

# CENTER FOR DIVERSITY AND INCLUSION

## Annual Report | 2019-2020



**UNITY + DIVERSITY = UNIVERSITY**



**RIDER**  
UNIVERSITY

SUBMITTED BY DR. PAMELA PRUITT  
EXECUTIVE DIRECTOR  
CENTER FOR DIVERSITY AND INCLUSION  
AUGUST 1, 2020



CENTER FOR  
 DIVERSITY AND INCLUSION  


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 Unity + Diversity = University



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## MESSAGE FROM THE EXECUTIVE DIRECTOR



Dr. Pamela Pruitt

The Center for Diversity and Inclusion (CDI) at Rider University supports the university's efforts to reach and foster the understanding and appreciation of different cultures and ways of life that are shared by diverse groups of people through programming, policies and best practices. In support of the Student Affairs Strategic Plan, which identifies diversity, equity, and inclusion as one of its four pillars, the Center promotes understanding of complex social issues across multiple social identities for all students while additionally supporting students who have been traditionally underrepresented, marginalized or underresourced.

With the launch of [Rider's Inclusive Excellence Plan](#), the Center for Diversity and Inclusion continues to be an imperative part of the University, aiding to accomplish Rider's Inclusion Goals. These are: Improve recruitment, retention and graduation rates of students whose identities are underrepresented, marginalized and/or underresourced in higher education; improve the diversity of employees to better reflect the diverse identities represented in our student population; advance cultural competency as a core component of Rider student learning for all students; develop and maintain a positive campus climate which embraces the diversity of identities for all members of our community; signify institutional commitment to inclusion by enhancing structural support throughout policies, facilities and resource allocation; extend Rider as a leader for issues of inclusion with the surrounding community.

In the Spring, our resilience was tested but despite all the challenges and unprecedented changes caused by COVID-19, the Center for Diversity and Inclusion continued to support all our students when they needed us the most. We adapted quickly to a virtual environment and continue to serve the Rider Community in every way that we can.

Additionally, the building of a new Center is underway and expected to be completed in the fall of 2020. The Center's location on the ground floor of the Bart Luedeke Center will provide a prominent hub for [Rider's 24 multicultural clubs](#) and other student organizations to gather. It will create an inviting setting with music, artwork, and other visual images of diverse cultures and identities making individuals feel welcomed and educating and expanding awareness across the entire Rider community on issues of equity and inclusion.

This report shares our accomplishments and achievements during the 2019-2020 academic year; and we are looking forward to our future challenges, growth, and effectiveness in the upcoming years. For more information on the Center for Diversity and Inclusion (CDI) and its programs and practices, please visit [rider.edu/cdi](http://rider.edu/cdi).

Sincerely,



The Center for  
Diversity and Inclusion  
at Rider University



@rider\_cdi

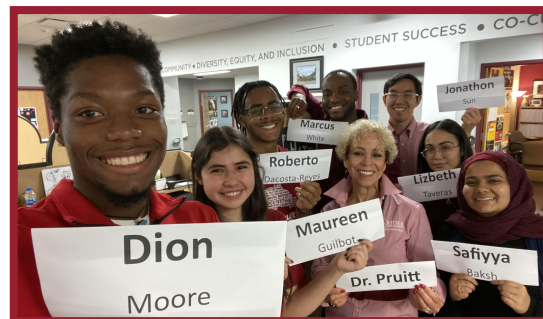


@rider\_cdi

## OFFICE STAFF

### 2019-2020

- Dr. Pamela Pruitt – *Executive Director*
- Jonathon Sun, MA – *Assistant Director*
- Kristian Gardner, Senior – *Administrative Assistant*
- Marcus White – *Graduate Assistant*
- Lizbeth Taveras, Junior – *Student Worker/Chief of Staff*
- Safiyya Baksh, Junior – *Student Worker*
- Dion Moore, Sophomore – *Student Worker*
- Maureen Guilbot, Sophomore – *Student Worker*
- Roberto Dacosta-Reyes, Sophomore – *Student Worker*
- Belveth Simon Pajarito, Freshman – *Student Worker/Media Specialist*



