



November 27, 2017

To the Stevens Community:

In a memo to the Stevens community earlier this semester, I underscored the commitment of Stevens' leadership to ensure that members of our community feel that Stevens is an increasingly diverse, welcoming, and inclusive environment for all. I stated that we will continue to uphold our values of academic freedom and freedom of expression and that we would work to further enhance these efforts in the coming months and years. Since then, I have reached out to many students, faculty, alumni, and staff and received input on ways in which Stevens could strengthen our efforts in this regard. I am pleased to report that, in addition to the initiatives that have been implemented over the last few years, we have launched or are in the planning stages of some significant new initiatives. This memo aims to provide an update on our progress across the university on these efforts.

Over the last six years, Stevens has taken a number of steps to augment the existing resources, programs and initiatives that Stevens has provided for many years to enhance diversity and create a more inclusive environment at Stevens. It is noteworthy that the Stevens Technical Enrichment Program (STEP) will be celebrating its 50th anniversary in 2018! Since its inception, STEP has served as the "informal home" providing support of various types for undergraduates from underrepresented and other diverse backgrounds. Also, with the active engagement of STEP alumni, STEP's role in helping to recruit and support students from underrepresented groups is being revitalized.

In addition to long-standing programs such as STEP, Stevens has sharpened its focus on diversity initiatives in recent years through the creation of a Cabinet-level position of Executive Director of Diversity and Inclusion and a senior staff position of Diversity Educator in the Office of Student Affairs. These offices work across the University on a variety of programs such as the [Excellence through Diversity Lecture Series](#), [Title IX training](#), and [SafeZone training](#), among others. One important initiative, the National Science Foundation-sponsored *ADVANCE Stevens* project is creating an academic climate that supports the success of all faculty by facilitating equity in recruitment, retention and advancement. Two other recent examples of the University's commitment to fostering a diverse and welcoming environment are the designation of [gender-neutral restrooms throughout the campus](#), and [the re-launch of the Lore-El Center for Women's Leadership](#). A range of resources to support diversity and inclusion throughout our campus now reside on the [Diversity and Inclusion pages](#) of the Stevens web site.

It is also important to note that, during the midpoint review of our 10-year strategic plan earlier this year, our community reaffirmed its commitment to increasing diversity within the Stevens community. [Specific quantitative goals](#) for both [students](#) and [faculty](#) were included in the revised plan. Enhanced efforts to achieve these goals are underway and will continue in the coming years.

In addition to these ongoing efforts, I am delighted to report on a number of new initiatives that we have recently launched or are in the planning stages:

Stevens ACES (Assessing Careers in Engineering and Science)

With \$500,000 in funding from the 2017 Academic Leadership Award recently bestowed by Carnegie Corporation of New York, additional philanthropic support from PSEG, ADP, and AT&T, as well as gifts from a number of Stevens alumni, on Oct. 30th we launched the [Stevens ACES](#) program to provide enhanced opportunities, including financial support and supplemental support and mentoring, for underserved students and those from underrepresented minority (URM) groups to pursue STEM and technology-infused degrees and careers. Nine high schools from Hoboken, Newark, Jersey City, Paterson, and Brooklyn, New York were selected as partners in the initial year of implementation. In 2018, at least 25 students will receive full-tuition scholarships to the Stevens Pre-College Summer Program, and at least 20 members of the incoming Class of 2022 will be selected as Stevens ACES Scholars.

Clark Scholars Program

Last month, the A. James and Alice B. Clark Foundation announced a \$15 million gift to the Stevens endowment to establish the [Clark Scholars Program](#). This program will provide financial support and enhanced learning opportunities for exceptional undergraduate students who are underrepresented in engineering and computer science/cybersecurity, including first generation college students. The inaugural cohort of approximately 10 Clark Scholars will enroll at Stevens in Fall 2018; at steady-state, 40 Clark Scholars will be enrolled at Stevens through this program. The program provides a rigorous program of technical study with a minimum of two business or finance courses, participation in community and service-based learning projects, enrichment seminars, mentorship opportunities and events with professionals in the field.

Additional Campus Cultural and Religious Spaces

In order to recognize the needs and interests of our diverse population, a quiet space for prayer and meditation will open on campus in Fall 2018.

Establishment of an LGBTQ Alumni Club

Following a successful event for LGBTQ alumni and students on National Coming Out Day, the Stevens Alumni Association (SAA) and leadership within the administration are working closely with LGBTQ alumni to establish an LGBTQ alumni affinity club.

Diversity Data

With the help of the Office of Institutional Research and Effectiveness, an overview of diversity statistics at Stevens will be created and posted to the Stevens website. This publication will be updated annually to share progress on Stevens' goals to increase the percentage of women and underrepresented minorities at Stevens. In addition, progress reports of the diversity goals of the University's strategic plan will also be updated annually as part of regular strategic plan reporting.

Updated University Policies

Stevens has recently updated and re-issued its [Policy on Discrimination, Harassment and Bias Incidents](#). This policy states Stevens' commitment to ensuring that all persons within the Stevens community have equal opportunities free of discrimination or illegal harassment. In addition, Stevens recently adopted a [Policy on ADA Compliance](#) to document its institutional commitment to supporting people with disabilities and administering Stevens' programs in compliance with the

ADA. These policies are posted on the Stevens web site in the [Policy Library](#). In the coming months, the Stevens [Code of Ethics Policy](#) will also be revised, to be accompanied by a comprehensive statement of Stevens' core values, and also posted on the Stevens web site.

We are proud of the progress being made on these efforts and the new initiatives to make Stevens a more diverse, inclusive, and welcoming environment. We invite the participation of the entire University community in making them successful.

I look forward to providing updates in the months ahead.

Per aspera ad astra,


Nariman Farvardin
President

