

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

Dear Friend of Macaulay,

Macaulay Honors College at the City University of New York (CUNY) is committed to creating a community that is inclusive and equitable, supports the principles of affirmative action, and provides leadership in anti-racism. By creating paths for change through education, Macaulay proves its vital role in fighting systemic racism by equipping our students to be agents of change; we strive to model these same principles in the way we treat our employees.

A diverse workplace acknowledges the individual strengths of each faculty or staff member, and the potential they bring. Valuing the differences of others is what ultimately connects us and underlies a successful, thriving workplace and a fair work culture. Macaulay actively seeks to realize its mission of providing an inclusive, equitable experience to our students, staff, and faculty. We do this by examining our internal culture for legacies of white supremacy, and addressing them with sustained effort by leadership, staff, faculty, and individual community members.

Diversity within our community advances the academic purposes of the University, and an affirmative action policy is essential to achieving such diversity. We at Macaulay endorse the goals of equal employment opportunity and affirmative action as supportive of University values and of the values of a democratic and pluralistic society.

As such, we are committed to recruit, employ, retain, promote, and provide 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 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 Macaulay employees and offer support for implementing goals related to equal employment opportunity, contract compliance, affirmative action programming, and diversity and inclusion. Contact information is listed below and also on our website here

Members of our campus community who become aware of allegations of discrimination, retaliation, or sexual misconduct—involving anyone—are encouraged to report the alleged behavior.

The following administrators are responsible for implementing Macaulay's Diversity, Equal Opportunity, and Affirmative Action workplace programming:

INTERIM CHIEF DIVERSITY OFFICER

Edith Rivera (212) 817-7417

erivera@gc.cuny.edu OR compliancediversity@gc.cuny.edu

EXECUTIVE DIRECTOR OF HUMAN RESOURCES

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

DIRECTOR OF PUBLIC SAFETY

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

I ask for your continued support to ensure equal opportunity, affirmative action, and anti-racism practices at Macaulay.

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