## STAFF AWARDS & RECOGNITION

- **Lizbeth Taveras, Junior, Student Worker/Chief of Staff**
  - Inducted into Psi Chi, the International Honor Society in Psychology
  - Dean's List recipient for the College of Liberal Arts and Sciences
- **Safiyya Baksh, Junior, Student Worker**
  - Completed an 86-hour internship as an Alcohol/Drug and Sexual Assault Prevention intern
- **Dion Moore, Sophomore, Student Worker**
  - Inducted into Leadership Development Program (LDP) at Rider University
  - Became Secretary for Asian Students at Rider
  - Dean's List recipient for the College of Liberal Arts and Sciences
- **Maureen Guilbot, Sophomore, Student Worker**
  - Selected to serve as student leader on Vice President for Student Affairs' Advisory Board
- **Belveth Simon Pajarito, Freshman, Student Worker/Media Specialist**
  - Recipient of \$1,500 scholarship from Greater Trenton/Trenton Daily
  - Interned with Trenton Daily
  - Dean's List recipient for the College of Education and Human Services
- **Kristian Gardner, Administrative Assistant**
  - Recipient of the Norm Brodsky College of Business Engaged Learning Awards for the Guided Research and Scholarship Division
  - Recipient of the Organizational Psychology Award, an academic achievement bestowed to the graduating senior in Organizational Psychology with the highest GPA
  - Inducted into Psi Chi, the International Honor Society in Psychology
  - Inducted into Sigma Iota Epsilon, the national honor society in Management
  - Initiated the founding of a new organization, Rider Students in Industrial-Organizational Psychology (RIOP)
- **Jonathon Sun, Assistant Director**
  - Accepted to PhD program at University of Pennsylvania... He will attend in fall 2020
- **Dr. Pamela Pruitt, Executive Director**
  - Completed the Executive Series at the Harvard Kennedy School for the inaugural 2-week Strategies for Building and Leading Diverse Organizations program



## MAJOR ACCOMPLISHMENTS

*\*Data Reflected in this section is referenced from Rider's Institutional Research*

### BY THE NUMBERS (2019-2020)

#### RIDER UNIVERSITY 2019 PROFILE OF TRADITIONAL UNDERGRADUATE STUDENTS

*\*Excludes College of Continuing Studies (August 2019).*

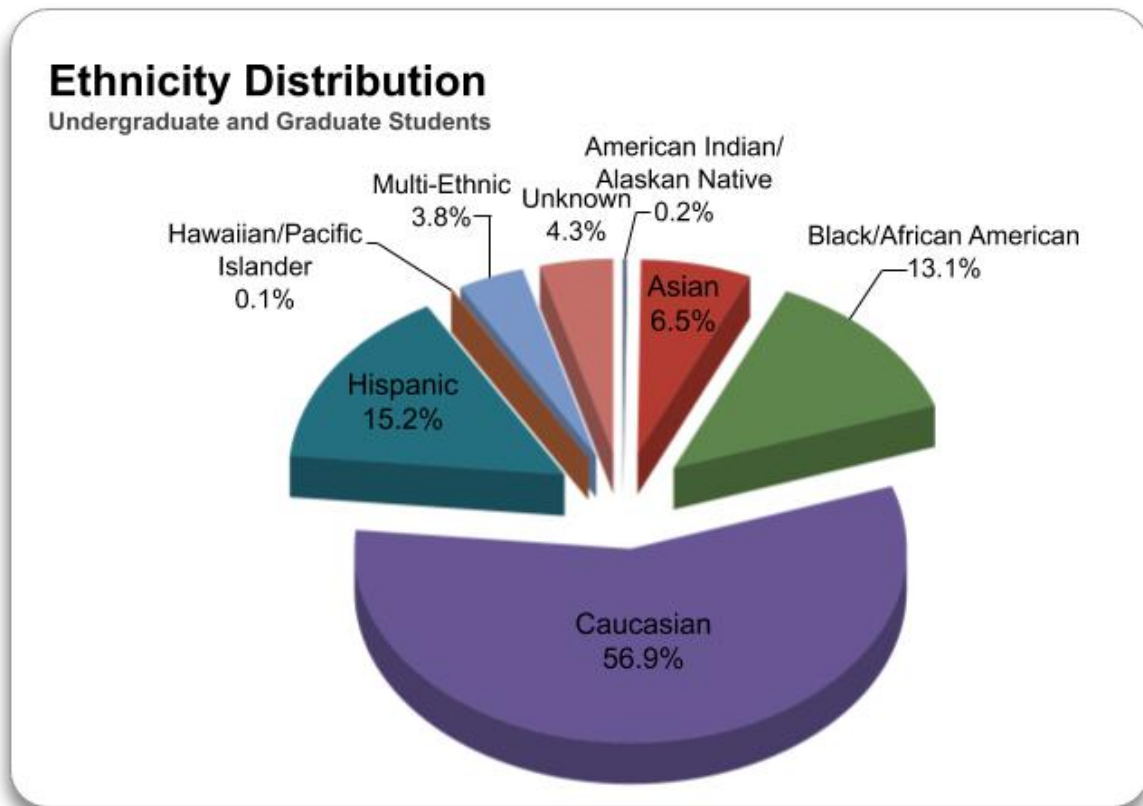
- **4,677 Total Students:** 3,763 undergraduate and 914 graduate students
  - 70 countries, 48 states, and 1 US territories represented in student body
- **Race/Ethnicity:** White, Non-Hispanic 60%, Student of Color/Hispanic 40%
- **Gender:** Female 59%, Male 40% *(Non-binary considerations taken into account)*
- **LGBTQ+ Identifying Students:** unknown, but present
- **First-Generation:** 27%
- **Socioeconomic Status:** 36% low income
- **Students with Disabilities Seeking Support:** 15%
- **Religion:** variety of faith traditions represented
- **Residence:** Out of state 21%, In state 76%, International 3%

