



The State University
of New York




Diversity, Equity and Inclusion Leadership Consortium

Kimberly Bobb, SUNY SYSTEM Administration

January 11, 2022


Project Objective

- SUNY has taken great strides to reduce inequality system-wide
 - Race equality regarding higher education leadership remains problematic
 - HE Leadership should reflect the diverse populations represented
- 

SUNY Leadership Headcount

State-operated Count by Gender & Race/Ethnicity																						
	Headcount													Headcount								
	White		Asian		Pacific Islander		Multi-Racial		Unknown		Black		Hispanic/Black									
Title	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male								
Dean/Associate Dean	89	69	6	12	1		2				4	9	0	1	193							
President/ Acting President	6	13		2			1				1	3	0	0	26							
Provost/Associate Provost/Vice Provost/Vice President/Associate Vice President	86	113	6	4			1			2	13	11	1	0	237							
Grand Total	181	195	12	18	1		4			2	18	23	1	1	456							

DISPARITIES in LEADERSHIP

- Access
 - Lack of Role Models within the Sector
 - Low Self-Esteem against societal and institutional expectations
- 

STATE UNIVERSITY OF NEW YORK



OFFICE OF DIVERSITY, EQUITY & INCLUSION

DEI LEADERSHIP CONSORTIUM


PRODIG

HLLI

BLLI

CHISOLM
CENTER

Consortium Institutes

- Organized Instruction
 - Personal Assessment Tools
 - On-site observation training opportunities
 - Experienced support systems
 - Long-term re-assessments
- 

Additional Roles

- Provide a consultative and advisory role to SUNY Leadership
- Assist in operationalizing the 2015 DEI Policy
- Assist in operationalizing the 2021 DEI Action Plan





The State University
of New York



QUESTIONS?