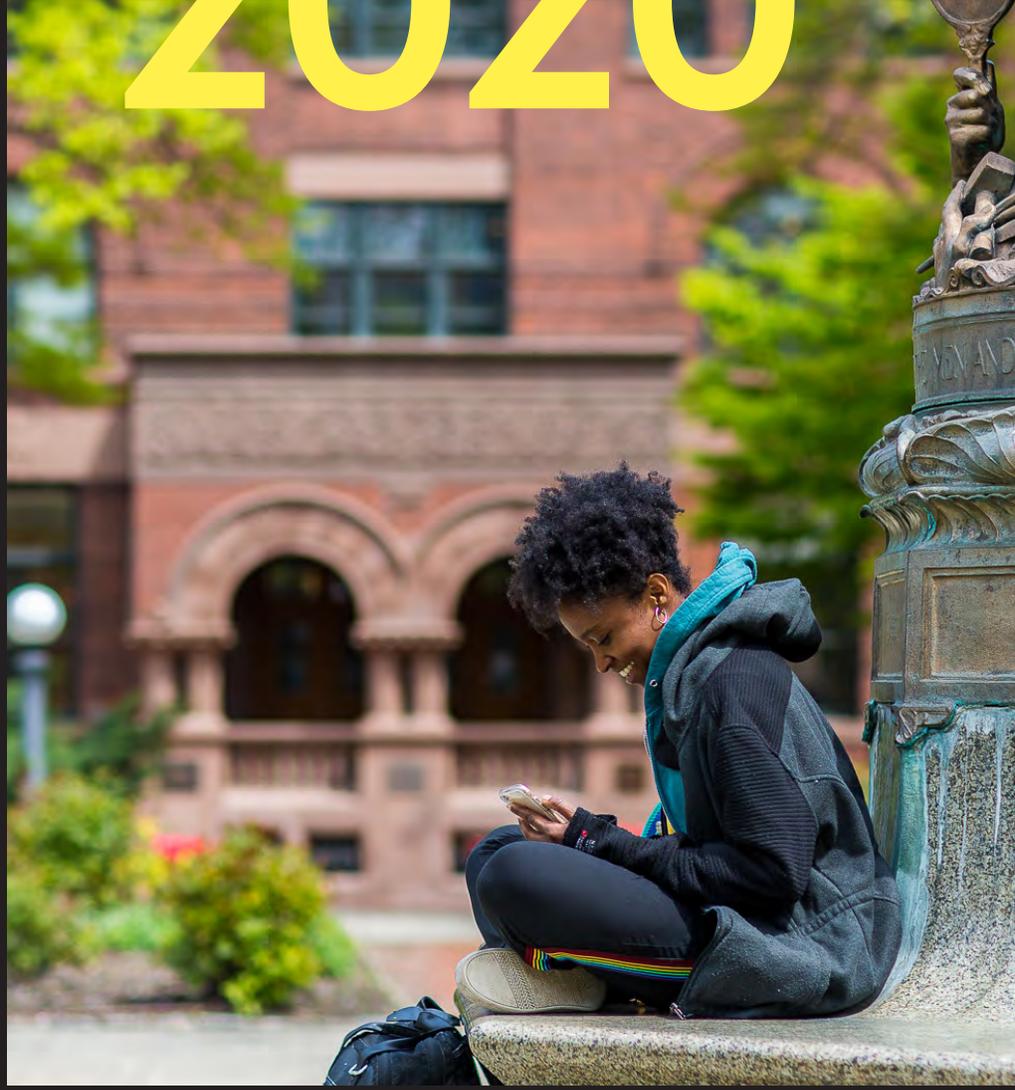


Diversity, Equity and Inclusion Progress Report

2019- 2020



Pratt

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1

Welcome from President Frances Bronet

I am delighted to share with you Pratt Institute's first Diversity, Equity and Inclusion Progress Report.

Since becoming Pratt's president in January 2018, I have been committed to supporting and enhancing structures, practices and an institutional culture that values diversity, equity and inclusion at Pratt. These values are delineated in Pratt's Diversity, Equity and Inclusion Strategic Plan, which was developed prior to the establishment of the Office of Diversity, Equity and Inclusion (DEI). Within the first six months of my tenure as president, I hired an outstanding inaugural Vice President, Nsombi B. Ricketts, who has worked diligently to lead the DEI Office in raising awareness, providing training and support, and developing strategies to examine and reimagine our curriculum, student recruitment, faculty and staff hiring, and community dialogues and events, to promote anti-racist, anti-discriminatory, anti-biased practices and advocate for inclusion, equity and representation.