#### ETHNICITY AT RIDER UNIVERSITY

Fall 2019: Diversity - Student Background by Level *(Self Reported)*

	Undergraduate	Graduate	Total
American Indian/ Alaskan Native	8	0	8
Asian	231	71	302
Black/African American	518	94	612
Caucasian	2109	550	2659
Hispanic	648	64	712
Hawaiian/Pacific Islander	2	1	3
Multi-Ethnic	144	36	180
Unknown	103	98	201
<b>Total</b>	<b>3763</b>	<b>914</b>	<b>4677</b>





## DEMOGRAPHIC PROFILES OF STUDENTS

### Rider University Race/Ethnicity of Student Body (All Races/Ethnicities): Fall 2019

Race/Ethnicity	Total Student Population	% of Total Student Population	# Undergraduate	% Undergraduate	# Graduate	% Graduate
American Indian/Alaskan Native	8	0.2%	8	0.2%	0	0.0%
Asian	302	6.5%	231	6.1%	71	7.8%
Black/African American	612	13.1%	518	13.8%	94	10.3%
Caucasian	2659	56.9%	2109	56.0%	550	60.2%
Hispanic	712	15.2%	648	17.2%	64	7.0%
Hawaiian/Pacific Islander	3	0.1%	2	0.1%	1	0.1%
Multi-Ethnic	180	3.8%	144	3.8%	36	3.9%
Unknown	201	4.3%	103	2.7%	98	10.7%
<b>Total</b>	<b>4677</b>	<b>100.0%</b>	<b>3763</b>	<b>100.0%</b>	<b>914</b>	<b>100.0%</b>

### Rider University Race/Ethnicity of Student Body (Dichotomous): Fall 2019

Race/Ethnicity	Total Student Population	% of Total Student Population	# Undergraduate	% Undergraduate	# Graduate	% Graduate
Caucasian	2659	56.9%	2109	56.0%	550	60.2%
Underrepresented	2018	43.1%	1654	44.0%	364	39.8%
<b>Total</b>	<b>4677</b>	<b>100.0%</b>	<b>3763</b>	<b>100.0%</b>	<b>914</b>	<b>100.0%</b>

(1) Underrepresented students include the following groups: Black/African, Asian, Hispanic, American Indian/Alaskan Native, Hawaiian/Pacific Islander, Multi-Ethnic, and Unknown

**DEMOGRAPHIC PROFILES OF FACULTY AND STAFF**

**Rider University Race/Ethnicity of Faculty and Staff (All Races/Ethnicities): Fall 2019**

Race/Ethnicity	Total employee Population	% of Total employee Population	# faculty	% faculty	# staff	% staff
American Indian/Alaskan Native	4	0.3%	1	0.2%	3	0.5%
Asian	87	7.3%	63	9.6%	24	4.4%
Black/African American	85	7.1%	28	4.3%	57	10.4%
Caucasian	984	82.0%	544	83.3%	23	80.4%
Hispanic	40	3.3%	17	2.6%	440	4.2%
<b>Total</b>	<b>1200</b>	<b>100%</b>	<b>623</b>	<b>100.0%</b>	<b>547</b>	<b>100.0%</b>

**Rider University Race/Ethnicity of Faculty and Staff (Dichotomous): Fall 2019**

Race/Ethnicity	Total employee Population	% of Total employee Population	# faculty	% faculty	# staff	% staff
Caucasian	984	82.0%	544	83.3%	440	80.4%
Underrepresented	216	18.0%	109	16.7%	107	19.6%
<b>Total</b>	<b>1200</b>	<b>100.0%</b>	<b>653</b>	<b>100.0%</b>	<b>547</b>	<b>100.0%</b>

