FOR ITALIAN AMERICANS

Contact:
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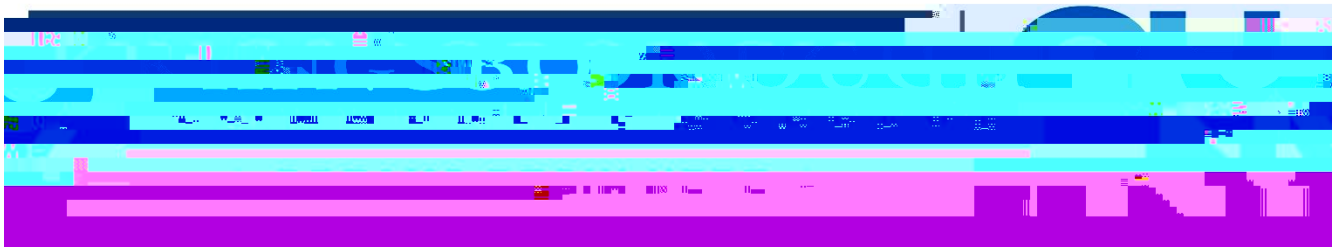
Chief Diversity Officer & Title IX/ADA Coordinator

Office of Equal Opportunity & Diversity Management
A Division of the Office of the President

Please contact Michael J. Valente, Esq. via email or call (718) 368-6793 if you need assistance with reading this document due to a disability.

This plan is available for review at:
The Office of Equal Opportunity & Diversity Management, Room V231 or visit our website.



- Class of 2019 Honor Student, Emmerline Ragoonath-DeMattos, awarded Finch Scholarship. This scholarship is awarded annually to four community college females in the New York, New Jersey, and Connecticut area who are transferring to an accredited four-year college.
- Kingsborough Faculty Spotlight to congratulate Professors Maureen Fadem, Lea Fridman and Cheryl Smith on receiving the William P. Kelly Research Fellowship for the 2019-2020 academic year. The award, launched by Interim Chancellor William P. Kelly, is part of h E z $t rategy to support and grow faculty research and scholarly activity at h E z [ommunity colleges.
- Kingsborough Community College received $1 million E612 792 reW*nBT/F6 11.04 Tf1 0 0 1 54 622.42 Tm352q0.T

- <]vP•}ŒE}ProfessorZ[o, Janice Mehlman was featured in the newly revised ^ World History of WZ}š}PŒby‰ZoÇi_ Rosenblum. Titled ^s]ou}š]}v•the_featured photograph was included in an exhibition at >}v }v[•ia Art Gallery Intimate Truths, probing issues of biology, gender, sexuality, and emotion through the interconnected dynamic of human relationships through abstract arrangements of fabric.
- January 2020 t Governor Andrew µ}u}[2020 State of the State Address was presented at Kingsborough Community College by Lola W. Brabham, New York State Department of Civil Service Acting Commissioner.
- February 2020 t <[•Maritime Technology Apprenticeship Program was approved for $857,543 in funding as part of the New York State Workforce Development Initiative.
- The Journal of Adult & Continuing Education accepted for publication, "Formative Study of Noncredit Students at Kingsborough Community College, hEz_written by Christine Zagari, Director of Workforce Development and Sara Davaasambuu, a former Cap One Researcher.
- Dr. Debra Schultz, Assistant Professor of History, received a $40,000 ACLS/Mellon Community College Faculty Fellowship for her project In the Footsteps of Emmett Till: An Intellectual and Experiential Engagement with Civil Rights Movement

Stud˘ y

x Integrity t

We compare the employee population with the Labor Market from which CUNY would reasonably recruit, train, or promote, by job group. CUNY re-calculates

Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan)

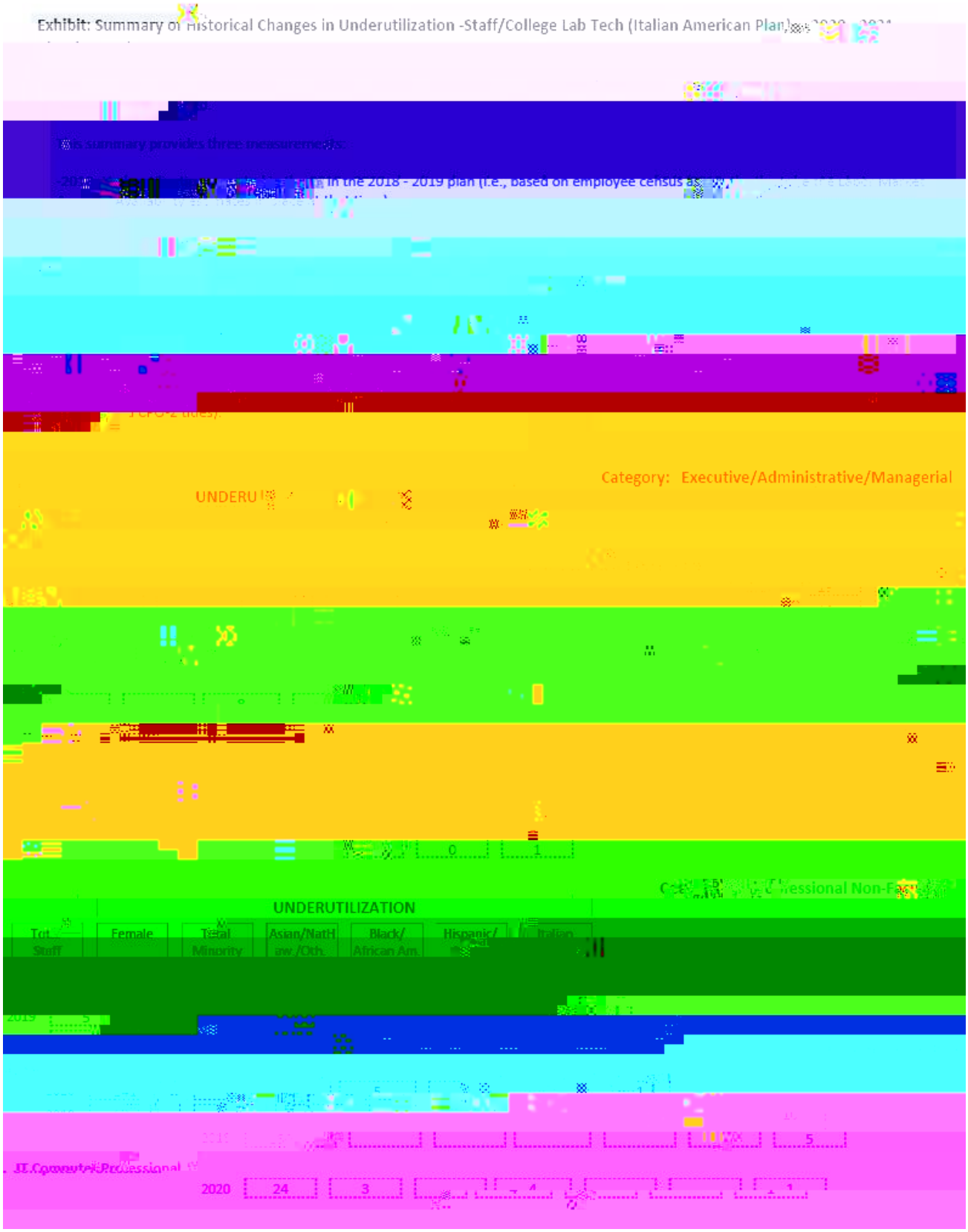


Exhibit: Summary of Historical Changes in Underutilization -Staff/College Lab Tech (Italian American Plan)

Exhibit: Summary of Historical Ch

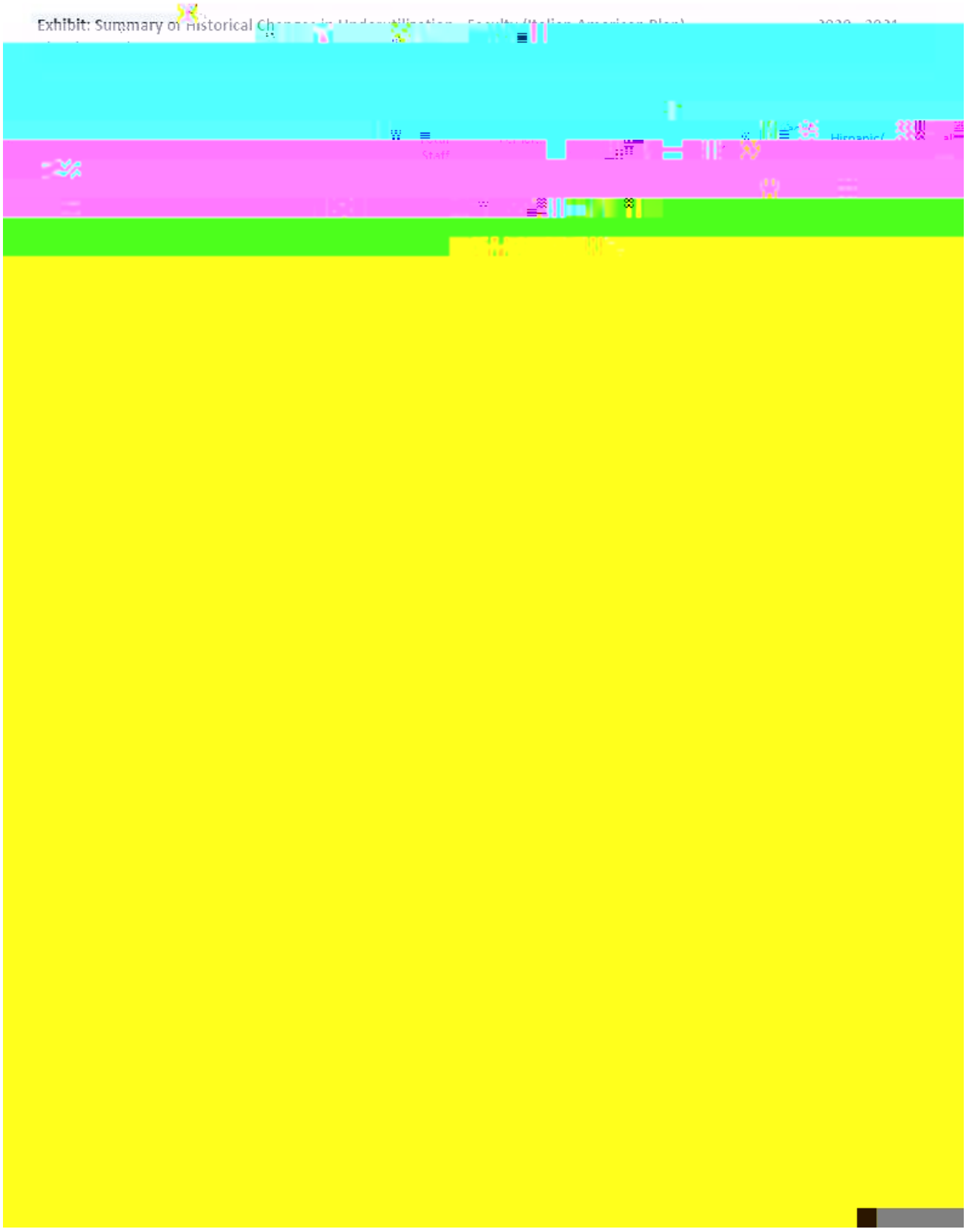


Exhibit: Summary of Historical

Category: Faculty-Librarian

- We saw no changes in total staff. In the underutilization of Black/African Am, we saw a change from 1 to no underutilization.

Category: Faculty-Professorial

- We saw no changes in total staff. There was a decrease in the underutilization of Asian from 11 to 9.

Last year,

- Women in Law Enforcement/Career Panel Discussion
- ^ s P] D } v } o } P µA performance to break down the barriers of secrecy and shame surrounding both the use of the word — À P] v _

- The Flamenco Festival 2020 at KCC, with award-winning Maria Moreno in Alas de Recuerdo
- Disability Awareness Week, April 2-8, 2020
- KCTL t committed to advancing student learning through:
  - Faculty Interest Groups (FIG):
    - Bodies and Sexualities in the Classroom
    - Culturally Responsive Teaching: Language Diversity in the Classroom
    - t } u v [• Gender and Sexuality Studies
  - Winter Workshops 2020: The Promise and Practice of Inclusive Teaching
  - Grant Writing Workshops
  - Student Mentoring Program
- International Peace Day!
- UndocuAlly Trainings

Impact on Faculty/Staff/Students:

-

A. SUMMARY ORGANIZATION CHART

B. RE-AFFIRMATION LETTER

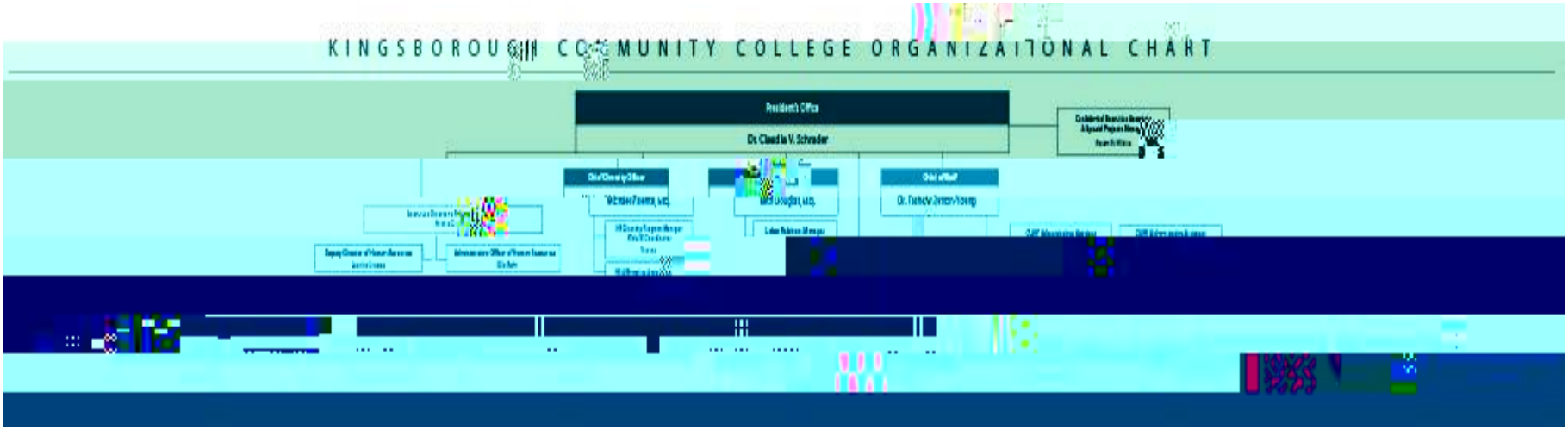
C. JOB GROUPS AND LABOR MARKET AVAILABILITY

