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To the Stevens Community:

This fall, as we welcome the largest and most diverse freshman class in Stevens' history, we have much to celebrate, including the successful launch of the ACES (Accessing Careers in Engineering and Science) program, the 50th Anniversary of the STEP (Stevens Technical Enrichment Program), and progress on a number of initiatives and programs to enhance diversity and create a more inclusive environment at Stevens. These initiatives, together with a number of long-standing Stevens' programs, underscore the importance that Stevens places on fostering a welcoming and inclusive institutional climate for all.

Highlights of the recent past include:

Student-Focused Programs, Activities and Updates

Stevens ACES Program

Launched in 2017, ACES aims to significantly increase the number and percentage of academically-talented students from underserved communities at Stevens and in STEM fields through scholarship, mentoring, and other forms of support. The program includes both pre-college and undergraduate programs, and augments and leverages resources and key stakeholders including faculty, students, alumni, and academic and student life support services. Through a partnership among Stevens, high schools, alumni, and several corporations and foundations, ACES is introducing promising students who would not otherwise have the financial resources to attend Stevens or its pre-college programs to college life and inspiring them to pursue a STEM education. The 2017-18 pilot effort included public, charter and Catholic schools in Newark, Paterson, Hoboken and Jersey City, New Jersey and in Brooklyn, New York that have high percentages of underserved and underrepresented minority students.

Clark Scholars Program

With last year's \$15 million gift of endowment from the A. James and Alice B. Clark Foundation, the Clark Scholars Program provides financial support and enhanced learning opportunities for exceptional undergraduate students who are underrepresented in the engineering and computer science/cybersecurity fields. This fall, 23 Clark Scholars have joined the 2018 incoming class which exceeded the goal of 10 students for the inaugural cohort. The cohort is 52% female and 43% underrepresented minorities.

Fall 2018 Freshman Enrollment Data on Diversity

Programs such as ACES and the Clark Scholars Program are integral elements of Stevens' overall strategy to reach its goal, articulated in the 2017 Strategic Plan Update, to enroll 15% underrepresented minority students by 2022. Preliminary data for the Fall 2018 incoming class indicate 166 students (16.4% of the class) are from underrepresented minority groups. This represents a 43% increase over last year's cohort. Stevens also set a strategic goal to reach at least 35% female enrollment in the undergraduate population by 2022. Preliminary data for the Fall 2018 incoming class indicate that 60 more female students are enrolled compared to the Fall 2017 incoming class (284 vs. 224); however, due to the larger size of the incoming class this year, this represents a decrease in the percentage of female students in the 2018 incoming class to 28.0% from 29.3% in 2017.

Events, Training, Programs and Resources for Students

A wide range of programs and resources to support student diversity and inclusion throughout our campus include the ones below, details of which may be found on the Stevens [Diversity and Inclusion](#) web site. Highlights from this past year include the following:

- **Stevens Technical Enrichment Program (STEP):** Celebrating its 50th anniversary in 2018, STEP's mission is to help increase the pool of underrepresented minorities and low income students within the STEM fields and to provide support to students from diverse backgrounds. Through a combination of pre-college and undergraduate programs, STEP has, over five decades, been a core component of Stevens' commitment to increasing the pool and expanding opportunities for underrepresented and disadvantaged youth in STEM. The [STEP](#) website contains more information on its various programs and achievements.
- **Diversity Education:** Presentations and workshops covered a wide range of diversity issues such as gender, disability and LGBTQ+ issues, among others. More information may be found on the [Diversity Education](#) website.
- **Lecture Series:** The [Excellence Through Diversity Lecture Series](#) and the [Provost's Lecture Series on Women in Leadership](#) introduced ideas and perspectives by Carla Harris, Vice Chairman of Wealth Management and Senior Client Advisor at Morgan Stanley, and Dr. Connie Mariano, Rear Admiral, U.S. Navy (retired) and former White House physician.
- **Lore-El Center for Women's Leadership:** The Lore-El Center held 40 programs during the past academic year on topics ranging from women in entrepreneurship to "author talks" to women in computer science.
- **LGBTQ+ Resources and Support:** Stevens continues to offer the Safe Zone Ally Program, a campus-wide initiative designed to educate Stevens community members on LGBTQ+ identity, issues, and injustices impacting the LGBTQ+ community. The program also helps to identify Stevens staff, students, and faculty who support the Stevens LGBTQ+ population.
- **Student Groups and Events:** Three new student organizations were established this past year: (1) Alpha Phi Alpha Fraternity, an African-American collegiate fraternity; (2) Sigma Psi Zeta Sorority, a progressive multicultural sorority with roots in Asian/Pacific Islander American women's issues advocacy; and (3) Active Minds Student Chapter, whose area of focus is on

empowering students to share their mental health stories with other students and take mental illness “out of the shadows” on campus. A sampling of student organizations and events focused on diversity and inclusion may be found on the [Diversity and Inclusion Student Groups](#) website.

- **Title IX:** The Office of Student Life offered a greater number of Title IX educational programs this past year than ever before and also hosted events during April’s Sexual Assault Awareness month including the *Take Back the Night* march. More information may be found on the Stevens [Title IX](#) website.
- **Campus Spaces:** In order to recognize the needs and interests of our diverse population, student groups will be able to reserve space on the first floor of Alexander House for prayer and meditation starting in January 2019. Also, the Safe Zone Ally Program, with support from the Division of Facilities and Campus Operations, has identified a number of gender-inclusive restrooms throughout our academic buildings, residence halls, administrative buildings, and athletics facilities. See a complete [list of gender-inclusive restroom locations on campus](#), as well as the locations of single-stall lockable restrooms.

Faculty and Staff Diversity, Programs and Resources

- **Faculty Diversity:** Increasing diversity among our faculty is also a goal articulated in the 2017 midpoint update of the Stevens Strategic Plan. Stevens is committed to hiring faculty that reflect greater diversity from multiple perspectives, including gender and ethnicity. Of the 30 outstanding new faculty members who have been hired for the 2018-19 academic year, seven are female (representing 23% of all new faculty), all of whom have been hired by the Schaefer School of Engineering and Science (SES). In addition, updated guidance on best practices to conduct a faculty search will soon be posted to the [Stevens Policy Library](#).
- **Center for Faculty Engagement and Advancement Workshops:** Among some of the workshops that were offered last year were: Inclusive Classrooms for Faculty and Teaching Assistants; Safe Zone Training for Faculty and Staff; A Practical Guide to Working with Students in Distress; Title IX Training for Faculty and Staff; and Bystander Intervention and Responding to Bias.
- **NSF ADVANCE Stevens Academic Workplace Study:** This study for the Stevens [ADVANCE](#) project was completed in the Spring 2018 and includes findings on faculty work attitudes, school/department climate, mentoring, and work-family integration. The results will inform policies, practices and programs to be implemented in the 2018-19 academic year and may be found on the [MyStevens Office of the Provost Intranet](#) website.
- **Stevens Diversity Data:** Stevens regularly analyzes diversity benchmark comparisons for women and underrepresented minority faculty and students. Once data for the 2018-19 cohort are finalized later this fall, the [Facts & Statistics](#) section of the Stevens website will be updated.
- **Stevens Policies:** Stevens’ policies that are relevant to issues of diversity are available in the Stevens [Policy Library](#).

We are proud of the progress being made on these efforts and 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