(1) Underrepresented faculty and staff include the following groups: Black/African, Asian, Hispanic, American Indian/Alaskan Native, Hawaiian/Pacific Islander, Multi-Ethnic, and Unknown

**Rider University Race/Ethnicity Ratio Comparison of Students, Faculty and Staff: Fall 2019**

Race/Ethnicity	student to faculty	student to staff	student to faculty & staff
Caucasian Ratio	4.9	6.0	2.7
Underrepresented	18.5	18.9	9.3

**Rider University Race/Ethnicity Number Comparison of Students, Faculty and Staff Fall 2019**

Race/Ethnicity	# of Total Student Population	# faculty	# staff	faculty & staff
Caucasian	2659	544	440	984
Underrepresented	2018	109	107	216
<b>Total</b>	<b>4677</b>	<b>653</b>	<b>547</b>	<b>1200</b>

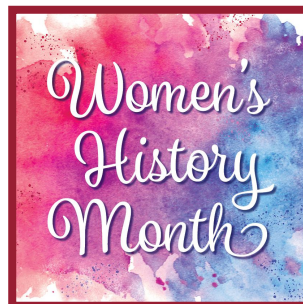
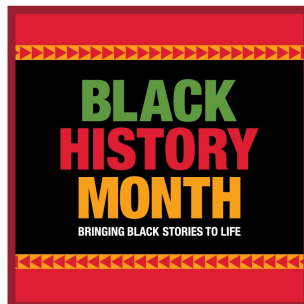
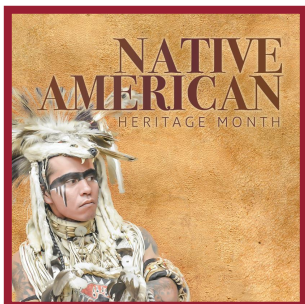
(1) Underrepresented students include the following groups: Black/African, Asian, Hispanic, American Indian/Alaskan Native, Hawaiian/Pacific Islander, Multi-Ethnic, and Unknown



## Signature Highlights

### ACCOMPLISHED GOALS 2019-2020

- Despite the challenges of getting students together for collaborative efforts, we were able to galvanize cultural clubs, organizations, the Princeton campus, and others for Black History Month, Women's History Month, and Asian Pacific Heritage Month.
- **Launch of Rider's Inclusive Excellence Plan**
  - Rider University is committed to fostering an inclusive, vibrant living and learning community that embraces students, faculty and staff of all backgrounds and enables them to achieve success. As an institution striving for inclusive excellence, we intentionally infuse efforts to promote equity and inclusion in all aspects of our campus, including:
    - Recruiting and retaining diverse students, faculty and staff
    - Promoting a safe and welcoming physical environment and campus climate that garners a sense of belonging
    - Facilitating cultural competency and understanding throughout the University community
    - Developing equitable policies and practices
    - Engaging proactively with the surrounding community
    - Through reflection and open, respectful dialogue, we develop responsible citizens who demonstrate academic understanding and compassion to grow and serve as leaders in a diverse and global world.
- **National Museum of African American History and Culture (Washington, DC)**
  - We learned about the richness and diversity of the African American experience, what it means to their lives, and how it helped us shape this nation
    - Attendance of nearly 50 (*students, faculty, and staff*)
- **Celebration of Lights (Front of Moore Library)**
  - Kicked off holiday traditions on the Rider campus, in collaboration with SGA
- In building leadership skills for the first-year and transfer students', in the Multicultural Student Leadership Institute (MSLI), transition into college program, they were engaged in an off-campus weekend Professional Development Training at the Chauncey Conference Center in Princeton, New Jersey. During this training, they learned about networking, face-to-face communication in a business setting, etiquette, email protocol, creating meetings, interviewing, public speaking, dress for success, and elevator speeches. Additionally, the Center contributed greatly to efforts on campus such as the President's Council on Inclusion (PCI), the Provost's Intellectual Climate Committee (PICC), the sub-committee for student retention, the LGBTQ and Minority Affairs Tripartite committees and the Bias Response Protocol Committee. Finally, the Center has re-written the job descriptions for the student workers into four different levels of accomplishment, as opposed to one, in accordance with NACE standards.