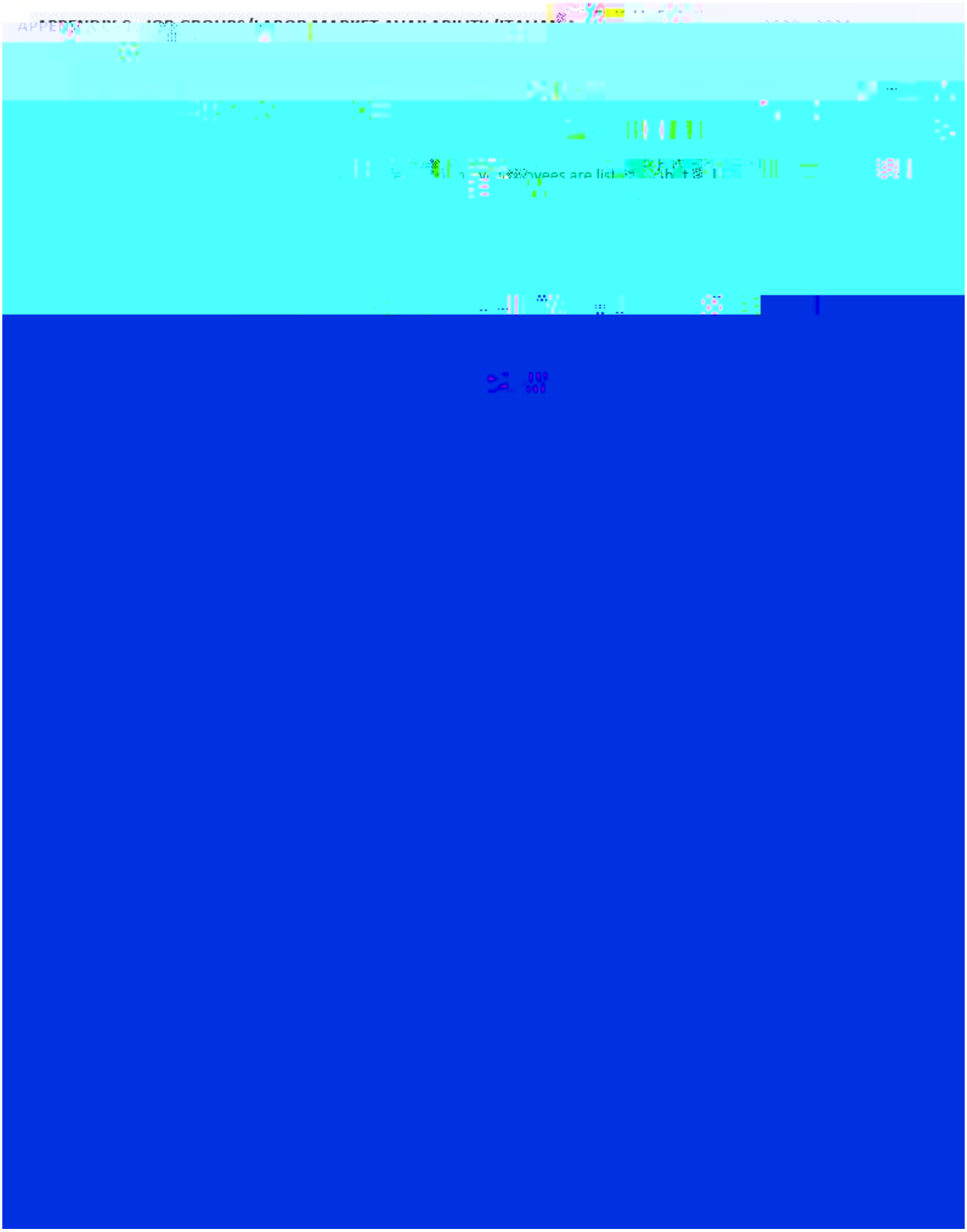
D. ACADEMIC DEPARTMENTS BY DISCIPLINE AND COLLEGE LAB TECHNICIAN CATEGORY

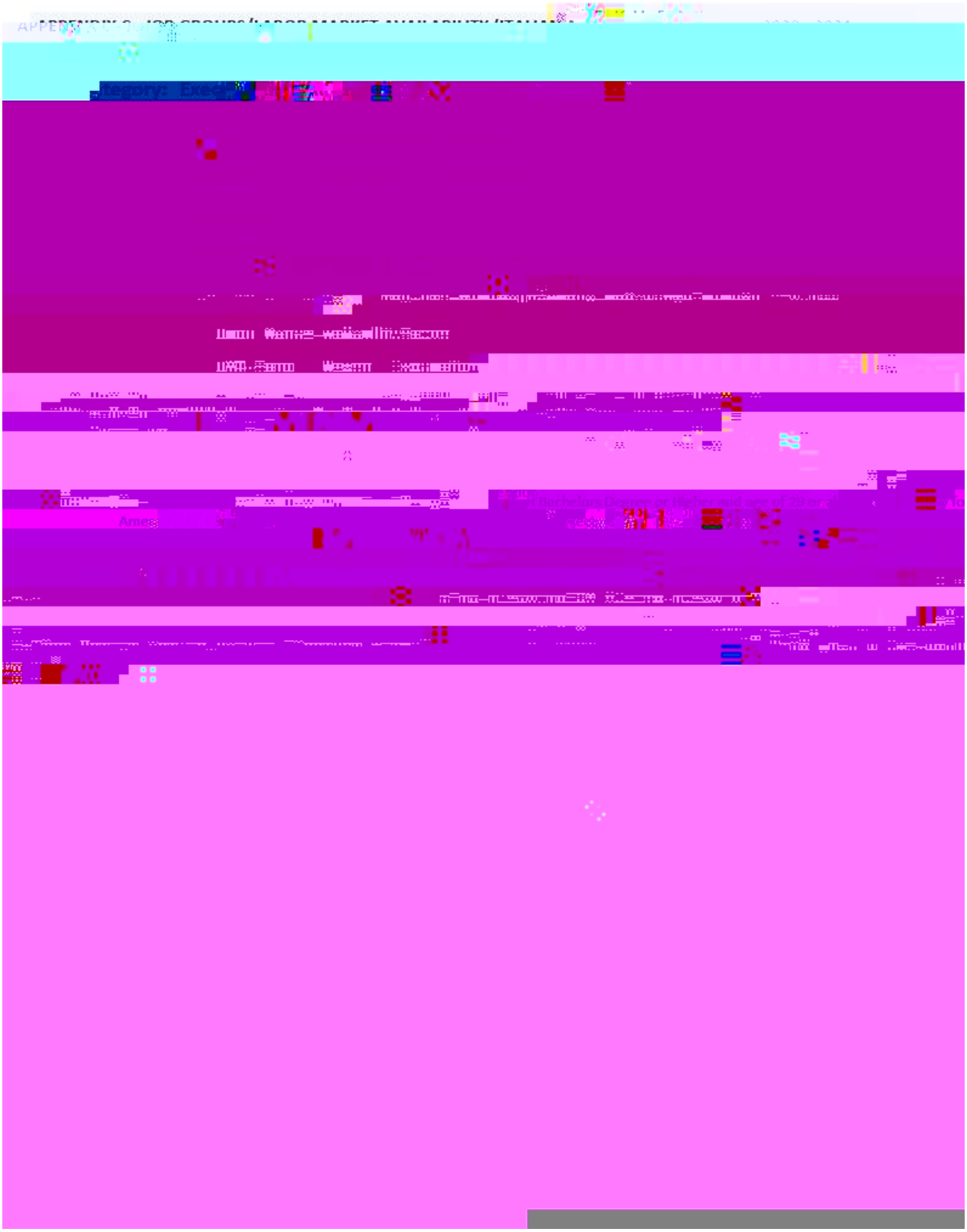
E. UTILIZATION ANALYSIS (ADMINISTRATORS AND STAFF, COLLEGE LAB TECHNICIANS, FACULTY)

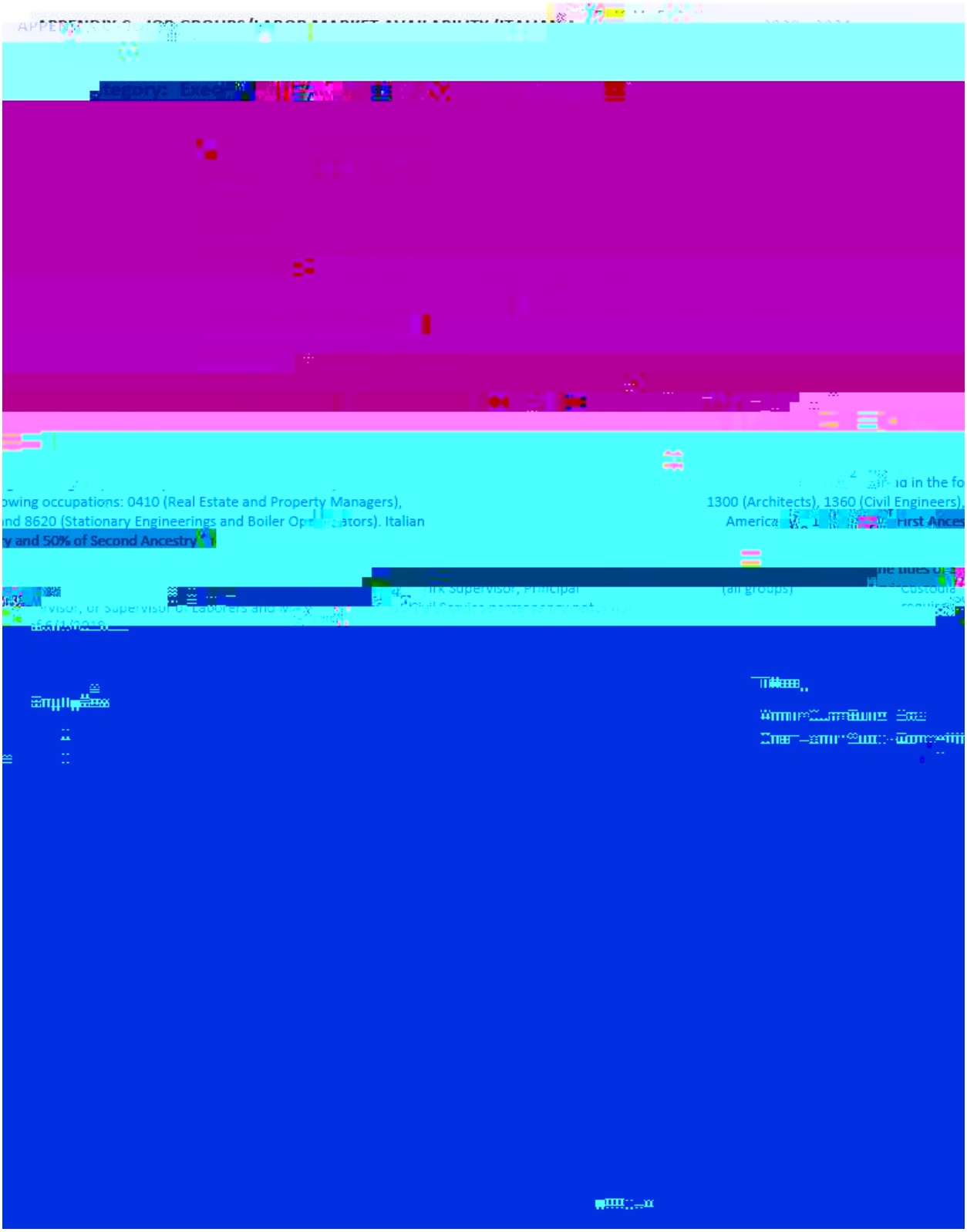
F. SUMMARY OF PERSONNEL ACTIVITIES

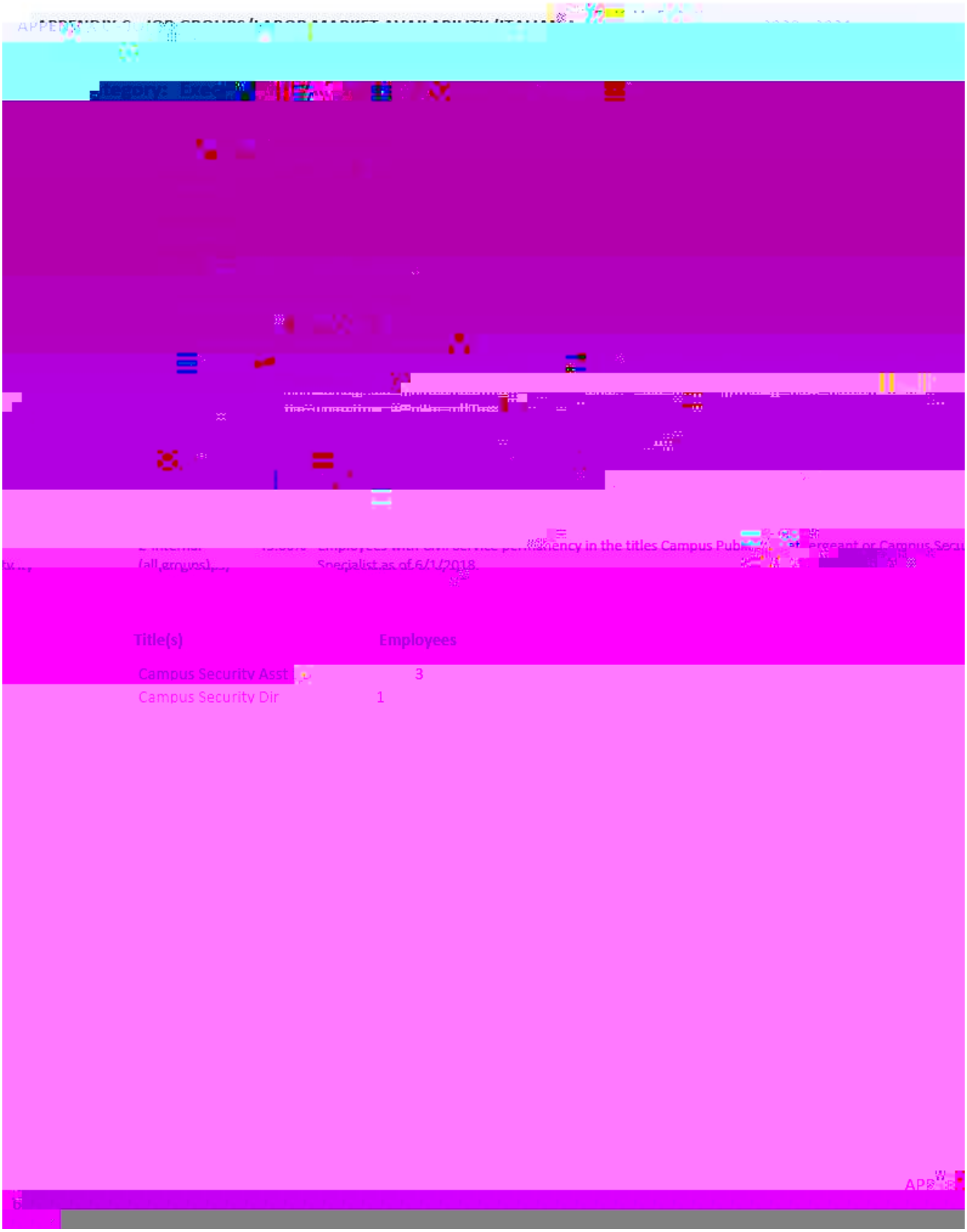
G. SUMMARY OF RECRUITMENT ACTIVITIES


KINGSBOROUGH COMMUNITY COLLEGE ORGANIZATIONAL CHART
President's Office
Dr. Claudia V. Schrader