At Pratt, we are dedicated to expanding access to creative and design professions. In this report you will read about the extraordinary efforts of our administration, students, faculty and staff to advance diversity, equity and inclusion at Pratt. I am extremely proud of our progress to date and we are committed to continuing this momentum. This requires active engagement throughout the creative pipeline, from nurturing an interest in young children to educating students who become working professionals to supporting alumni in their practices. We have a big role and responsibility to uphold the mission and vision articulated by

our founder Charles Pratt in 1887, to welcome students of every background, regardless of social standing, race, or gender, offering opportunity to a new diverse professional class, anchored in our surrounding communities.

This report is a transparent look at our progress to date. It is a starting point from which we can benchmark our achievements and continue adapting our practices and policies. Our continued pursuit of diversity, equity and inclusion objectives will enhance the quality of the academic experience at Pratt, and by extension the world in which our students, faculty, staff and alumni engage in work that is transformative and progressive in the creative fields and communities in which we design and live.

Sincerely,

Frances Bronet
President

Introduction from the Vice President for Diversity, Equity and Inclusion



Greetings from the Office of Diversity, Equity and Inclusion

It is with great pleasure that I share with you Pratt Institute's Diversity, Equity and Inclusion Report for academic years 2019 (AY19) and 2020 (AY20). In this report, we have provided a high-level overview of our progress in advancing Pratt's [Diversity, Equity and Inclusion Strategic Plan](#), programmatic diversity, equity and inclusion initiatives, and best practices across campus.

Since joining Pratt Institute in July 2018 to establish the Office of Diversity, Equity and Inclusion (DEI), I am extremely proud of our work to build the DEI team, diversify our community, enhance equity, and promote inclusive excellence. In October 2018, **Jazmin Peralta** was appointed as director of diversity, equity and inclusion and the Center for Equity and Inclusion (CEI) began reporting to the DEI Office. **Tyler Cino Maradiaga** was hired as the program coordinator for the CEI and Black Lives Matter Pratt in December 2018, and **Meg Humphrey** was hired as the administrative assistant for the Office in February 2019. Pratt's Diversity, Equity and Inclusion Council was also established in February 2019 to support implementation and accountability for the DEI Strategic Plan.

In the upcoming academic year, our team will be working closely with deans and chairs to develop school- and department-level DEI goals in support of the DEI strategic plan. We will continue to offer the DEI Allies Training Certificate Program, launched in February 2020 for faculty and staff, and partner with Human Resources and Student Affairs to administer mandatory online DEI trainings for all students, faculty, and staff. We will also collaborate

with Institutional Advancement to establish a Diversity, Equity and Inclusion Committee on Pratt's Board of Trustees.

We look forward to our continued work with colleagues across campus on our shared diversity, equity, and inclusion goals. I encourage you to read our first Diversity, Equity and Inclusion Report to celebrate our accomplishments, and learn more about institutional initiatives on [Pratt's DEI Website](#). If you have any questions about our programming or would like to be involved in our efforts, please contact our office at diversity@pratt.edu.

Sincerely,

Nsombi B. Ricketts
Vice President for Diversity,
Equity and Inclusion

Office of Diversity, Equity and Inclusion

2



Pratt's Office of Diversity, Equity and Inclusion (DEI) was established in 2018 and is led by Nsombi B. Ricketts, vice president for diversity, equity and inclusion. The DEI Office provides thought leadership and strategic guidance across the Institute to build a unique intellectual, artistic, and creative community that welcomes a diversity of identities, perspectives, values, ideas, experiences, and beliefs. The DEI Office partners with internal and external stakeholders to create a diverse, equitable, and inclusive environment for all students, faculty, staff, and alumni.