## CURRENT KEY STRATEGIC INITIATIVES

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- **Physical Space & Design of Center for Diversity and Inclusion**
  - Dr. Pruitt's 2015 vision came to life in 2019 when she continued working with campus partners including: Facilities & University Operations and University Advancement to secure funding sources to implement the vision for the Center for Diversity and Inclusion.
  - Building began in May and predicted to be done for the start of the fall semester.
  - Dr. Pruitt and Dr. Fenneberg met with student leaders to discuss ways to make the space their own.
  - Dr. Pruitt worked collaboratively with ArtWorks of Trenton to plan for a mural for the CDI's common space.
- **CDI was awarded a \$10,000.00 grant from the Roma Bank Community Foundation for its Multicultural Student Leadership Institute (MSLI) program. This grant will be used in FY2020-2021 for professional development.**
  - MSLI supports first-year and transfer students from diverse backgrounds as they navigate their initial foray into the college experience. Through guided discussions, interactive workshops and other activities, MSLI students obtain practical leadership experience and professional development strategies that prepare them for success at Rider and in their careers.
- **P2P MENTORING (Peer-to-Peer Mentoring)**
  - The website for P2P MENTORING was launched and the marketing materials were designed.
  - Mentoring materials were made for mentor trainings.
  - In April, 25 mentors were trained in preparation for the upcoming academic year.
  - Recruitment efforts began in February during Open Houses and Admitted Students Days.
- **SPRECTRUMentoring**
  - Merged from Rider's Spectrum Pride Alliance.
  - This program is an opportunity for first-year and transfer LGBTQ+ students to be plugged into a community that affirms and supports their identity development. Incoming first-year students will be mentored by sophomores, juniors, and seniors.
- **The Julius and Dorothy Koppelman Holocaust and Genocide Resource Center of the Center for Diversity and Inclusion was refreshed.**
  - This merger came to life with an exhibit, *Stairway to the Past: THE HOLOCAUST EXHIBIT*, in Moore Library, which featured a visual narrative of those who suffered during the Holocaust at the hands of hatred. A collaborative event with Moore Library, the event was well attended by students, faculty, staff, and the local community. Additionally, CDI partnered with Adath Israel, Dr. Elayne Grossman, and Sharim V'Sharot in the *Yom HaShoah*, a yearly ceremony to commemorate the Holocaust. This event was held on Zoom and on Facebook Live with students in attendance.
- **LGBTQ+ SafeZone Training**
  - Training for allies began. The assistant director and team of trainers spent time practicing the refreshed materials, having posted training dates for students, faculty, and staff.
  - The Rider Allies Program is a campus wide voluntary program that creates allies, supports and resources for the LGBTQ+ community. It is designed to create a network of allies and visibly identify faculty, staff and students who support the LGBTQ+ population and can provide a safe and nondiscriminatory environment on campus for members of the LGBTQ+ community. They can provide support, information and resources available both locally and nationally.

## MAJOR OPPORTUNITIES (SHORT-TERM AND LONG-TERM)

- **Enlist Artworks of Trenton in a “Town and Gown”** for a mural project for the new physical Center for Diversity and Inclusion. This will include well-known artists working with students from Trenton and Rider, who will produce three mural walls for the Center.
- **Continue hosting Colorful Connections** mixers for students, faculty, staff, and alumni of color. In addition to hosting a Colorful Connections event in September, CDI hosted “Colorful Connections in Sports” on February 7, 2020.
- **Create cultural competency workshops** for students, faculty, and staff.
- **Continue hosting Open Door Conversations** which have become popular among Rider students. In a reflection a student worker stated: “We had multiple discussions about experiences with racism and the injustice that occurred in the world. Especially with the discussion about the criminal justice system in the United States.” These conversations are important because students are able to reflect on other cultures and their own identities. They are also able to discuss racism and its impact on matters of worldwide injustice and regarding the inequities of the criminal justice system in America.



- **P2P MENTORING and SPECTRUMentoring**
  - Efforts of recruitment for mentors and mentees will continue to assure that incoming Black/African Americans, Chicanx/Hispanic/Latinx, Asian/Asian Americans, Native Americans, Hawaiian/Pacific Islanders, Multi-Ethnic, LGBTQ+, or those who may identify as underrepresented, marginalized, and/or underresourced, receive the encouragement and support to empower and engage them in the university.
- **Spirituality**
  - Do more programs with students and connect them to affiliated Ministers for office hours, similar to what we have done with the Muslim Student Association (MSA).
- **Multicultural Pre-Commencement: A Rite of Passage Ceremony**
  - Execute the Multicultural Pre-Commencement: A Rite of Passage Ceremony in April 2021. (The inaugural ceremony in April was canceled due to COVID-19.)
- **The Julius and Dorothy Koppelman Holocaust and Genocide Resource Center**
  - Infuse more life into the Koppelman Holocaust and Genocide Center.
- **Educational Opportunities**
  - Expand the educational programming and open conversations that engage students in critical dialogue around issues of equity, inclusion, and social justice.