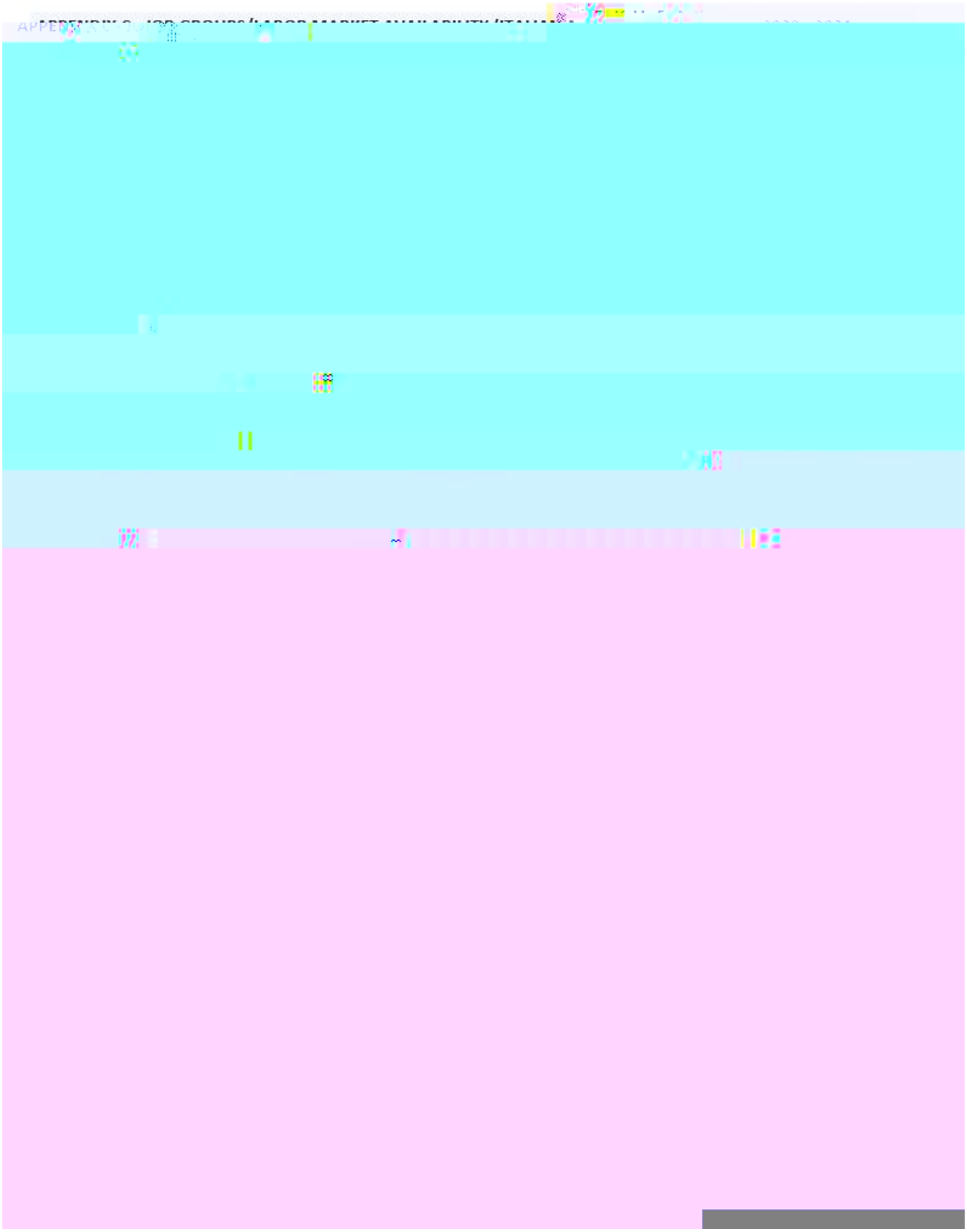


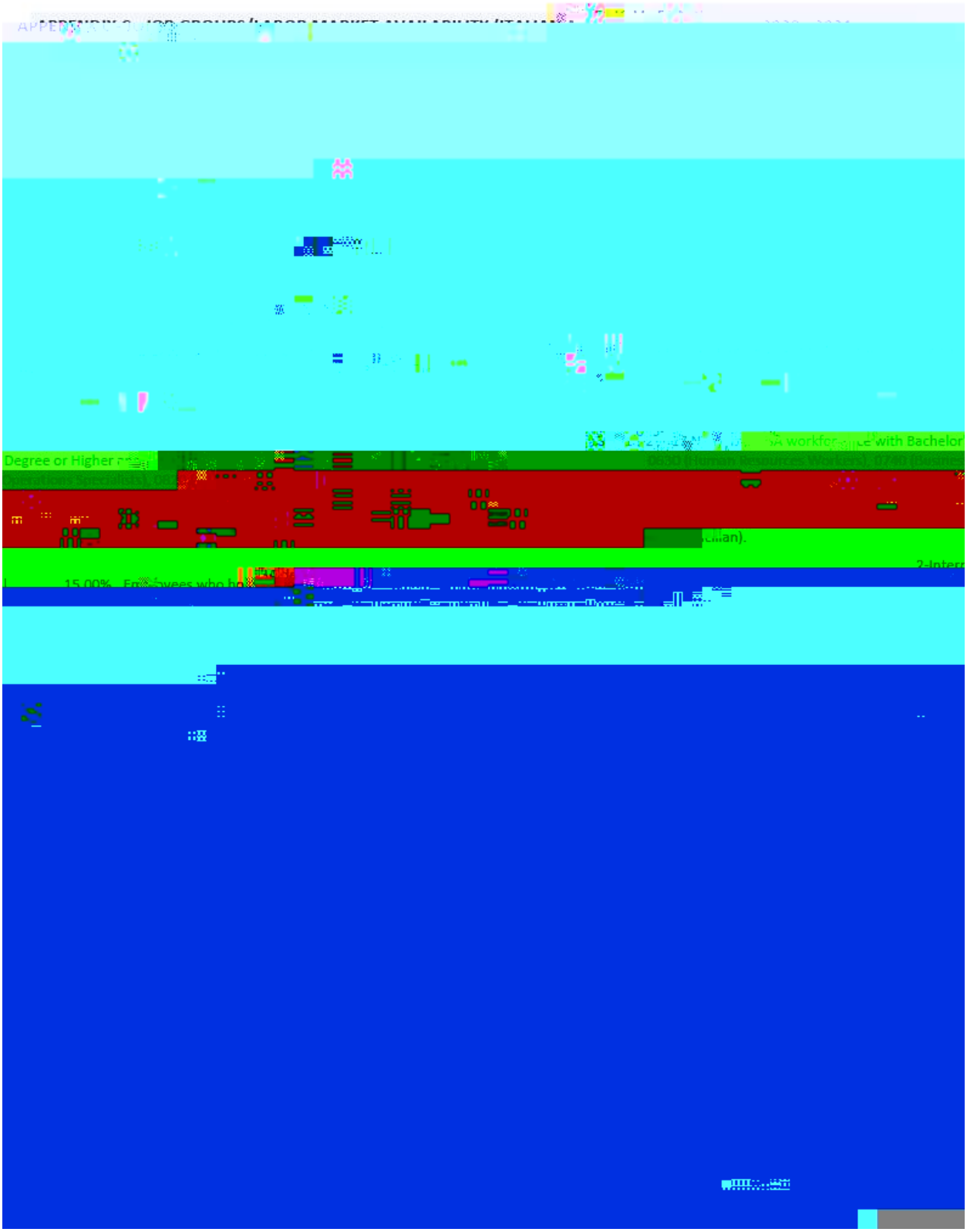


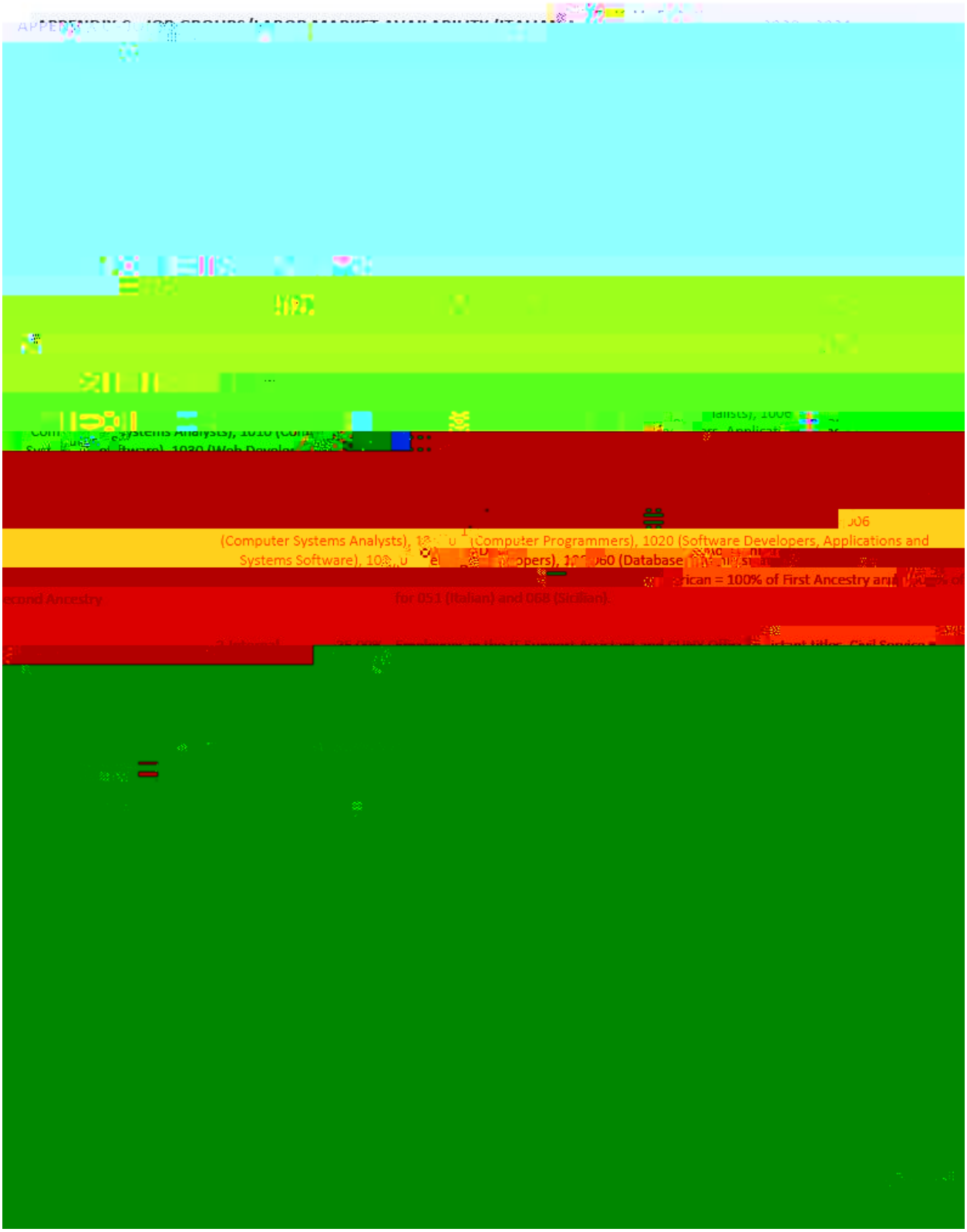


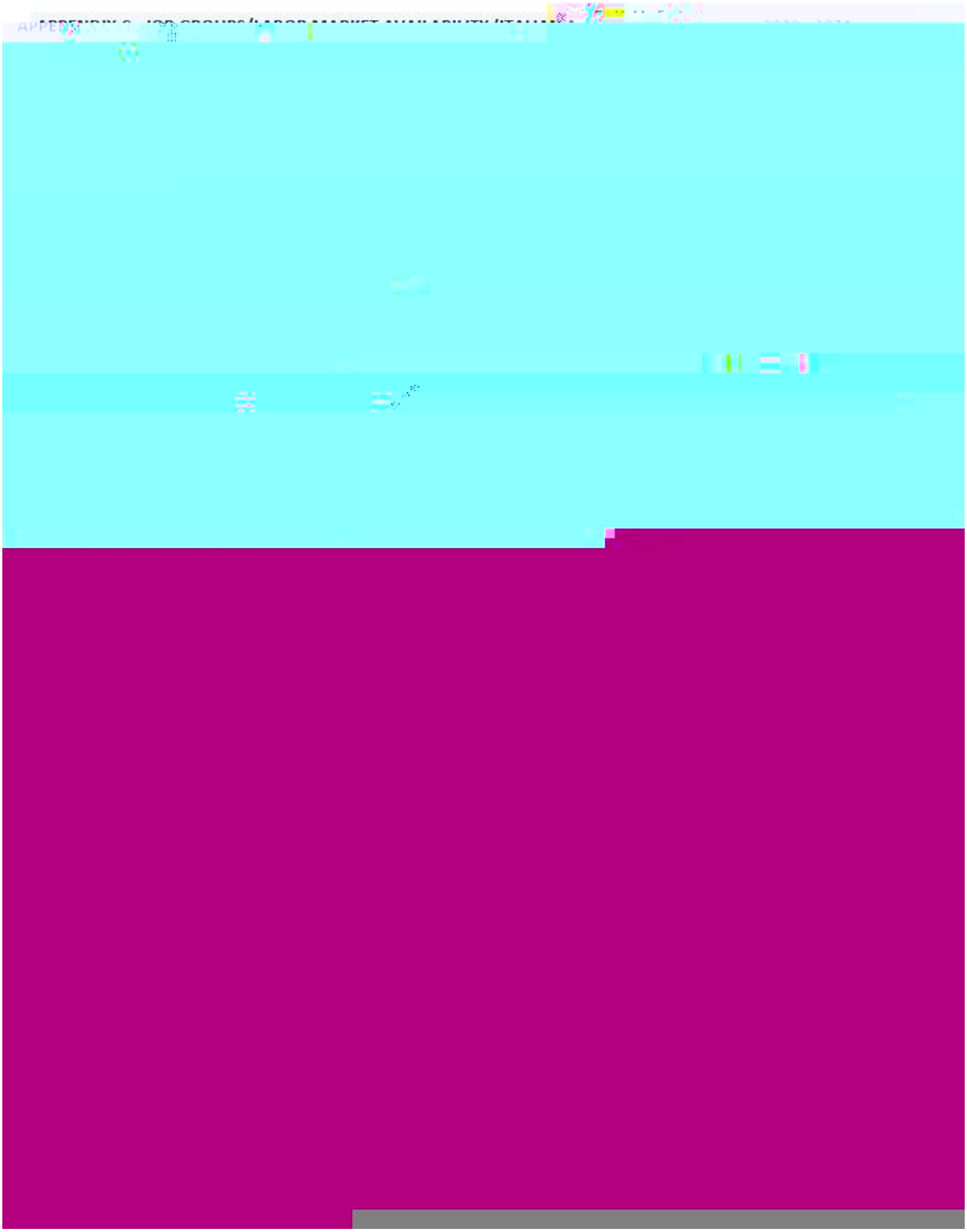


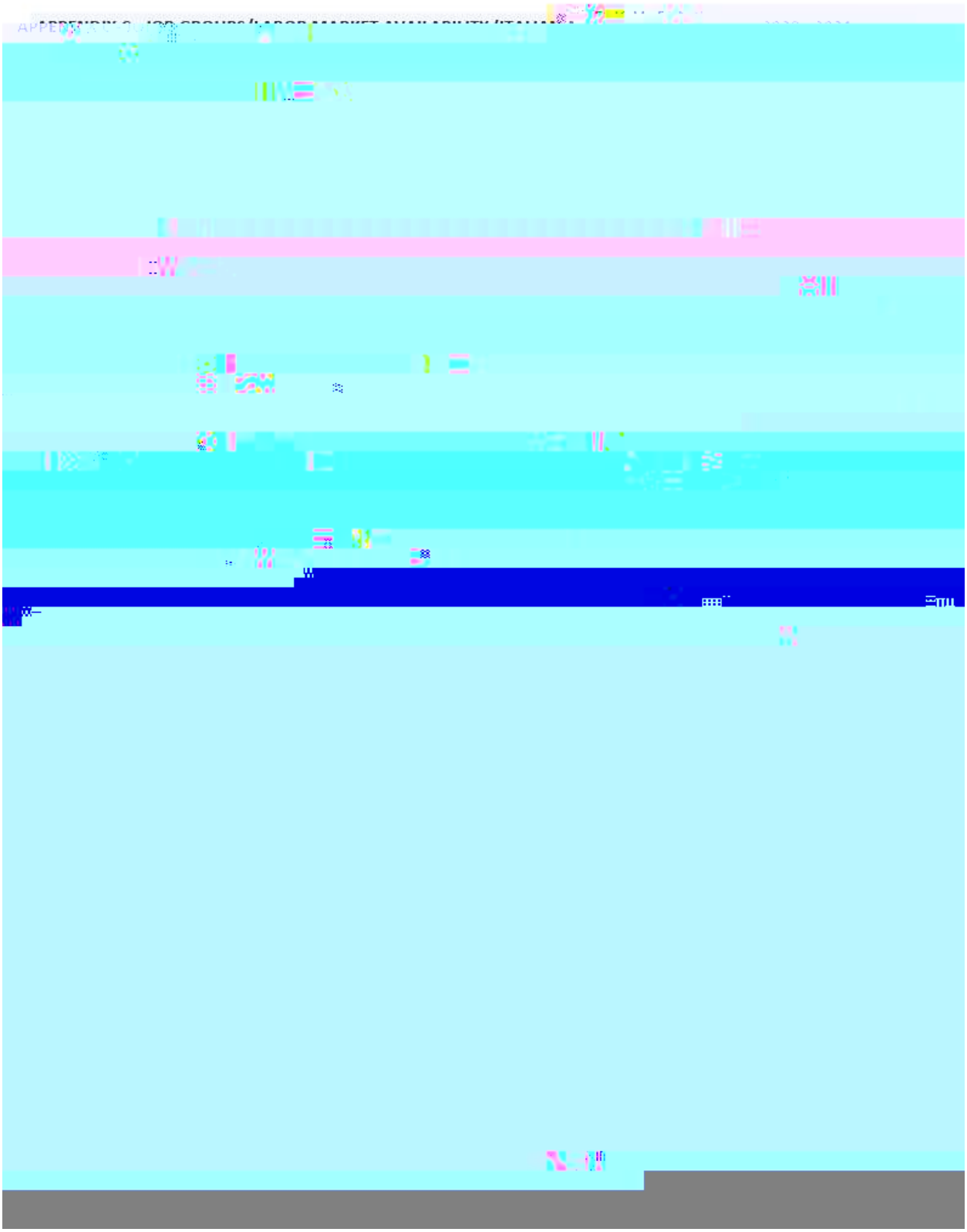
Title(s)	Employees
Campus Security Asst	3
Campus Security Dir	1