DIVERSITY, EQUITY AND INCLUSION STRATEGIC PLAN

Pratt's leadership launched a major effort in 2015 to promote ongoing diversity, equity, and inclusion across the Institute. A Diversity Strategic Planning Committee worked with various constituents in the Pratt community through town hall meetings and focus groups. This resulted in a [Diversity, Equity and Inclusion Strategic Plan](#) that was finalized in 2018 and is organized into four areas of focus:

- Creating a Welcoming Environment
- Recruiting and Retaining a Diverse Student Body
- Hiring and Retaining a Diverse Faculty and Staff
- Expanding "Beyond the Gates" to the External Community

DIVERSITY, EQUITY AND INCLUSION COUNCIL

The [Diversity, Equity and Inclusion Council](#) was launched in 2019 to implement the Pratt Diversity, Equity and Inclusion Strategic Plan. The DEI Council is chaired by Nsombi B. Ricketts, vice president for diversity, equity and inclusion, and consists of four subcommittees that have oversight over each strategic plan pillar.

DEI Council Membership – AY20

Creating a Welcoming Environment

- Chair – Jazmin Peralta, Director of Diversity, Equity and Inclusion
- Cathleen Kenny, Vice President for Finance and Administration
- Helen Matusow-Ayres, Vice President for Student Affairs
- Donna Heiland, Vice Provost for Academic Affairs

- Judit Torok, Director of the Center for Teaching and Learning
- Cristobal Stewart, Assistant Dean, Continuing and Professional Studies
- Dennis Mazone, Assistant Vice President for Campus Safety and Preparedness
- Judith-Faith Williams Cadet, Title IX Coordinator
- NAKisha Henry,* Assistant Director for Benefits Administration
- Rose Kampert,* Adjunct Associate Professor – CCE in Fashion Design
- Todd Ayoung,* Adjunct Associate Professor – CCE in Foundation Art
- Sarah Kanu, Student Government Association, DEI Chair
- Christopher Li,* Graduate Student, School of Architecture

Recruiting and Retaining Diverse Students

- Chair – Dustin Liebenow, Associate Vice President for Enrollment Management
- Judith Aaron,* Vice President for Enrollment
- Nedzad Goga, Executive Director of Student Financial Services & Compliance
- Mike Farnham, Director of Academic Advising
- Amanda Diaz, Director of Higher Education Opportunities Program (HEOP)
- Martha Cedarholm, Senior Student Advocate, and Care Coordinator
- Elisabeth Sullivan, Director of the Learning/Access Center
- Tara Kopp, Deputy Director, Center for Art, Design, and Community Engagement K-12
- Tyler Cino Maradiaga, Program Coordinator for Diversity, Equity and Inclusion
- Daniel Wright,* Associate Professor in Math and Science
- Natalie Moore,* Assistant Chairperson of Foundation Arts
- Ayesha Agha, Graduate Student, School of Architecture
- Tamia Bailey, Student Government Association, Student Life Chair

Hiring and Retaining a Diverse Faculty and Staff

- Chair – Steven Riccobono, Assistant Vice President of Human Resources
- Kirk E. Pillow, Provost
- Chris Sula, Associate Professor, School of Information, and President, Academic Senate
- Laurel Voss, Assistant Provost for Academic Administration
- Safia Hibbert, Human Resources Generalist
- Jessica Tallman, Executive Director of Development
- Tom Greene, Director of Legal Affairs
- Christopher Ruggieri, Assistant Director for Residential Life, and President, Staff Council
- Donna Gorsline, Assistant to the Dean of the School of Design
- Cyrée Jarelle Johnson, Diversity, Equity and Inclusion Librarian, and Black Lives Matter Chair
- Camille Martin-Thomsen, Assistant Dean of the School of Design
- Heather Lewis,* Chair of Art and Design Education
- Sara Rafferty,* Associate Professor in Photography
- Susan Young,* Chair of Associate Degree Program

Expanding "Beyond the Gates" to the External Community

- Chair – Allison Druin, Associate Provost for Research and Strategic Partnerships
- James Kempster, Vice President for Communications and Marketing
- Joseph Hemway, Vice President for Information Technology & CIO
- Daphne Halpern, Vice President for Institutional Advancement
- Nicole Haas, Chief of Staff to the President
- Maira Seara, Dean of Continuing & Professional Studies
- Aileen Wilson,* Professor, and Director of the Center for Art, Design, and Community Engagement K-12

- Adam Friedman, Director of the Pratt Center
- Walter Rickard, Director of Athletics
- Russell Abell, Director of Libraries
- Jelani Bandele, Alumni Engagement Manager, The Black Alumni of Pratt
- Hera Marashian, Associate Director of Career Development and Industry Relations
- Deb Caponera,* Visiting Instructor in Associate Degree Programs

*Reps concluded their service on the DEI Council in AY20

Center for Equity and Inclusion

3



The Center for Equity and Inclusion (CEI) was established in 2016 and is led by Jazmin Peralta, director of diversity, equity and inclusion. The CEI educates, empowers, and advocates for students, faculty, and staff to raise critical consciousness around diversity, equity, inclusion, and social justice.

