

A MESSAGE FROM DR. DARA N. BYRNE
MACAULAY'S COMMITMENT TO DIVERSITY, EQUAL OPPORTUNITY, AND
AFFIRMATIVE ACTION IN THE WORKPLACE

Dear Friend of Macaulay,

The legacy of Macaulay Honors College is one rooted in unyielding commitment to inclusivity, equity, and principled action. Our dedication to affirmative action stands resolute, mirroring our steadfast leadership in anti-racism. In an era that calls for transformation through education, Macaulay is poised to arm our students as catalysts for change. This institution's role in dismantling systemic racism is profound, and our resolve extends to the ethos governing our interactions with our esteemed employees.

We celebrate our diverse workforce and hope to uplift and affirm the individual strengths of each member of our community. It is the potential that each one of us, students, faculty, and staff alike, bring to the collective table that ensures that Macaulay remains a fair and egalitarian place to work and learn. Macaulay is actively committed to translating its mission of inclusivity and equity into lived experiences for our community. This pursuit involves a critical self-assessment of our organizational fabric, earnest efforts to rectify systemic inequities borne from a history of institutionalized racism, and the unwavering commitment of our leadership, faculty, staff, and community members.

The diverse makeup that echoes throughout our academic community fortifies the very pillars of Macaulay and the University's scholarly intent. It is within this context that an affirmative action policy assumes paramount importance. Macaulay proudly aligns with the principles of equal employment opportunity and affirmative action, recognizing their resonance with the values that underscore a democratic and pluralistic society.

We are, therefore, deeply committed to recruiting, employing, retaining, promoting, and providing benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence, stalking, sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws. The University's commitment further extends to all Macaulay Italian American employees who are included among CUNY's protected groups.

The Graduate Center's Compliance and Diversity Office and Office of Human Resources provide services to the Macaulay community and offer support for implementing goals related to equal employment opportunity, contract compliance, affirmative action programming, diversity and inclusion. Contact information is listed below and on our website. I invite you to view

- [CUNY Policies and Procedures on Equal Opportunity and Non-Discrimination](#)
- [CUNY's Policy on Sexual Misconduct](#)
- [CUNY's Policy on Reasonable Accommodations and Academic Adjustments.](#)

Any individual who believes they have experienced, or witnessed, discrimination and/or retaliation, as defined in and pursuant to the EO Policy, should submit a report through [CUNY's centralized reporting platform](#). Reports of sexual misconduct (including sexual harassment), as defined in the Policy on Sexual Misconduct, should be made by completing the [Sexual Misconduct Allegation Form](#) and submitting it to the appropriate Title IX Coordinator's Office, as listed on the [Title IX Awareness Page](#). If your report of sexual misconduct involves an individual employed at Macaulay, please [e-mail Jessica Morak](#), Executive Director of Institutional Equity and Chief Diversity Officer at the CUNY Graduate Center and Director [Diego Redondo](#), Director of Public Safety. If you have any concerns about your safety, please contact Diego Redondo, Director of Public Safety. For more information and resources to help and support the Macaulay community, please visit our [Diversity, Equity, and Inclusion Resource Hub](#).

The following administrators are responsible for implementing the Macaulay's diversity, equal opportunity, and affirmative action programming:

Executive Director of Institutional Equity and Chief Diversity Officer at the CUNY Graduate Center

Jessica Morak (212) 817-7101 jessica.morak84@gc.cuny.edu

Executive Director of Human Resources

David Boxill (212) 817-7700, dboxill@gc.cuny.edu

Macaulay Deputy Title IX Liaison

Chris Daversa (212) 729-2937 chris.daversa@mhc.cuny.edu,

Associate Dean for Student Success & Equity

Darryl Peterkin (212) 729-2931
darryl.peterkin@mhc.cuny.edu,

Director of Public Safety

Diego Redondo (212) 237-8521, dredondo@jjay.cuny.edu

Our commitment to the principles of diversity, equity, inclusion, and belonging represents a significant promise. To be sure, it is an ever-evolving mission, eternally etched into the core of Macaulay's identity. Reaching this goal, however, requires our community's collective resolve. It requires unified empathy, system-wide collaboration, and a steadfast allegiance to intersectionality. I pledge and reaffirm my commitment to this work and ask for your continued support to ensure that Macaulay remains a working and learning environment that we can all be proud to call home.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Byrne', with a long horizontal flourish extending to the right.

Dr. Dara N. Byrne
Dean