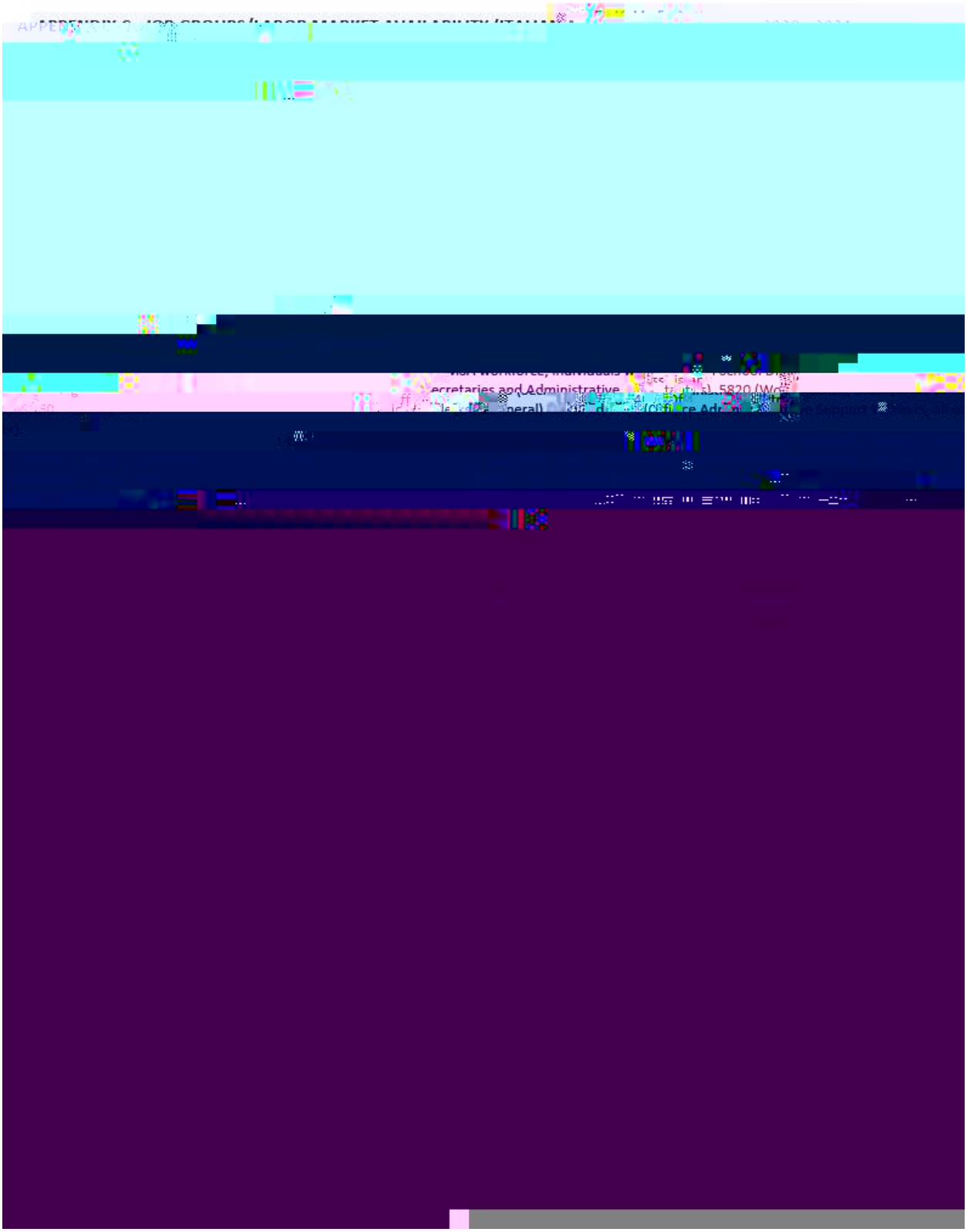


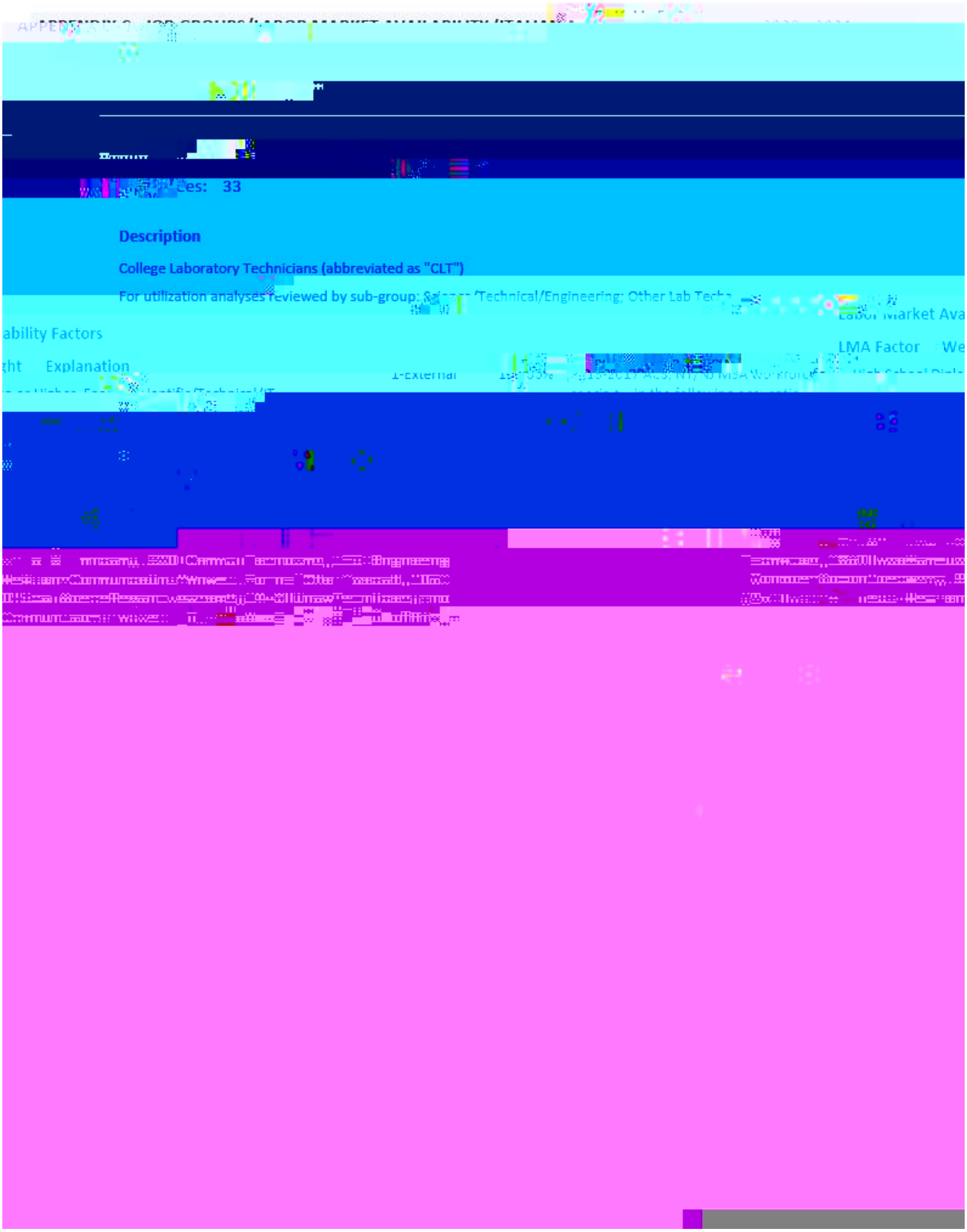

J06
(Computer Systems Analysts), 1
(Computer Programmers), 1020 (Software Developers, Applications and
Systems Software), 10
ican = 100% of First Ancestry an
for 051 (Italian) and 068 (Sicilian).