PROGRAMS

CEI PROGRAMS AND EVENTS

Pratt Community Dialogue Series

Pratt Community Dialogue Series features topics that encompass identity and current events relating to diversity, equity, inclusion, and/or social justice.

Academic Year 2019

- Anti-Blackness within the Latinx Community
- Political Action: Freedom of Speech and Expression
- Food Insecurity
- Destigmatizing Mental Health

Academic Year 2020

- Querida Familia: Supporting Undocumented Immigrants
- LGBTQ+ Civil Rights: The Aimee Stephens Case
- Indigenous Land Recognition
- Colorism
- Intersectional Feminism
- Consent
- Mental Health, Wellness, & COVID-19
- Pride Celebration

Diverse Voices Film Series

The Diverse Voices Film Series seeks to uplift underrepresented narratives through the film medium. The CEI collaborates with campus and affinity partners to showcase movies throughout the year that highlight diversity, equity, inclusion, and social justice matters. Films shown to date include *The Hate U Give*, *Joy Luck Club*, *Sorry to Bother You*, *Real Women Have Curves*, and *Hidden Figures*.

National Cultural Heritage and History Months

The CEI recognizes national cultural heritage and history months by hosting a variety of programming and events throughout the year to shed light on the achievements of historically marginalized groups. Months honored by the CEI include: Black History Month, Latinx/Hispanic Heritage Month, LGBTQ+ History Month, Native American Indian Heritage Month, Women's History Month, National Developmental Disability Awareness Month, Asian Pacific American Heritage Month, Caribbean Heritage Month, and Pride Month. Featured events include:

Black History Month

- In spring 2019, Pratt celebrated Black History Month with several events and initiatives, including the Communications Department's Design as Social Practice alumni panel, **Black Dress: Salon featuring designer Byron Lars and created and curated by Pratt Fashion faculty Adrienne Jones**, the Graduate Center for Planning and Environment's *From Inequality to a Just Future* lecture series, Black Lives Matter Pratt's *Bell Bottoms and Activism: Pratt in the 1970's* alumni panel, and the Black Alumni of Pratt's "Black History Is Pratt History" social media and Pratt news campaign in partnership with the Office of Communications and Marketing.
- In spring 2020, Pratt Libraries hosted a Black History Month Wikipedia Edit-A-Thon on the Pratt Manhattan Campus, and the Black Student Union hosted "A Century of Black Music" social event.



Center for Equity and Inclusion

2019 Community Dialogue on Indigenous Land Recognition



Women's History Month

- In spring 2019, Pratt celebrated Women's History Month with several events and initiatives, including Community Service Board's Women's History Week with a Conversation with President Frances Bronet, Pratt Libraries' Gender + Non-Binary Wikipedia Edit-A-Thon, and Black Lives Matter Pratt's Women's Financial Empowerment Workshop.

Latinx/Hispanic Heritage Month

- In fall 2018, Pratt celebrated "Somos Pratt" Hispanic Heritage Celebration Week with keynote speaker Saul Flores: 5328 Miles, 10 Countries "The Walk of Immigrants," and Coco film screening.
- In fall 2019, with the newly formed Latinx Student Alliance, the DEI Office expanded *Somos Pratt* into a month-long celebration for Hispanic/Latinx Heritage Month and featured an Opening Reception with Jorge Oliver, Dean of the School of Art, and a keynote speech by Mónica Ramón Ríos, visiting instructor for social science and cultural studies.

LGBTQ+ History Month

- Starting in fall 2018, the CEI partnered with Public Safety to raise the Philadelphia Gay Pride Flag and the Trans Pride Flag twice a year for LGBTQ+ History Month (October) and Pride Month (June). The CEI also partnered with Student Affairs to host the 16th Annual LGBTQIA Student Leadership Conference at Pratt.
- In fall 2019, the CEI partnered with Queer Pratt to distribute gay, lesbian, bisexual, transgender, pansexual, non-binary, and asexual flags on the Brooklyn and Manhattan campuses for National Coming Out Day. Pratt Libraries also set up a LGBTQ+ History Month display honoring LGBTQ+ poets, femmes, feminists, and activists, such as Audre Lorde, at the Pratt Manhattan campus.

