

## **A Message from the President**

### **Statement Reaffirming Principles of Nondiscrimination Policies and Affirmative Action**

As a recent arrival to Kingsborough Community College, I was struck by the remarkable diversity among our student body. Though community colleges throughout the country are known for their commitment to students of many backgrounds, Kingsborough – as the college “where dreams begin” for so many – seems to lead the way in this category as it does in so many others. Our students represent 142 national backgrounds and speak 73 different languages. It seems appropriate that those employed here would reflect the enormous variety of backgrounds already present in our student and community populations. In recent years, throughout the administrations of President Peruggi and Interim President Suss, increasing the diversity of our faculty and staff has been one of our college’s major objectives. I am determined to continue that commitment.

During the past few years (from 2006 to 2014) we have improved diversity in major employment categories. In 2006, 19% of our faculty was of African-American, Hispanic, Asian or Native American origin. Now, the figure is 26.3%. Among our executive, administrative and technical staff, the 2006 figure was 43%; today it is 53.4%. Among our clerical and classified staff, the 2006 figure was 46%; today it is 59.2%.

Nevertheless, there is still more to do, and the development and implementation of a new Faculty Diversity Plan, encouraged by a CUNY-wide initiative, will be a major part of that effort. As President of Kingsborough Community College, I want to take this opportunity to reaffirm our institution’s commitment and my personal dedication to our goals of inclusion, equal opportunity, affirmative action, and pluralism and diversity in our student admissions, access to programs, educational policies, and employment and personnel practices.

We reiterate our unswerving dedication to comply with all requirements and provisions of federal, state, and city laws and regulations regarding nondiscrimination and affirmative action in our educational programs employment practices, including, among others:

- Title VII of the Civil Rights Act of 1964;
- Sections 503 and 504 of the Rehabilitation Act of 1973;
- Section 402 of the Vietnam Veterans Readjustment Act of 1974;
- Title IX of the Education Amendments of 1972;
- Executive Orders 11246 and 11375, as amended;
- and the 1990 Americans with Disabilities Act.

Furthermore, Kingsborough Community College, as a college of the City University of New York, adheres to the policy established by the CUNY Board of Trustees to recruit, employ, retain and promote employees and to admit and provide services for students without regard to race, color, national or ethnic origin, religion, age, sex, sexual orientation,

disability, genetic predisposition or carrier status, alienage or citizenship, veteran status, or marital status.

Kingsborough practices a policy of nondiscrimination and of providing educational opportunities for the disadvantaged as a means of facilitating access to a broader range of education and employment opportunities and to an affirmative action program aimed at ensuring women and members of protected minority groups full opportunity for employment and advancement. The "protected classes" as delineated under existing federal, state and city statutes and regulations are Black, Hispanic (including Puerto Rican), Asian/Pacific Islander, American Indian/Alaskan Native and Women (including those who are pregnant or are perceived to be pregnant). On December 9, 1976, the Chancellor of the City University of New York expanded the protected class groups to include Italian-Americans. The category was further expanded on September 3, 2015 when the Stop Credit Discrimination in Employment Act was implemented. The new law affords protection in employment based on consumer credit history, except for certain exempt positions. Another group was added on May 4, 2016 when an amendment to the New York City Human Rights Law to include "caregiver" as a protected class went into effect. The amended law makes it illegal to discriminate against employees caring for a minor child or an individual with a disability. The University and Kingsborough have and will continue to exercise affirmative action for all the "protected classes."

While equal opportunity requires nondiscrimination, affirmative action requires dynamic efforts in carrying out positive measures to actively advance equal employment. For this purpose, our college provides an annual Affirmative Action Plan and adheres to the City University's protocols for recruitment, hiring, retention, and development of its workforce.

As President of Kingsborough, I require that officers of our administration, faculty, and staff be familiar with the applicable regulations regarding nondiscrimination to assure compliance in their respective areas of responsibility. Undoubtedly, pluralism and diversity provide many positive benefits to the educational goals of our institution. To this end, I urge all responsible officers of the college to persist in the active recruitment, retention, and development of a diverse workforce. On my part, I will endeavor to do all that I can to support these efforts.

To monitor the compliance with and the implementation of the affirmative action and EEO plan, programs, protocols, and regulations set forth by the college, our Chief Diversity Officer Victoria Ajibade, under my direction, serves as our Affirmative Action Officer, Coordinator for the Disabled, and Title IX Coordinator. Ms. Ajibade is also responsible for monitoring the college's Employment Discrimination Procedures. If you have any concerns about these matters, Ms. Ajibade can be contacted in room V-125 (by phone at extension 6896 or by email at [Victoria.Ajibade@kbcc.cuny.edu](mailto:Victoria.Ajibade@kbcc.cuny.edu)).

Let us all work together and continue to support the spirit and goals of affirmative action, equal opportunity, and diversity at Kingsborough Community College.

Farley Herzek

President

[U.S. Dept. of Justice Civil Rights Commission](https://www.justice.gov/crt/how-file-complaint)

<https://www.justice.gov/crt/how-file-complaint>

[New York State Division of Human Rights](http://www.dhr.ny.gov/how-file-complaint)

<http://www.dhr.ny.gov/how-file-complaint>

[NYC Commission on Human Rights](http://www.nyc.gov/html/cchr/html/complaint/filing-complaint.shtml)

<http://www.nyc.gov/html/cchr/html/complaint/filing-complaint.shtml>

[Office for Civil Rights \(OCR\) – Enforcement Office](https://wdcrobcolp01.ed.gov/cfapps/OCR/contactus.cfm)

<https://wdcrobcolp01.ed.gov/cfapps/OCR/contactus.cfm>