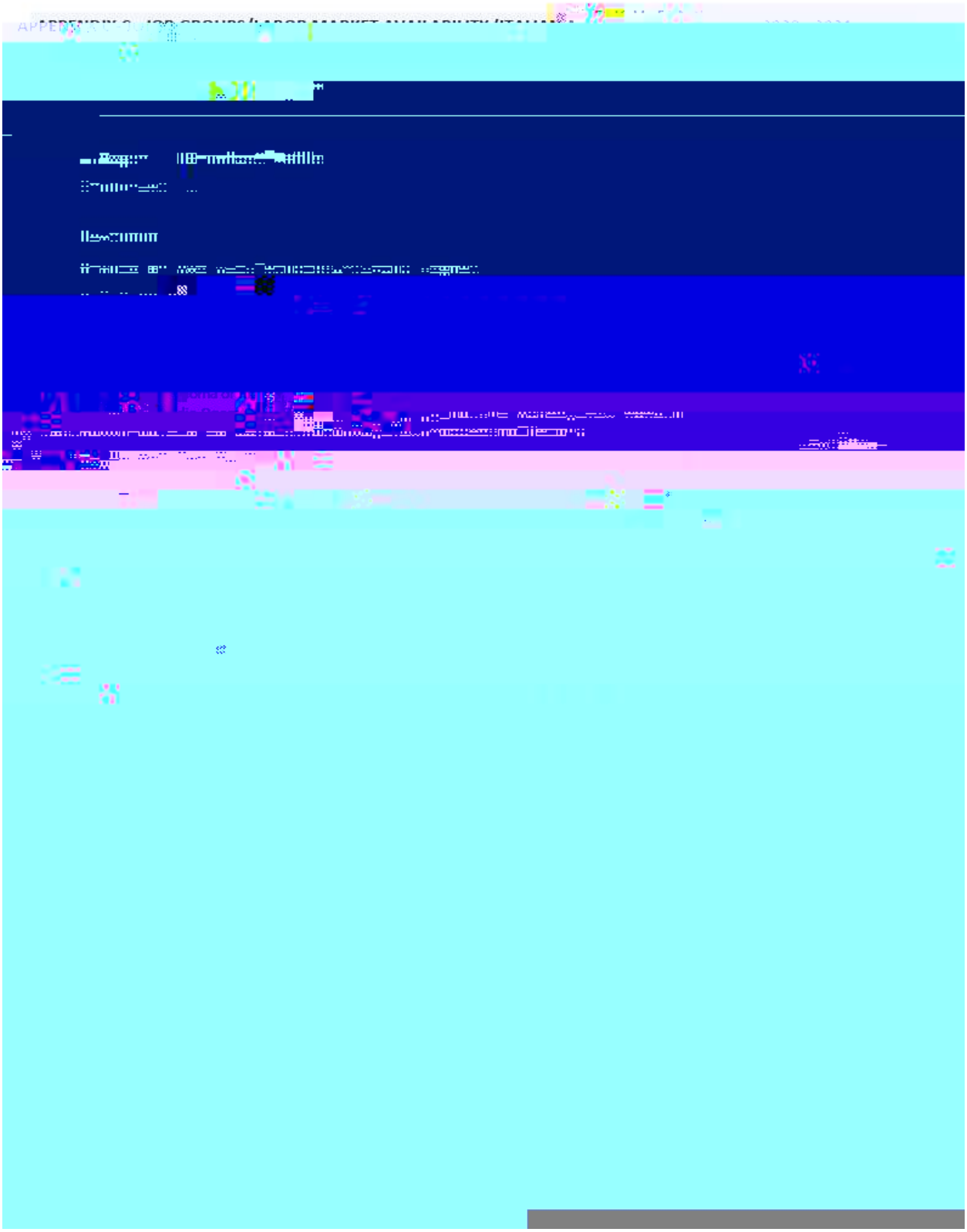


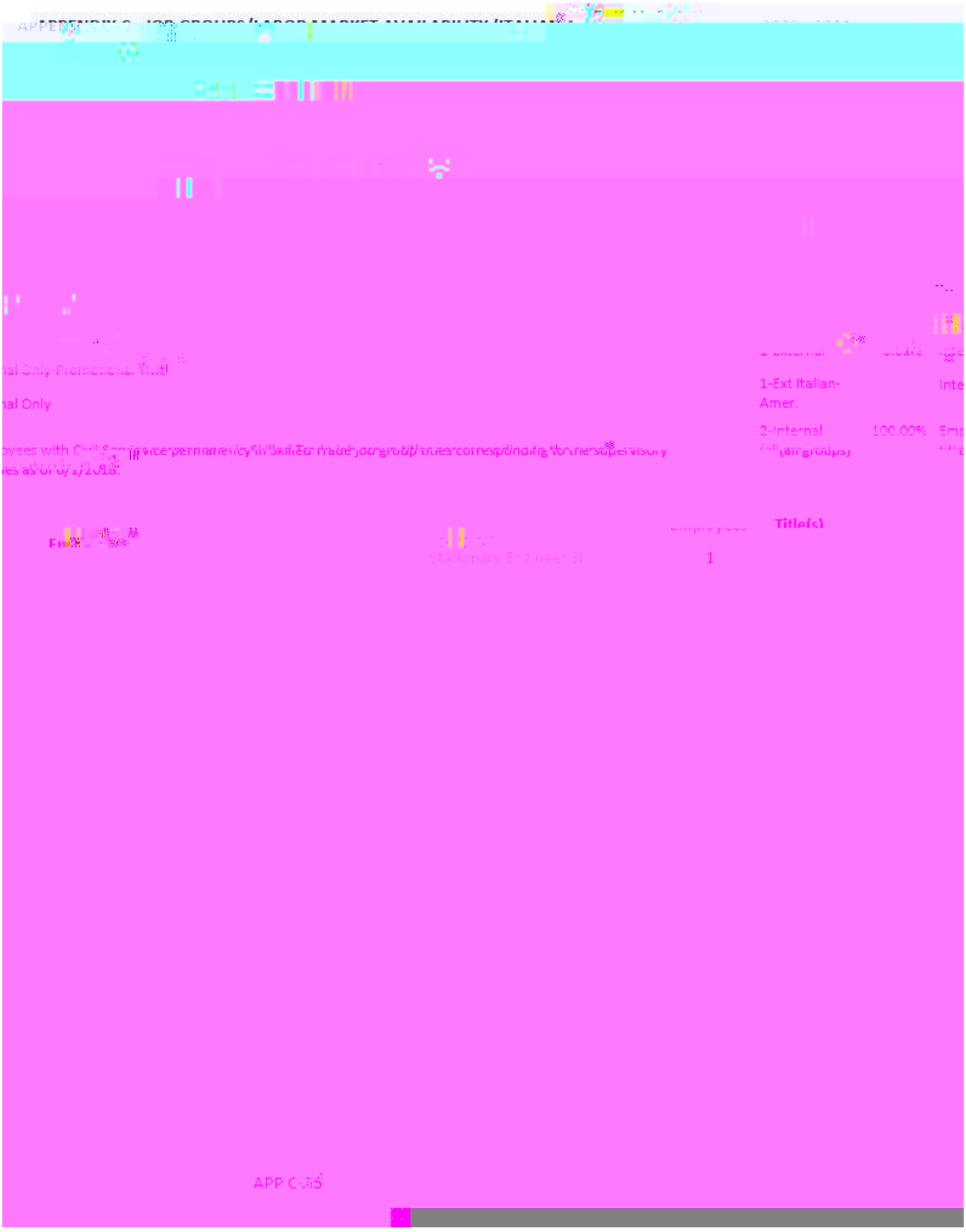


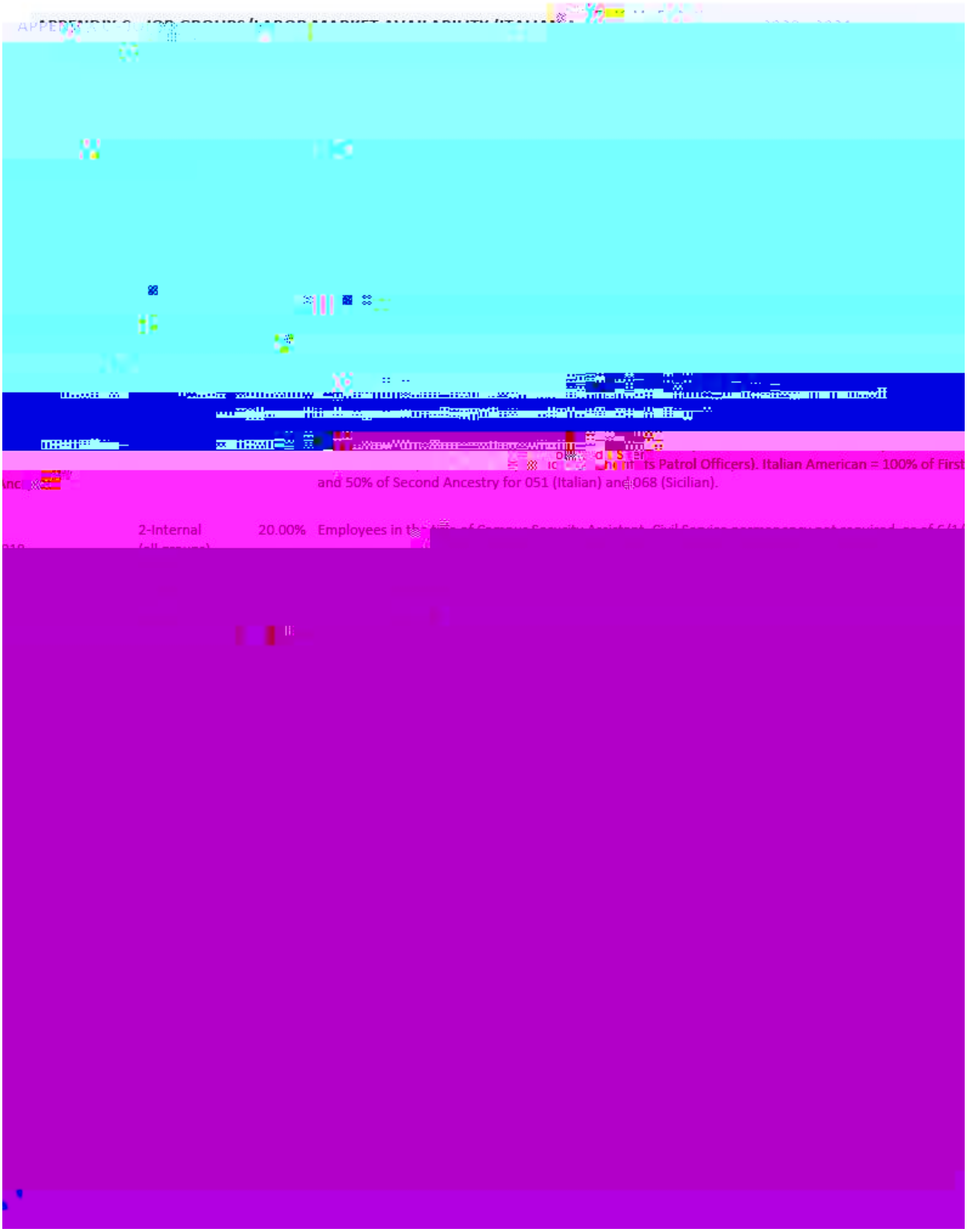
Title(s)
Employees
16
Group:
Mail Services Worker

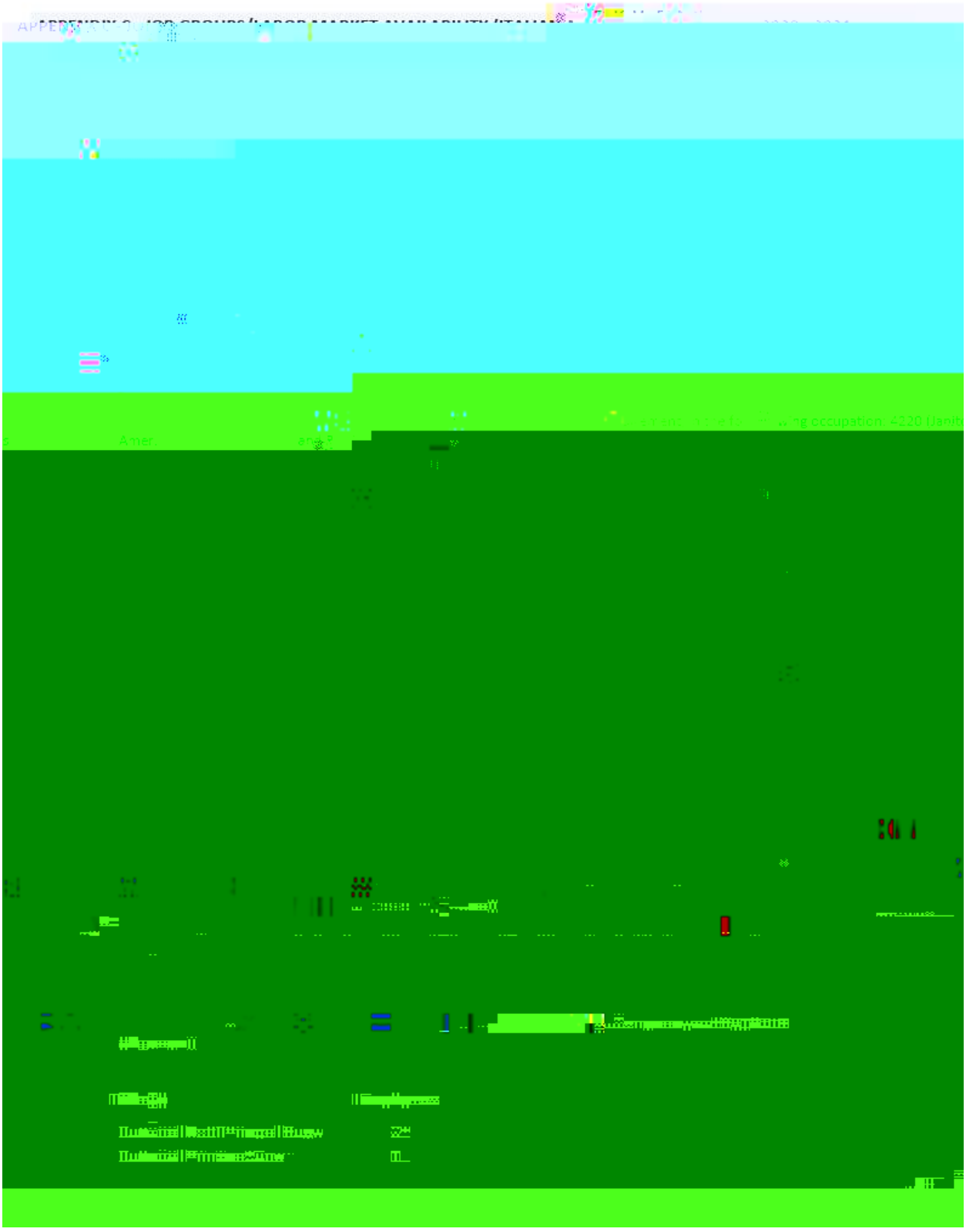


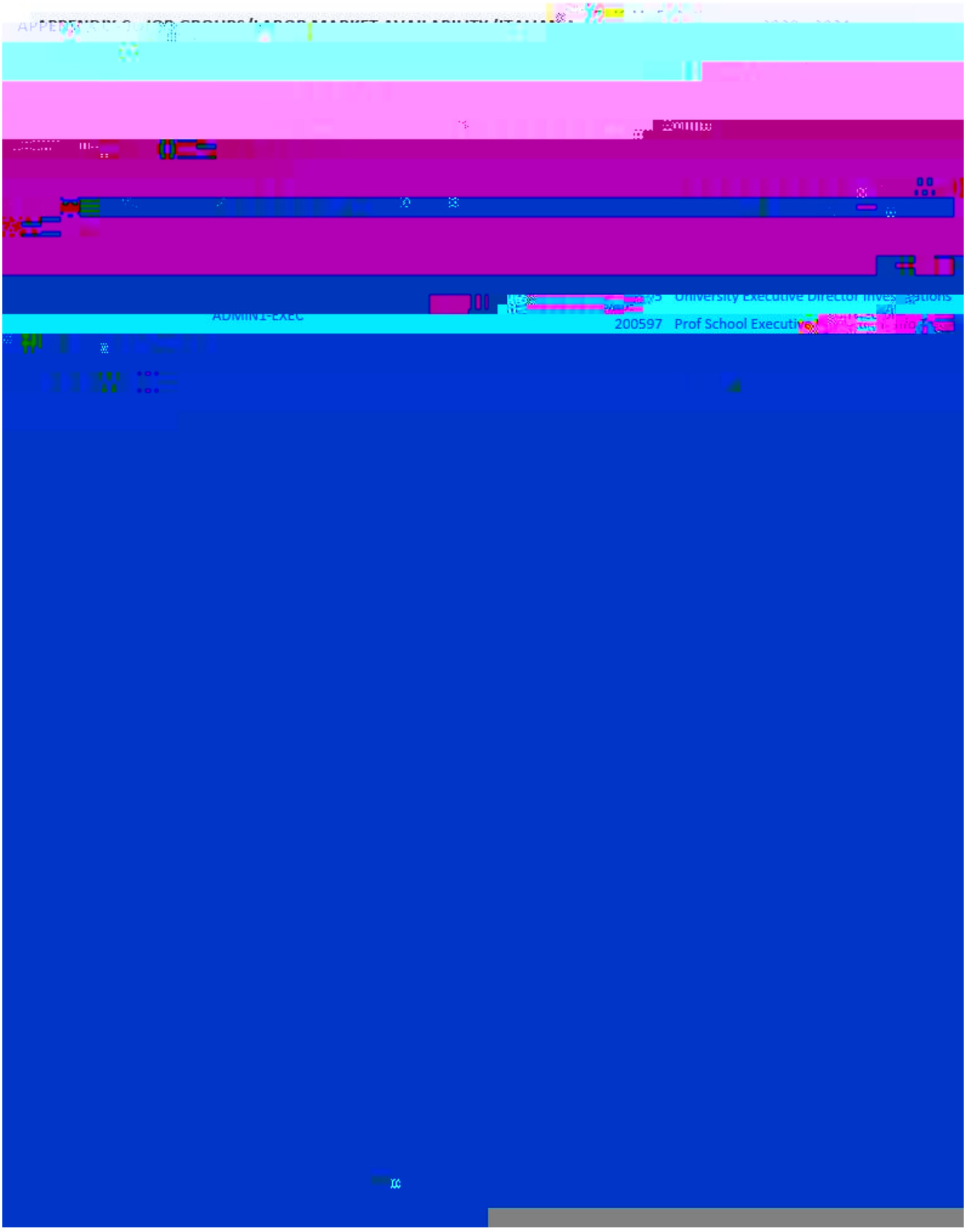

ces: 33
Description
College Laboratory Technicians (abbreviated as "CLT")
For utilization analyses reviewed by sub-group: Science Technical/Engineering: Other Lab Techs
ability Factors
ght Explanation
LMA Factor