Martin Luther King Jr. Legacy Week

Martin Luther King Jr. Legacy Week is an annual campus and community celebration of the legacy of Dr. Martin Luther King Jr.

- In spring 2019, Pratt hosted its annual Breaking Bread community event featuring a keynote address by Rob Fields, president and executive director of the Weeksville Heritage Center, a screening of the *King in the Wilderness* documentary, and an MLK Day of Service with Father's Heart Ministries.
- In spring 2020, MLK Jr. Legacy Week featured the Breaking Bread community event with a keynote address by Mark Winston Griffith, executive director of the Brooklyn Movement Center, and the MLK Jr. Legacy Collaborative Mural project at the Brooklyn and Manhattan campuses.



2019 Hispanic/Latinx Heritage Month Reception

2020 MLK Jr. Breaking Bread event



Lavender Graduation

Lavender Graduation is an annual celebration of Pratt's LGBTQ+ undergraduate and graduate students with their families, friends, and allies prior to Commencement. In spring 2019, the CEI hosted Lavender Graduation in partnership with Student Affairs, featuring keynote speaker and performer Wit Lopez.

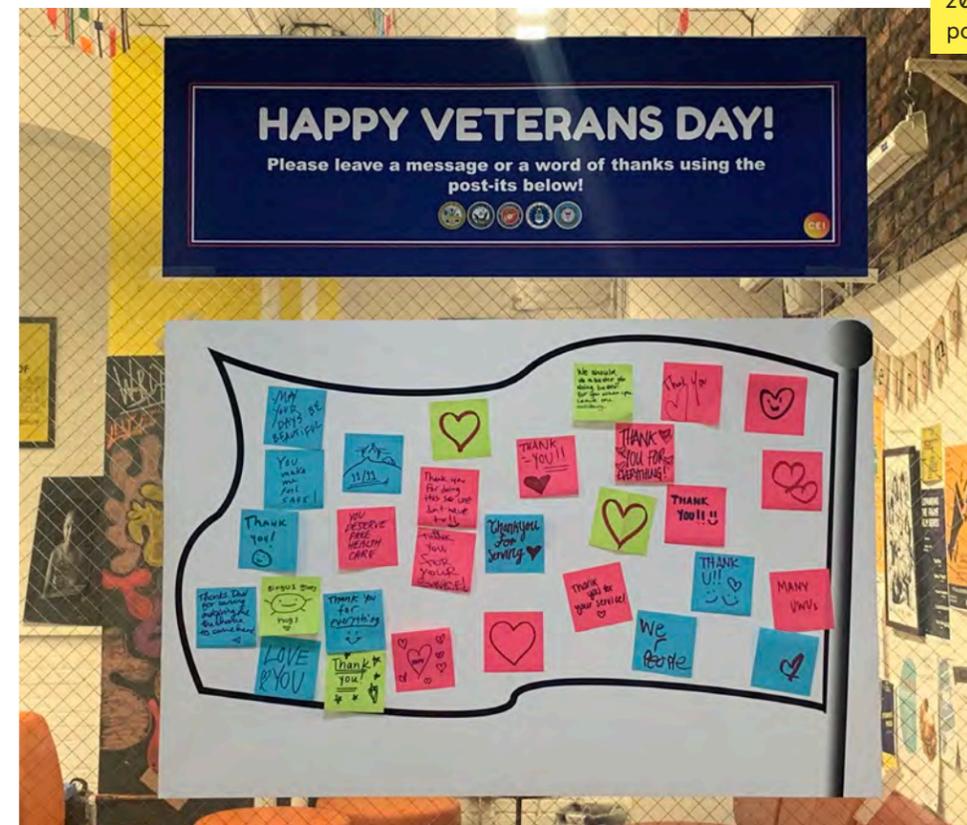
Additional Programs

- For the observance of the 400th Anniversary of the first enslaved Africans arrival in Jamestown, Virginia, in 1619, the DEI Office, Black Lives Matter Pratt, and the Graduate Center for Planning and the Environment hosted the "From Injustice to a Just Future" spring lecture series, *13th* Screening and Talkback with filmmaker Katherine Cheairs, and displayed the *Remembering Jamestown* Timeline in the Student Union.
- Pratt hosted Take Back the Night for Sexual Assault Awareness and Prevention Month in spring 2019 to empower sexual assault survivors and promote sex-positivity. The event included performances, a panel discussion and resource fair.
- In fall 2019, Pratt celebrated Veterans Day with a week of programs sponsored by the Learning/Access Center, Pratt Libraries, Health Services, and CEI. Programs included: card making events, tree and book displays on both campuses, a CEI window display, and a veteran health bulletin board.
- In spring 2020, the CEI partnered with the Student Diversity Advisory Board, Institutional Advancement, and the Student Government Association to host the Pratt Virtual Spirit Week for students and alumni.