## CHALLENGES AND BARRIERS

COVID-19 was the biggest challenge we faced. Inaugural programs that were planned for implementation had to be canceled due to the closing of the campus. Despite this, CDI continued operating virtually and presenting many enriched programs and events including: The Multicultural Student Leadership Institute Bridge Week.



We are ever faced with the challenge of securing more financial resources, which can help us to make a greater impact on students' lives.



## 2020-2021 OFFICE GOALS

- **Recruitment**
  - Recruitment continues for students applying to MSLI, P2P MENTORING, and SPECTRUMentoring, as we prepare to host sessions and round-tables in which they will participate. We will also continue to host events for the LGBTQ+ students and for COLORFUL Connections.
- **“Spirituality”**
  - Spirituality had “sparked” a bit with the addition of “Greater Within” Campus Ministry to the CDI roster and with a panel planned for an after-movie discussion with Catholic Campus Ministry (CCM), but canceled. While we had to also cancel a collaborative *Passover Seder Dinner* between Hillel, CCM, Greater, and The Julius and Dorothy Koppelman Holocaust and Genocide Resource Center of CDI, we hope to continue with this interfaith event next year, and other events around spirituality and the Holocaust and genocide.
- **LGBTQ+ SafeZone Training**
  - CDI is onboarding another facilitator, who comes from Advancement, for the LGBTQ+ SafeZone, totaling four, and we plan to have one *Train the Trainer* and at least one SafeZone Training session during the summer. Beginning in the fall, we will host two training sessions each month. One will be for students and one will be for faculty and staff.
- **Retention Practices**
  - CDI celebrated graduating MSLI seniors with a Friday afternoon social mixer on Zoom in late April. We plan to have some type of gathering for MSLI graduates before the in-person graduation in November. We also plan to support the Lavender Graduation. Next spring, we hope to host the inaugural *Multicultural Pre-Commencement: A Rite of Passage Ceremony*, which had to be canceled due to the campus closing.



## **DETAILED GOALS FOR 2020-2021**

**Goal 1** – Reimagine student engagement in activities involving the physical Center for Diversity and Inclusion and student programming, recognizing social distancing necessitated by COVID-19.

**Goal 2** – Develop communication to the campus community that articulates the purpose of the Center for Diversity and Inclusion and the spiritual spaces in Gill Chapel and related protocols that prioritizes the space for multicultural student organizations and inclusion related education and spiritual reflection.

**Goal 3** – Engage in a partnership with ArtWorks of Trenton to collaboratively develop art which represents various social identities and experiences of Rider students to display on graffiti walls in the Center for Diversity and Inclusion. Host events (in person and/or virtual) that engage community members across Rider and ArtWorks organizations in partnership around diversity, equity, and inclusion.

**Goal 4** – In partnership with University Advancement and Alumni Relations, engage donors and alumni with our current students in celebrating the new Center for Diversity and Inclusion, and with fund raising efforts.

**Goal 5** – Promote RiderConnect and assist in affinity engagement with student groups.

**Goal 6** – In conjunction with the Leadership Team, explore available external campus climate survey tools for students, faculty, and staff that more directly consider the extent to which campus climate supports diversity, equity, and inclusion.

**Goal 7** – In conjunction with the Leadership Team, build off of the work of the support for students of color committee to identify efforts that would explicitly support individual students based on their unique racial identity.

**Goal 8** – In conjunction with the Leadership Team, promote awareness of the Inclusive Excellence Plan with various campus stakeholders.

**Goal 9** – Synthesize themes related to the experiences and recommendations of students of color shared through a series of forums, to be utilized to inform future University actions.

**Goal 10** – In collaboration with Academic Affairs, design and facilitate a shared read experience that focuses on racial injustice, incorporating relevant co-curricular learning components. In the absence of a shared read, create a program with the same intention and learning outcomes.

**Goal 11** – In concert or collaboration with Transition Programs and Residence Life, integrate explicit educational opportunities on diversity, equity, and inclusion for new students (e.g., summer orientation, Welcome Week, residential experience). Efforts will include a required virtual training module and intentional residential programming.

**Goal 12** – In collaboration with Student Involvement, facilitate an annual Leadership Day for student organization and executive board members focused on relevant topics of diversity, equity, and inclusion and considering ways to engage with and advance the Inclusive Excellence Plan.

**Goal 13** – In collaboration with Student Involvement, develop a resource tool kit focused on recruiting diverse student leaders for staff and student leaders facilitating a selection process.