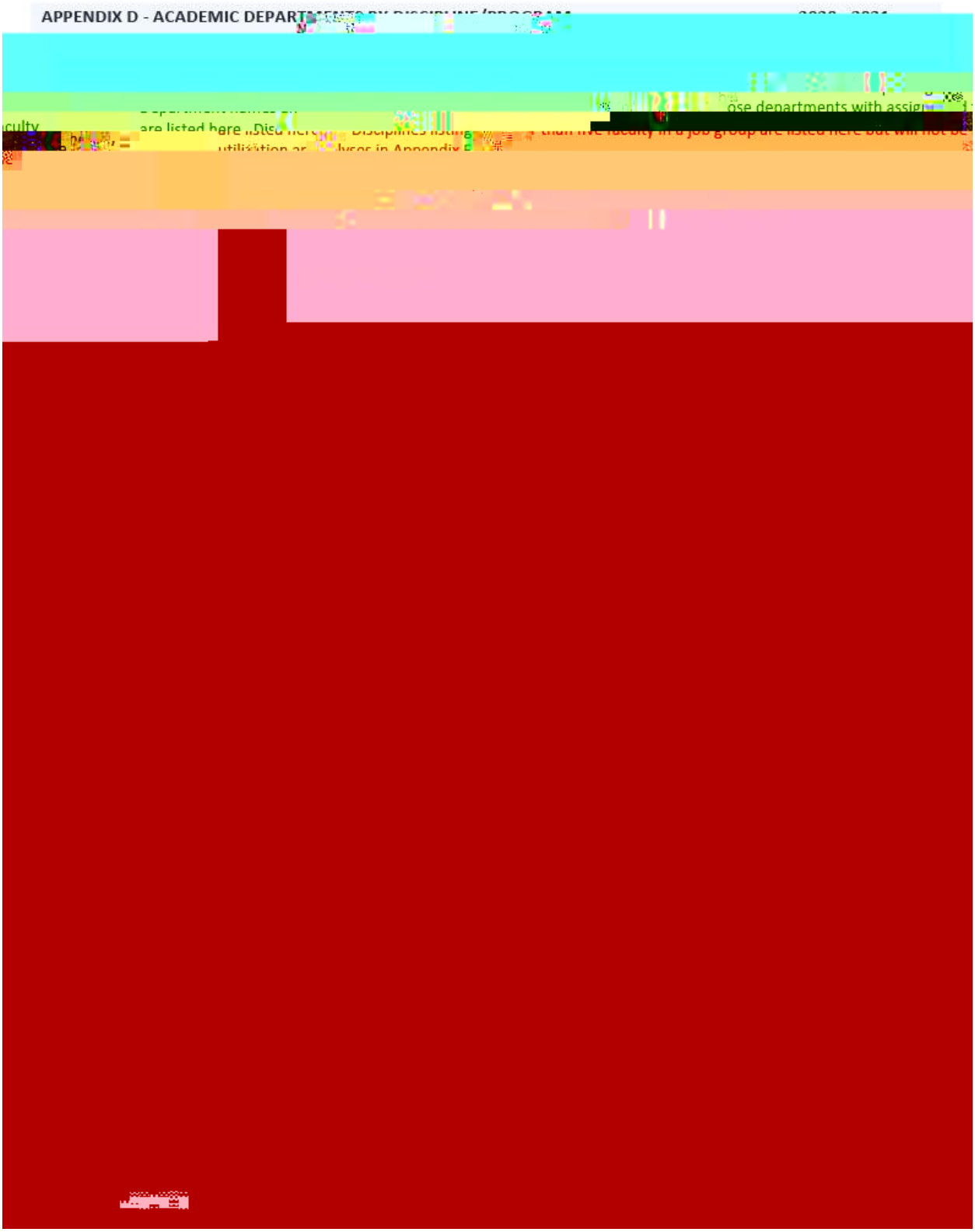



1-Ext Italian-Amer.
2-Internal (all groups)
100.00%
Title(s)
Stationary Engineer-Sf
1


and 50% of Second Ancestry for 051 (Italian) and 068 (Sicilian).
2-Internal
20.00%
Employees in th

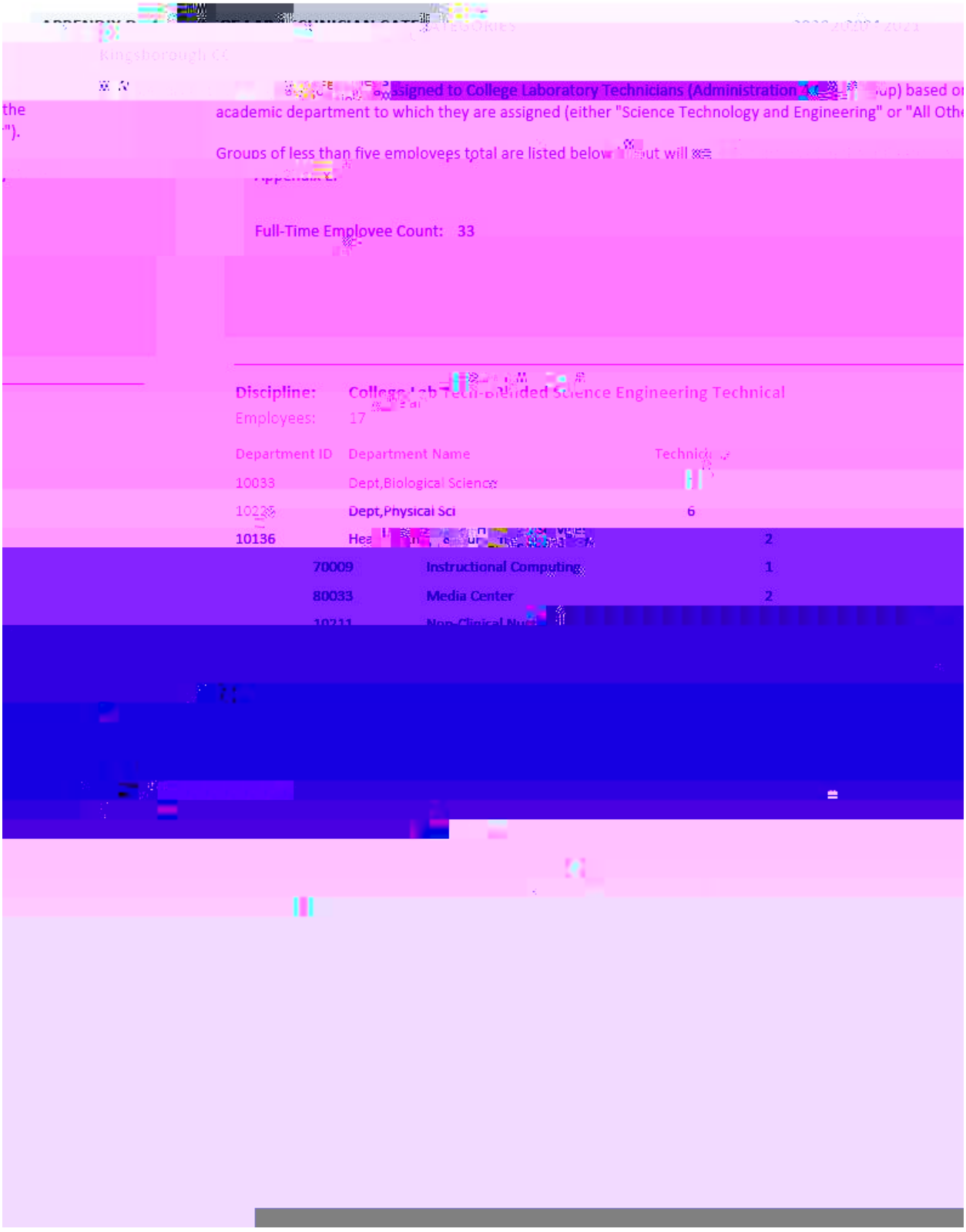



ADMIN1-EXEC
200597 Prof School Executive


APPENDIX D - ACADEMIC DEPART
ose departments with assig
are listed here. Disc
than five faculty in a job group are listed here but will not be
utilization ar
lyses in Appendix

APPENDIX D - ACADEMIC DEPART

APPENDIX D - ACADEMIC DEPART
Faculty: 16
Department ID Department Name
10225
Discipline: Social Sciences
Faculty: 37
Department ID Department Name



Kingsborough CC

assigned to College Laboratory Technicians (Administration ...up) based o
the academic department to which they are assigned (either "Science Technology and Engineering" or "All Othe
").

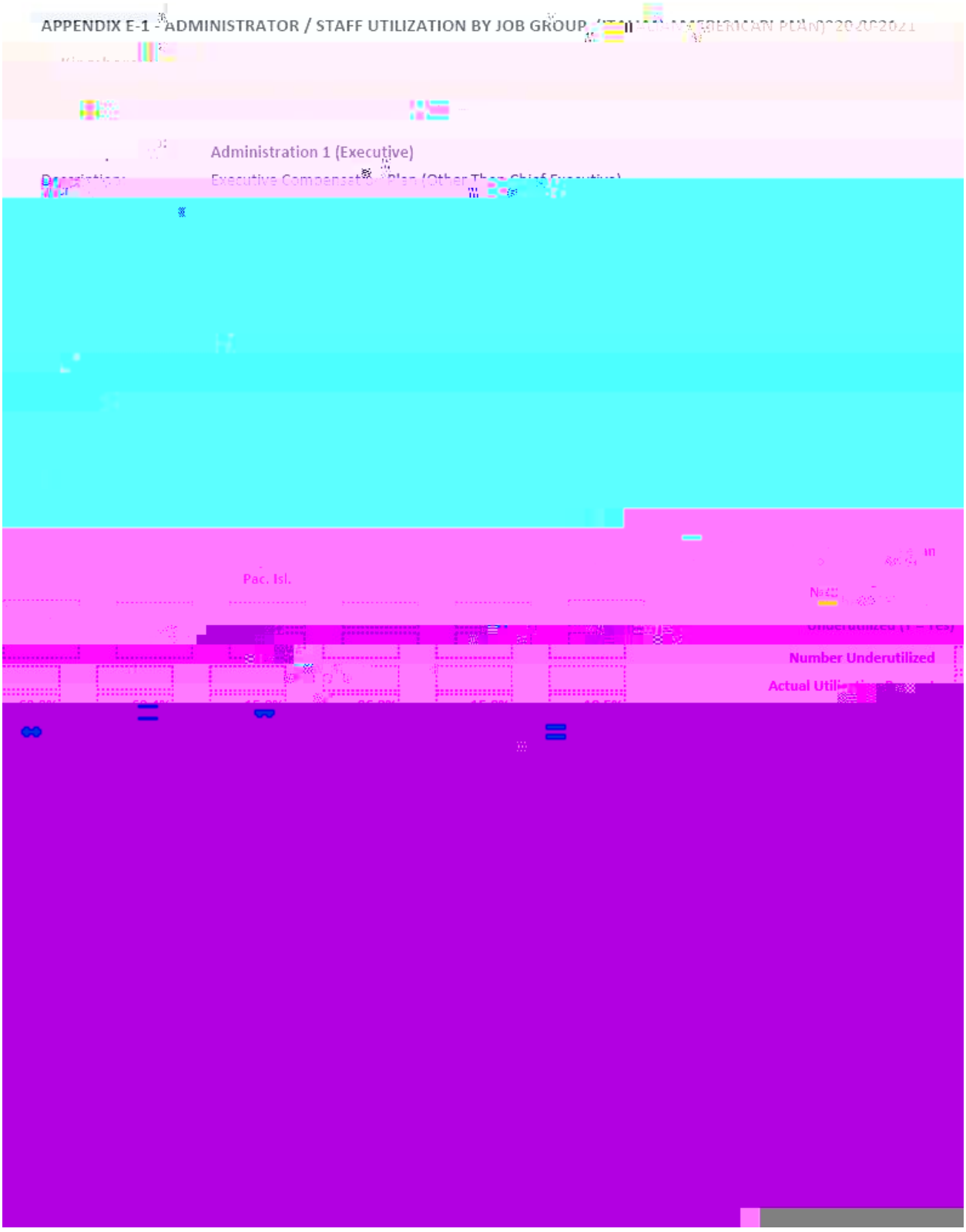
Groups of less than five employees total are listed below but will ...

Full-Time Employee Count: 33

Discipline: College Lab Tech-Blended Science Engineering Technical
Employees: 17

Department ID	Department Name	Technic...
10033	Dept,Biological Scienc...	
1022...	Dept,Physical Sci	6
10136	Hea...	2
70009	Instructional Computing	1
80033	Media Center	2
10211	Non-Clinical Nurs...	

