contact: Maria.manning@stonybrook.edu

Diversity at Stony Brook University

Stony Brook University Chief Diversity Officer:

LeManuel Lee Bitsóí, EdD

Chief Diversity Officer

Office of the President

Research Professor

Department of Technology and Society

Stony Brook University

310 Administration

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The Office of the Chief Diversity Officer

<https://www.stonybrook.edu/commcms/cdo/about/people>

Stony Brook University Office of Institutional Diversity and Equity (OIDE)

<https://www.stonybrook.edu/commcms/oide/index.php>

The Office of Institutional Diversity and Equity (OIDE) serves the entire campus community, including Stony Brook University, Stony Brook Medicine and the Long Island State Veteran's Home and Stony Brook Southampton. The populations we serve include Stony Brook's world renowned faculty and medical staff; our undergraduate and graduate students, our professional, administrative and support staff; contract employee's working at Stony Brook and patients, visitors and guests.

We aim to provide a positive and respectful experience for everyone who contacts our office, especially anyone requiring assistance filing a complaint. We are available at the following:

Title IX:

<https://www.stonybrook.edu/commcms/oide-titleix/contact-us.php>

Marjolie Leonard

Senior Director, Title IX and ADA Coordinator

Fields of Specialization

Employment Equity Questions, Equity/Diversity Complaints, Sexual Harassment, Sexual Misconduct, Gender Bias Complaints, Diversity Training, Title IX Training, Accessibility Questions, Search and Selection Concerns and Questions, AAP Questions, Diversity Research and Special Projects

Antonio Ferrantino

Assistant Director

Fields of Specialization

Employment Equity Questions, Equity/Diversity Complaints, Sexual Harassment, Sexual Misconduct, Gender Bias Complaints, Diversity Training, Title IX Training, Search and Selection Concerns and Questions, Diversity Research and Special Projects

Lin Wu Tiedemann

Project Manager

Fields of Specialization

Employment Equity Questions, Search and Selection Concerns and Questions, AAP Questions

Kathryn N. Santiago

Title IX Investigator

Fields of Specialization

Sexual Harassment Questions/Complaints, Sexual Misconduct Question/Complaints, Gender Bias Questions/Complaints

Shanell Werts

EEO Investigator

Fields of Specialization

Employment Equity Questions, Equity/Diversity Complaints

Complaint Navigator

Samantha Winter

Complainant Navigator

Phone: 631-457-9981

Resources:

January

Martin Luther King, Jr., Day

Monday, January 21, 2019

Monday, January 20, 2020

February is Black History Month in the United States and Canada. Since 1976, the month has been designated to remember the contributions of people of the African Diaspora.

March is Women's History Month. Started in 1987, Women's History Month recognizes all women for their valuable contributions to history and society.

March is also National Developmental Disabilities Awareness Month, which was established to increase awareness and understanding of issues affecting people with intellectual and developmental disabilities.

March is National Multiple Sclerosis Education and Awareness Month. It was established to raise public awareness of the autoimmune disease that affects the brain and spinal cord and assist those with multiple sclerosis in making informed decisions about their health care.

April is Celebrate Diversity Month, started in 2004 to recognize and honor the diversity surrounding us all. By celebrating differences and similarities during this month, organizers hope that people will get a deeper understanding of each other.

April is Autism Awareness Month, established to raise awareness about the developmental disorder that affects children's normal development of social and communication skills.

May is Asian Pacific American Heritage Month in the United States. The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks on the project were Chinese immigrants.

May 5: Cinco de Mayo, a Mexican holiday commemorating the Mexican army's 1862 victory over France at the Battle of Puebla during the Franco-Mexican War (1861-1867). This day celebrates Mexican culture and heritage, including parades and mariachi music performances.

June is LGBTQ Pride Month

Library of Congress webpage on Pride Month

<https://www.loc.gov/lgbt-pride-month/about/>

Lesbian, Gay, Bisexual and Transgender Pride Month (LGBT Pride Month) is currently celebrated each year in the month of June to honor the 1969 Stonewall riots in Manhattan. The Stonewall riots were a tipping point for the Gay Liberation Movement in the United States. In the United States the last Sunday in June was initially celebrated as “Gay Pride Day,” but the actual day was flexible. In major cities across the nation the “day” soon grew to encompass a month-long series of events. Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBT Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally, and internationally.

In 1994, a coalition of education-based organizations in the United States designated October as LGBT History Month. In 1995, a resolution passed by the General Assembly of the National Education Association included LGBT History Month within a list of commemorative months.

LGBT History Month is also celebrated with annual month-long observances of lesbian, gay, bisexual and transgender history, along with the history of the gay rights and related civil rights movements. National Coming Out Day (October 11), as well as the first “March on Washington” in 1979, are commemorated in the LGBT community during LGBT History Month.

June 19th Juneteenth, also known as Freedom Day or Emancipation Day. It is observed as a public holiday in 14 U.S. states. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War. June 19, therefore, became the day of emancipation for thousands of Black Americans.

August 26, 2018 is Women’s Equality Day, which commemorates the August 26, 1920 certification of the 19th Amendment to the United States Constitution that gave women the right to vote. Congresswoman Bella Abzug first introduced a proclamation for Women’s Equality Day in 1971. Since that time, every president has published a proclamation recognizing August 26 as Women’s Equality Day.

September is Hispanic Heritage Month (From September 15th to October 15th). This month corresponds with Mexican Independence Day, which is celebrated on September 16, and recognizes the revolution in 1810 that ended Spanish dictatorship.

October is National Disability Employment Awareness Month. This observance was launched in 1945 when Congress declared the first week in October as “National Employ the Physically Handicapped Week.” In 1998, the week was extended to a month and renamed. The annual event draws attention to employment barriers that still need to be addressed. October is also LGBT History Month, a U.S. observance started in 1994 to recognize lesbian, gay, bisexual, and transgender history and the history of the gay rights movement.

November is National Native American Heritage Month, which celebrates the history and contributions of Native Americans.

December 1: World AIDS Day, commemorating those who have died of AIDS, and to acknowledge the need for a continued commitment to all those affected by the HIV/AIDS epidemic.

Reference:

Diversity Best Practices:

<https://www.diversitybestpractices.com/2018-diversity-holidays>