**Goal 14** – In collaboration with Student Involvement, develop strategies to engage and support multicultural student organizations in the pursuit of their individual and collective goals and collaborative opportunities.

**Goal 15** – Develop and implement programming and practices for The Julius and Dorothy Koppelman Holocaust and Genocide Center of the Center for Diversity and Inclusion.

**Goal 16** – Promote interfaith collaborative programs by expanding relationships with local affiliate ministers and student religious organizations on campus.

**Goal 17** – Fully launch a peer-to-peer mentoring program for LGBTQ+ students (SPECTRUMentoring), and evaluate effectiveness for ongoing program involvement.

**Goal 18** – In collaboration with ASAP (Alcohol/Drug Sexual Assault Prevention), continue to support the celebration of Lavender Graduation for LGBTQ+.

**Goal 19** – With the Dean of Students, lead the LGBTQ+ advisory committee (aka Tripartite) in review of the detailed Campus Pride report and prompt campus units with information related to additional opportunities to advance LGBTQ+ inclusion.

**Goal 20** – Launch a peer-to-peer mentoring program for students of color (P2P MENTORING), and evaluate effectiveness for ongoing program improvement.

**Goal 21** – Host an inaugural Pre-Commencement event celebrating the accomplishments of students of color.

**Goal 22** – Intentionally embed opportunities within their program structure for students to record Engaged Learning experiences associated with key leadership positions.

**Goal 23** – In concert with all SA directors, share assessment practice and outcomes highlights reflective across divisional units to exemplify promising assessment practices.

**Goal 24** – In concert with all SA directors and the Leadership Team, facilitate quarterly review of both operating and student labor budgets; reviewing trends and tracking to assure fiscal responsibility for available resources.

**Goal 25** – In concert with all SA directors and the Leadership Team, critically examine priorities needs and expenditures in relation to University fiscal outlook.

**Goal 26** – In concert with all SA directors, explore revenue generating opportunities using Student Affairs staff and resources such as grants, sponsorship opportunities, and summer camps.

**Goal 27** – Coordinate with all departments across Student Affairs, their efforts in facilitating a robust programming series, engaging and educating on issues of diversity, equity, and inclusion –utilizing the physical Center for Diversity and Inclusion space, as COVID-19 related guidelines permit– along with virtual spaces.

**Goal 28** – In concert with all departments within Student Affairs, facilitate risk reduction strategies to promote a healthy campus associated with pandemic response.

## 2019-2020 MASTER EVENTS AND ATTENDANCE LIST

Month	Date	Event	Est. Attendance	Sponsor
August into September	25	MSLI Summer Bridge Week Welcome Dinner	105	CDI
	26-29	MSLI Summer Bridge Week (With Alumni, Alumni Relations, Greek Life, Res Life, Service Learning, Student Academic Services, Baseball Coach, CCE Dean, Emerging Leaders, Prevention Education Coordinator, Study Abroad, Finance Specialist, Student Success, Moore Library, EOP & Goals, and Cultural Awareness)	38	CDI
	3	MSLI-T Bridge Day	4	CDI
		Colorful Connections	175	CDI
	12	Evening with the Directors	36	CDI, Aileen
	13	Open Door Conversations	16	CDI
	16	A Diverse Welcome Reception	120	CDI, 7 Clubs & 4 Greek Life Borgs
	18	Mental Health in the Latinx Community	43	CDI, LASO
	20	Open Door Conversations	16	CDI
	26	Evening with the Directors	36	CDI, Shanza
	27	Open Door Conversations	16	CDI
	28	National Museum of African History	38	CDI
		Open House	409	CDI
30	Undocumented: A Dominican Boy's Odyssey from a Homeless Shelter to the Ivy League	49	CDI	
October	4	S'mores & Latin Beats	32	CDI, LASO
		Open Door Conversations	16	CDI
	8	The College Access Project	21	CDI, NJTL of Trenton
	10	Inclusive Excellence Plan	57	CDI, MSLI
		StacyAnn Chin	60	CDI, MSLI, MSLI-T
	11	Open Door Conversations	16	CDI
	16	LASO Talks: Series 1	50	CDI, LASO
	18	Open Door Conversations	16	CDI
	20	Open House	5	CDI
	23	Shared Read Discussion with the President	11	CDI
	24	Evening with the Directors	34	CDI, Rider Coaches
	25	Open Door Conversations	15	CDI
	29	Shared Read with Anna Clark	70	CDI
November	1	Open Door Conversations	10	CDI
	4	View n' Chew - Piscataway Indian Nation Singers and Dancers	Daly's Dining Hall	CDI
	8	Open Door Conversations	13	CDI
	10	Open House	3	CDI
	13	A Panel of Mayors	120	Rebovich Institute of New Jersey
	15	Open Door Conversations	10	CDI
	20	Celebration of Lights	250	CDI, SGA
	22	Open Door Conversations	10	CDI
January	9	AASLE	13	CDI
	14	MSLI Mentoring	15	CDI
	24	MSLI Recognition Dinner	102	CDI