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP


APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
Administration 1 (Executive)
Pac. Isl.
Number Underutilized

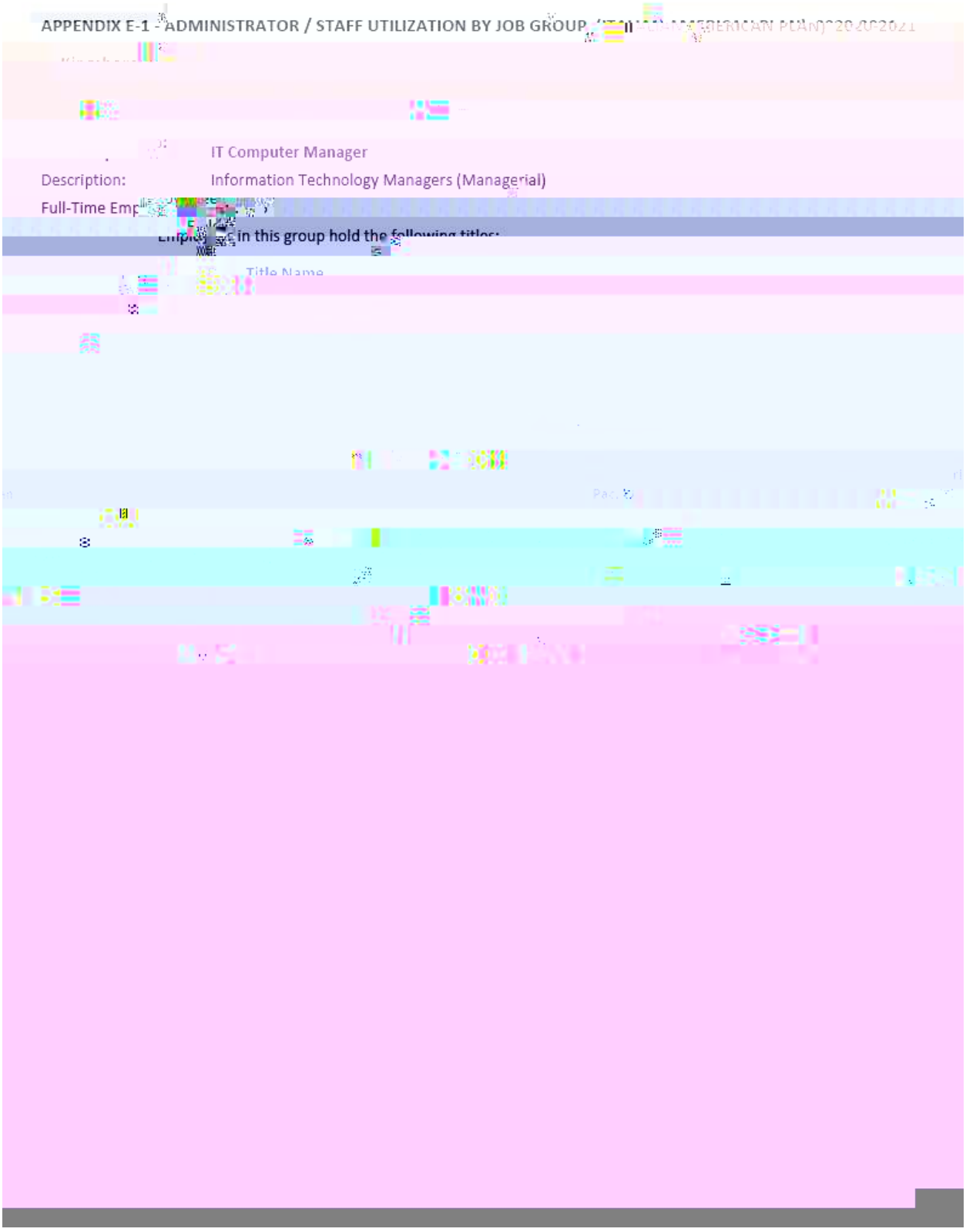
APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

Administration 2 (Manager)

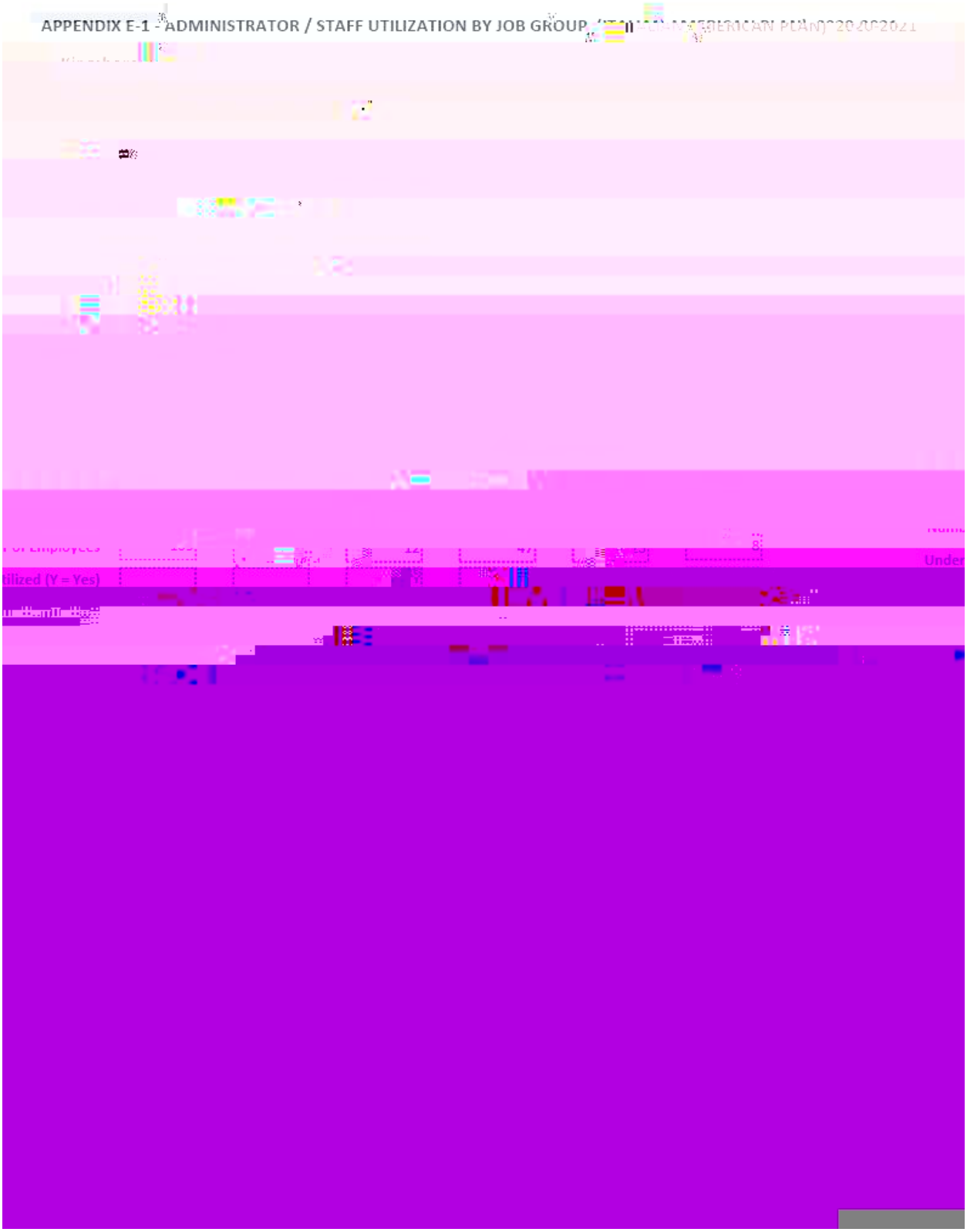
Description:

10.0%

APP E1-3


APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
IT Computer Manager
Description:
Information Technology Managers (Managerial)
Full-Time Emp
In this group hold the following titles:
Title Name

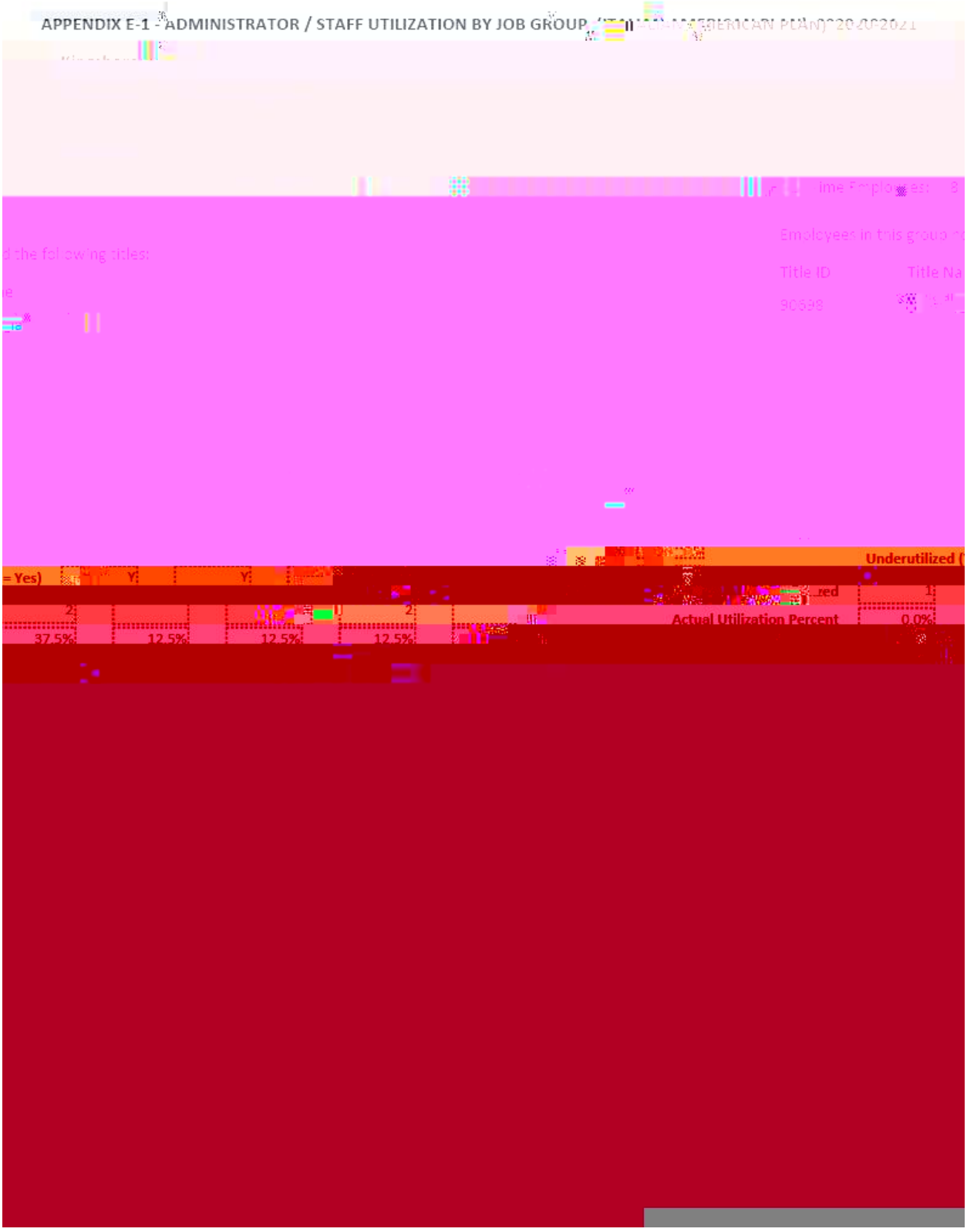
APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP, (TRIBAL AMERICAN PLAN) 2020-2021



APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

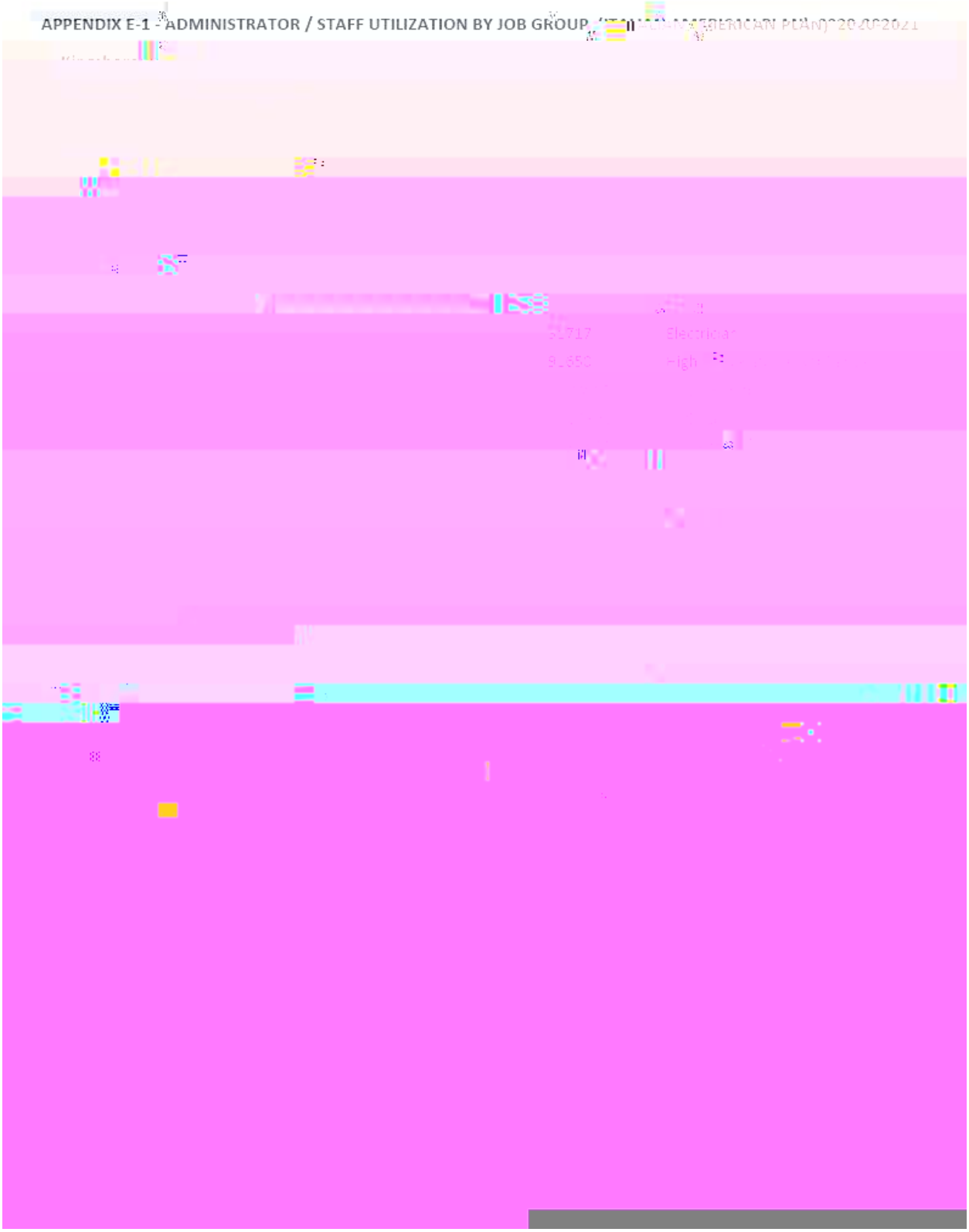
APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP

16.2%

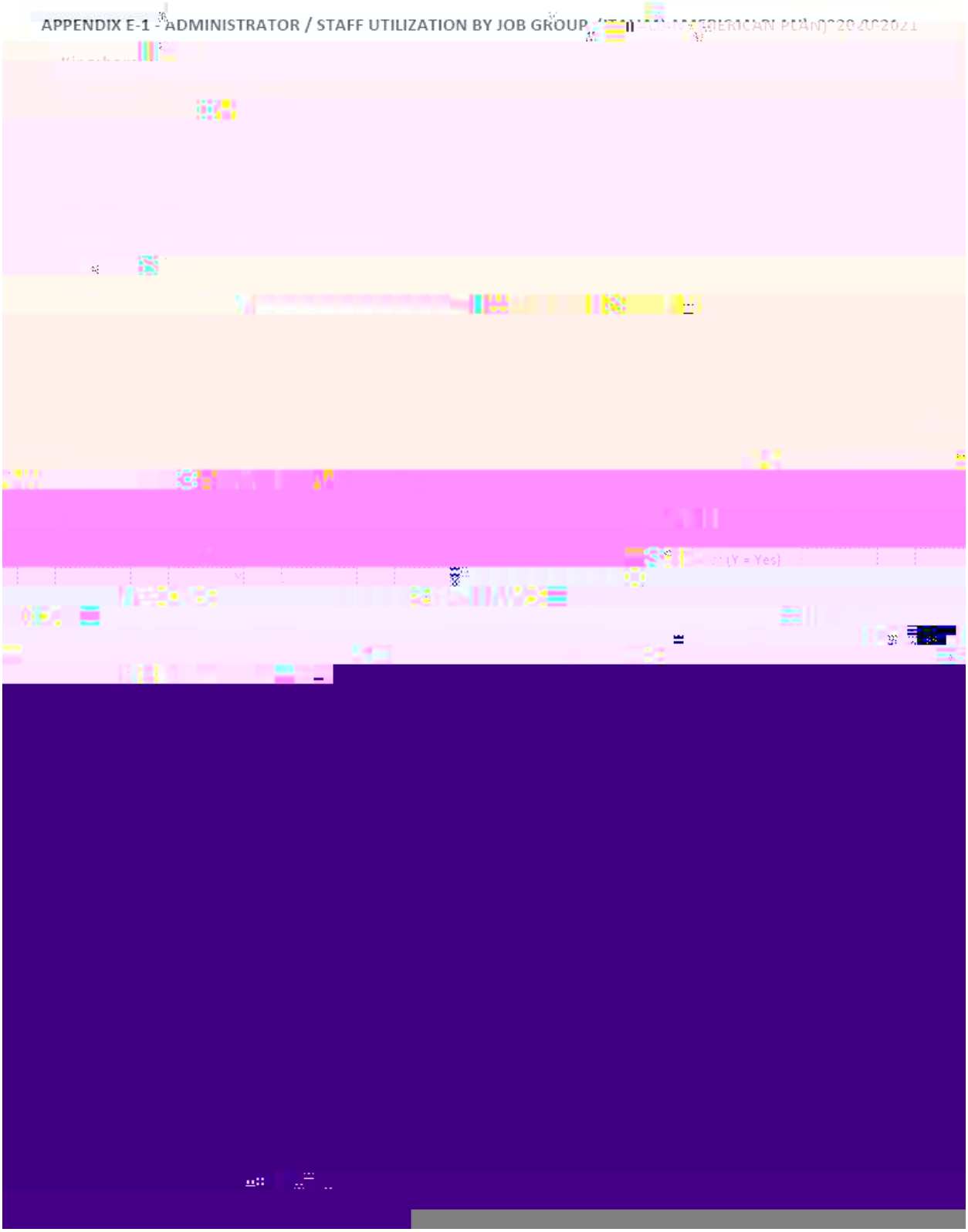

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
Underutilized
Actual Utilization Percent
0.0%
37.5%
12.5%
12.5%
12.5%

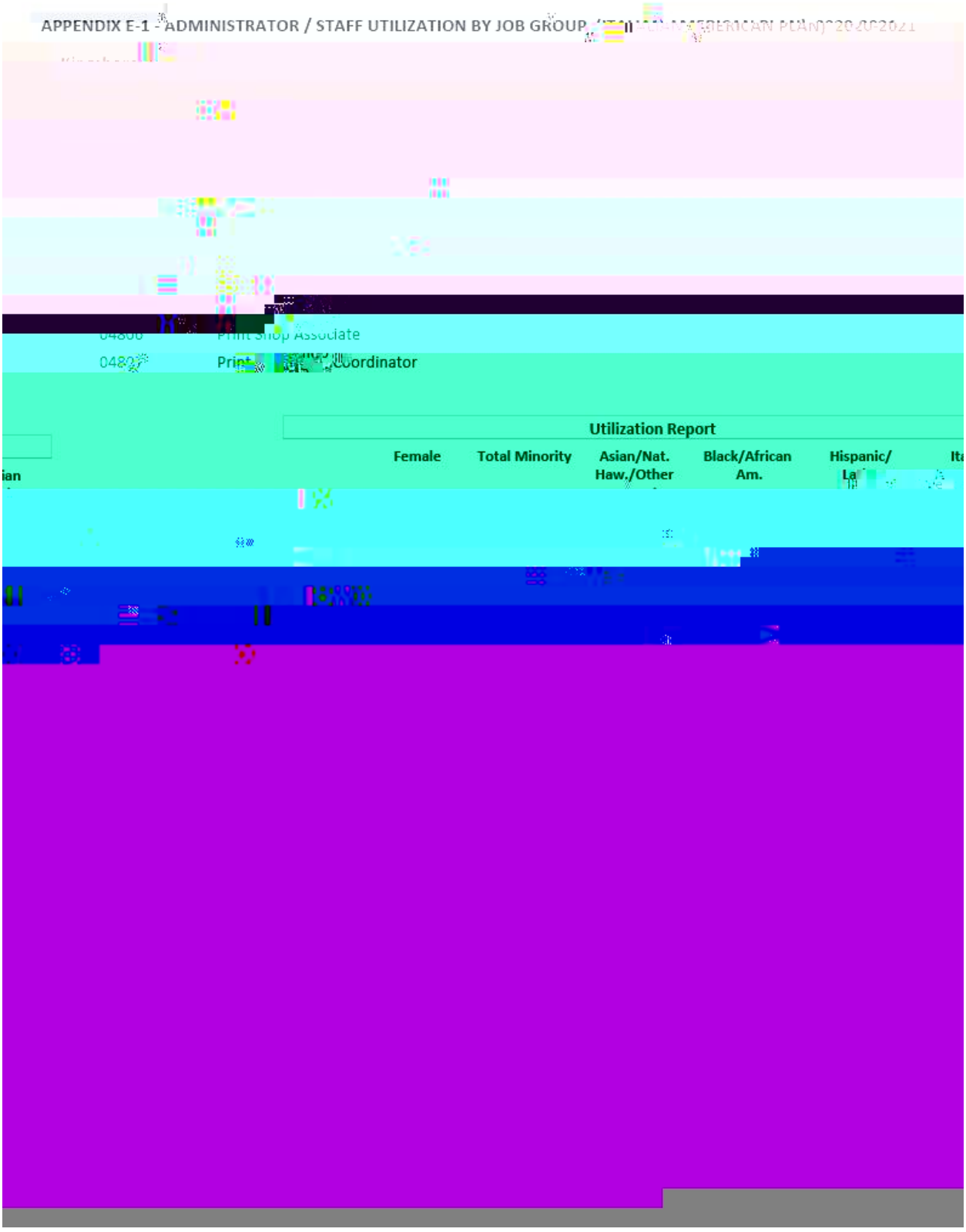
APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (TOTAL AFFIRMATIVE ACTION PLAN) 2020-2021

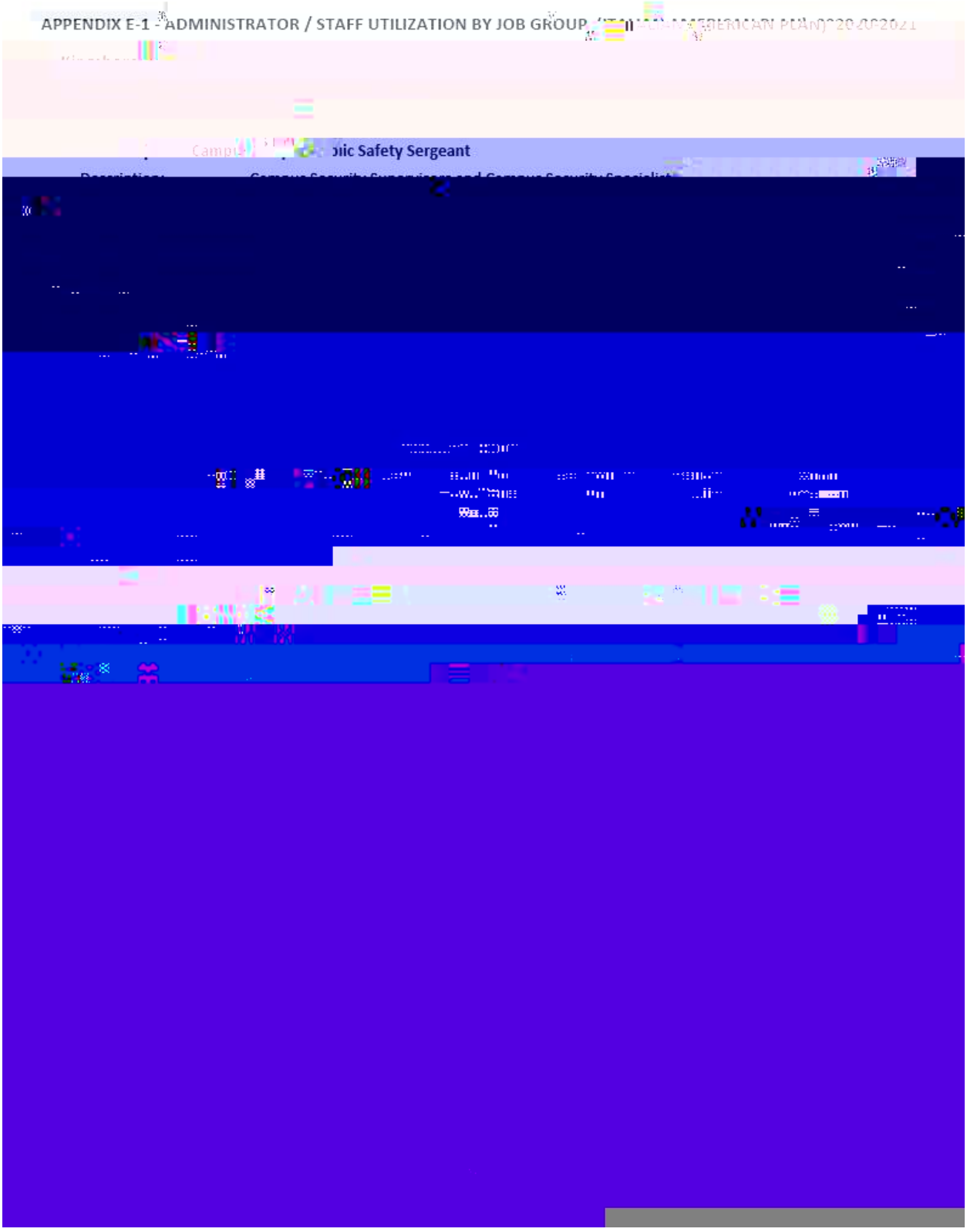
APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (TOTAL AFFIRMATIVE ACTION PLAN) 2020-2021



APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP




APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
Print Shop Associate
Print Coordinator
Utilization Report
Female
Total Minority
Asian/Nat. Haw./Other
Black/African Am.
Hispanic/


APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
Public Safety Sergeant

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP (AFFIRMATIVE ACTION PLAN) 2020-2021

Campus Police Officer

Description: Campus Security-Uniformed Level Staff

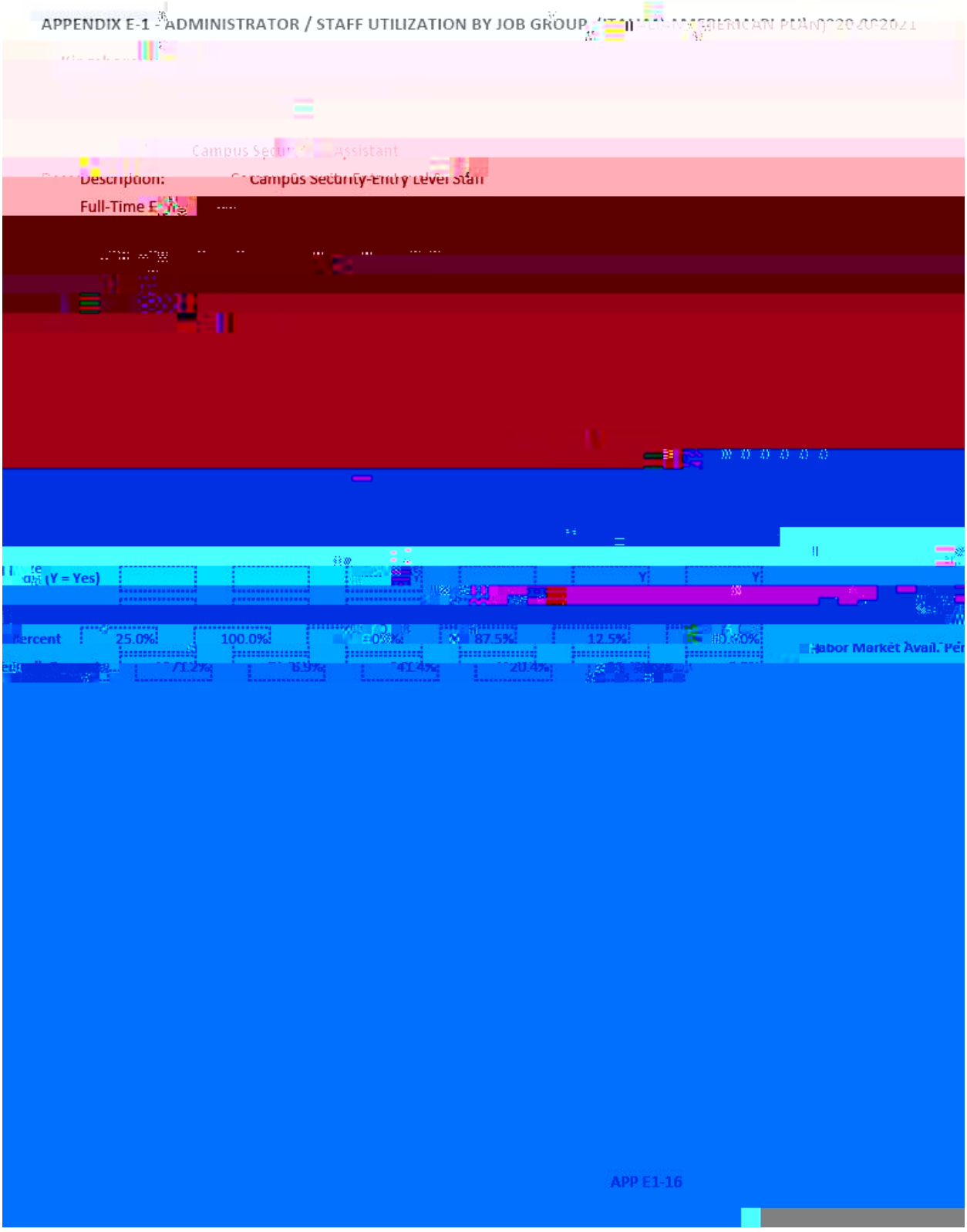
Full-Time Employees: 22

Employees in this group hold the following titles:

Title ID	Title Name
04844	Campus Peace Officer

Utilization

	Female	Total Minority	Asian/Nat. Haw./Other Pac. Isl.	Black/African Am.	Hispanic/ Latino	Italian American
Number of Employees	4	21	1	12	6	1


APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
Description:
Campus Security-Entry Level Staff
Full-Time
(Y = Yes)
Y
Y
ercent
25.0%
100.0%
0%
87.5%
12.5%
0.0%
Labor Market Avail. Per
71.2%
6.9%
41.4%
20.4%
APP E1-16

APPENDIX E-1 - ADMINISTRATOR / STAFF UTILIZATION BY JOB GROUP
Custodial Supervisor
Description:
Custodial Supervisors
Full-Time Emp
Employees in this group hold the following titles:
Title ID
Title Name
80560
Custodial Asst Principal Supv
80535