Dear Colleagues,

As we embark on Baruch’s annual celebration of Women’s History Month, I would like to share some of the ironic history around Title VII, the law that brought civil rights to women. Did you know that Title VII of the Civil Rights Act of 1964 owes its origin to a segregationist congressman, Howard Smith?

The original draft of Title VII prohibited discrimination based on race, color, national origin, and religion. According to Slate’s article “The Accidental Feminist,” Congressman Smith opposed Title VII because of the racial protections and hoped that by adding “sex” to the bill he “could undermine Title VII by forcing the government to spend time and resources cracking down on discrimination based on gender, and not just race. At the very least, he hoped to cause mayhem among the liberal supporters of the bill . . .” His plan didn’t quite work as he had hoped: Title VII protections for women in the workplace became a defining moment in women’s rights in the U.S.

In addition to uncovering this surprising twist, this story shows us how history—especially in the realm of diversity and inclusion—is often complex and circuitous. What matters is meaningful progress. In the spirit of momentum and our shared commitment to diversity and inclusion at Baruch, I encourage you to join me in this
month’s rich and varied roster of events in support of Women’s History Month and more, across the College and the University.

Diversity & Inclusion Events at Baruch

Bystander Intervention Workshop: Presented by The Mount Sinai SAVI Program

Rescheduled: Friday, Mar. 15, 10:30 am–12 noon

New Location: NVC 14-269

Research shows that bystander intervention works. But what are the options that a bystander has that can help to achieve the best and safest outcome both for herself/himself and for the person s/he is trying to support? In this introductory session, the “5 Ds” of bystander intervention will be investigated through presentations, discussions, and controlled skills practice. RSVP to DiversityEventsRSVP@baruch.cuny.edu. Note: Future workshops will build upon the skills gained in this introductory training.

Women’s History Month Highlight

Gillian Thomas on “Sex Discrimination at Work: Then and Now”

When: Tuesday, Apr. 2, 12 noon–2 pm

Where: NVC 14-250

The #MeToo revolution has shone a spotlight on the continuing barriers to gender equality in the workplace. What are the existing legal protections for working women? How were those victories won? And what lessons can we learn from the past? Join author and American Civil Liberties Union attorney Gillian Thomas for a discussion of her book, Because of Sex: One Law, Ten Cases, and Fifty Years That Changed American Women’s Lives at Work (St. Martin’s Press, 2016) and learn about four landmark cases—Phillips v. Martin Marietta, Dothard v. Rawlinson, Mieth v. Dothard, and Meritor Savings Bank v. Vinson— involving African American women and the NAACP. RSVP to DiversityEventsRSVP@baruch.cuny.edu by Friday, Mar. 22. Luncheon will be served. Event flyer attached.

The Inaugural Robert C. Weaver President Lecture

When: Thursday, Apr. 18, 12:30–2 pm

Where: Information and Technology Building, Rackow Conference Room, Room 750
This inaugural lecture will focus on diversity and leadership in honor of Baruch College’s first president, Robert C. Weaver. In addition to his legacy at Baruch College, Dr. Weaver is remembered as the first African American to be appointed to a U.S. cabinet-level position. He served as the first U.S. Secretary of Housing and Urban Development from 1966 through 1968 and Baruch College president from 1968 through 1970.

The inaugural speaker is **Ajay Nair, PhD, president of Arcadia University**, a nationally recognized expert in student affairs issues and an accomplished social justice, race, and ethnicity scholar. Dr. Nair is the first person of color to be appointed president at Arcadia and is among the first college or university presidents of Indian American descent in the U.S. His talk, entitled “Leading from the Center,” will focus on higher education’s mission in the 21st century—what it means and what it takes to be influential in the current context—and will leave attendees with a call to action regarding influence, advocacy, and authentic leadership.

**Diversity & Inclusion at CUNY**  
**CUNY Faculty Diversity and Inclusion Conference 2019**  
**Minding the Gap: Retaining and Sustaining the Academic Community**  
**When:** Friday, Mar. 29, 7:30 am–5:30 pm  
**Where:** CUNY Graduate Center, 365 Fifth Avenue

CUNY’s fourth biennial Faculty Diversity and Inclusion Conference offers an opportunity for University-wide sharing of research-based scholarship and practice in support of diversity and inclusion, longtime drivers of CUNY’s success. **Registration is now open. Review the full conference agenda.**

**Featured speakers** include:
- Freeman A. Hrabowski III, PhD, president, University of Maryland, Baltimore County: “Faculty Diversity, A Shared Responsibility, Promotes Student Success”
- Michael Benitez Jr., PhD, CDO and dean of diversity and inclusion, University of Puget Sound: “Beyond Diversity Presence: Cultivating Effective Faculty Mentoring to Enhance the Academic Community”

**Two Sessions Feature Baruch College Staff and Faculty**  
**The PhD Project—Baruch College Research Symposium: A Platform for Faculty Recruitment: 10:30–11:45 am**

The annual PhD Project–Baruch College Research Symposium is a recently inaugurated collaborative academic initiative being implemented to increase the number of business
school faculty members from underrepresented groups, featuring the following participants: Marie Zara, director of advancement for the PhD Project, together with Zicklin School of Business faculty Albert Crocker, PhD, and Karl Lang, PhD, Paul H. Chook Department of Information Systems and Statistics; Carol Marquardt, PhD, Stan Ross Department of Accountancy; and Katerina Gonzalez, Narendra Paul Loomba Department of Management. Learn more.

**Creating an Anti-Racist Collective on Campus: 2:45–4 pm**

Come see Baruch College faculty and staff discuss CURB, the Collective to Undo Racism at Baruch, which they have been developing since last year’s conference. Learn how the group identified concerned individuals and nurtured their involvement and steps taken to introduce change campus-wide. Speakers include Bill Ferns, PhD, associate professor, Paul H. Chook Department of Information Systems and Statistics, Zicklin School of Business; Elizabeth Merrick, PhD, psychologist at the College’s Counseling Center and Starr Career Development Center (SCDC); Rita Ormsby, associate professor–information services librarian at William and Anita Newman Library; Adia Tucker, assistant director at SCDC; and Robert Kunicki, assistant director for student success in the College’s Division of Enrollment Management and Strategic Academic Initiatives. Learn more.

In the spirit of community, I thank you for supporting our colleagues and for making Baruch College’s and CUNY’s commitment to diversity, inclusion, and equal opportunity a priority.

Sincerely,

Mona Jha, Esq.
Chief Diversity Officer