<b>February</b>	6	Dashiki Day	All of Campus	CDI
		Waist Beast Class	10	RASA
	7	Colorful Connections	71	CDI, Men's Basketball, Rider Athletics
		Open Door Conversations	8	CDI
	14	Open Door Conversations	8	CDI
	15	Scholar's Admitted Students Day	8	CDI
	18	Conversation Cafe: Contemporary Issues in Race, Class, Gender (Brown Bag Event)	40	CDI
	19	P2PMentoring and SPECTRUMentoring	15	CDI
	21	Open Door Conversations	8	CDI
	23	Soul Food Sunday	Daly's Dining Hall	CDI, Gourmet Dining
		Gospel Fest	193	CDI, BSU, BHA, and other Black Organizations
	24	Meet the Historians	18	Zeta Phi Beta Sorority, Inc.
	26	GirlZ Room	17	Zeta Phi Beta Sorority, Inc.
28	Open Door Conversations	9	CDI	
<b>March</b>	4	Rider BMR Swab Drive	55	Rider Bone Marrow Registry an SGA recognized Org.
	5	Nina's Whisper: Intimate Partner Violence	80	CDI
	6	Open Door Conversations	10	CDI
	7	Admitted Students Day	24	CDI
	9	#WhyIDidn'tReport	45	Rider Women United
		Stairway to the Past: The Holocaust Exhibit Ribbon Cutting Event	40	CDI, Julius and Dorothy Koppelman Holocaust/Genocide Resource Center and Moore Library
		Upon the Shoulders: A Celebration of Black Musical Theater	187	CDI, School of Fine and Performing Arts, NJTL of Trenton
		Green Film: Bigger than Water	32	Office of Sustainability
	11	Green Film: Bigger than Water	37	Office of Sustainability
	13	Open Door Conversations	4	CDI
27	Open Door Conversations	Canceled	CDI	
30	Celebrating Women in Rider Athletics	Canceled	CDI, Women's Basketball	
<b>April</b>	-	Pacific Islander Dance	Canceled	CDI, ASAR
	-	Asian Game Night	Canceled	ASAR
	3	Open Door Conversations	14	CDI
	-	Admitted Students Day	Canceled	CDI
	-	Korean Theme Night	Canceled	ASAR, RISA
	10	Open Door Conversations	15	CDI
	16	Conversation Cafe: Asian American Experiences Through Film	27	CDI
	17	Open Door Conversations	7	CDI
	24	Open Door Conversations	15	CDI
	-	Multicultural Pre-Commencement: A Rite of Passage Ceremony	Canceled	CDI
-	Lavender Graduation	Canceled	CDI, Spectrum Pride Alliance	
<b>May</b>	1	The College Access Project - Leadership and Values	Canceled	CDI, NJTL of Trenton
		Open Door Conversations	16	CDI
	8	Open Door Conversations	10	CDI



<b>June</b>	3	Tension in America: An Open Discussion about Ahmaud Arbery, Breonna Taylor, Christian Cooper, and George Floyd	222	CDI
	11	In Solidarity; A Blackout	150	CDI
	25	SFPA (School of Fine and Performing Arts) Open Forum	60	CDI
<b>July</b>	8	CCS (College of Continuing Studies) Open Dialogue for Students with University Leadership	4	CDI
	9	WCC (Westminster Choir College) BHA Open Dialogue for Students with University Leadership	40	CDI
	15	NBCB (Norm Brodsky College of Business) Open Dialogue for Students with University Leadership	2	CDI
	16	Racism in America: Where we've been	170	CDI
	23	Racism in America: Where we are	188	CDI
	30	Racism in America: Where we're going	171	CDI
<b>Total Estimated Event Attendance for the Center for Diversity and Inclusion</b>			<b>4,070 Total Attendance Figure (75 Events)</b>	

## THANK YOU!

*Thank You, Rider Community, for your support of cultural events and conversations for the past year. Have a great Summer and congratulations Class of 2020!*

### CENTER FOR DIVERSITY AND INCLUSION



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**UNITY + DIVERSITY = UNIVERSITY**