Philadelphia Pride flag and Transgender Pride flag flying on the Brooklyn campus main flagpole



2019 Lavender Graduation



2019 Veterans Day poster display

DIVERSE STUDENT GROUPS

STUDENT DIVERSITY ADVISORY BOARD (SDAB)

The Student Diversity Advisory Board (SDAB) is a coalition of student organizations that support social justice work and/or underrepresented identities.

Black Student Union (BSU)

BSU is a student-run organization whose interests lie in the empowerment of students who identify as part of the Black diaspora.

Film in Color (FiC)

FiC is focused on bringing students of color in the Film/Video Department together and creating a safe space for students to talk about their own work.

Queer Pratt



Latinx Student Alliance (LSA)

LSA provides a safe space, campus programming, and a community for Latinx-identifying students and other students who express interest in the culture.

Pratt International Students Association (PISA)

PISA exemplifies multiculturalism in fostering friendships and cultural learning throughout the student body while striving to spread culture between international students, domestic students, and the Pratt community.

Pratt National Organization of Minority Architecture Students (P-NOMAS)

P-NOMAS was founded to foster communication, cooperation, solidarity, and fellowship among minority students studying architecture.

Newman Club

A weekly mass organized and led by Pratt alumnus Fr. Richard Bretone, who offers mass in multiple churches around Brooklyn, and founded Eternal Flame of Hope Ministries.

Sick and Disabled Student Union (SDSU)

SDSU functions as a peer-led support and advocacy network for students dealing with the challenges of balancing school and health.

Queer Pratt

Queer Pratt is the campus's official LGBTQ+ student group with goals to provide a safe space for all genders and sexualities, encourage self-expression, teach about queer history, and create a stronger community at Pratt.



Student Diversity Advisory Board

2019 Dia de Los Muertos event hosted by the Latinx Student Alliance



Black Student Union



4

Black Lives Matter Pratt
(BLM Pratt)

Arthur O. Eve Higher Education
Opportunity Program (HEOP)

Black Alumni of Pratt
(BAP)

BLACK LIVES MATTER PRATT (BLM PRATT)

Black Lives Matter Pratt (BLM Pratt) is a collective of students, faculty, and staff that addresses issues such as anti-blackness, racial inequality, xenophobia, sexism, homophobia, and systemic oppression. BLM Pratt organizes talks, performances, exhibitions, workshops and other events centering Black perspectives, and hosts an annual teach-in. BLM Pratt is currently chaired by Cyrée Jarelle Johnson, DEI librarian.

BLM Pratt Teach-In

The BLM Pratt Teach-In is a daylong conference featuring a diversity of perspectives, ideas, and theories uplifting Black Lives Matter's mission and goals.

- In spring 2019, the BLM Pratt Teach-In: Safety and Wellness featured Decolonize this Place, the Long Table with Shaun Leonardo, Pratt School of Art Visiting Fellow, Layla Zami, visiting assistant professor and former BLM co-chair, and workshops hosted by the Pratt Center.
- In spring 2020, the **BLM Pratt Teach-In: In/Visibility** was hosted on the Brooklyn and Manhattan campuses and featured talks and workshops by Shaun Leonardo, Sekou Cooke, architectural practitioner and assistant professor at Syracuse University, Taja Lindley, visual and performing artist, Adrienne Jones, professor of fashion design, **BlackSpace**, **AfroCrowd**, and the **Free Black Women's Library**.

Other Featured Events

- In spring 2019, BLM Pratt co-sponsored a screening of "The Bombing of Osage Avenue"

with the School of Liberal Arts and Sciences, Department of Humanities and Visual Studies, and Film/Video.

- For the 50th Anniversary of Black Solidarity Day in fall 2019, BLM Pratt, Humanities and Media Studies, Performance and Performance Studies, and the DEI Office hosted a lecture on Envisioning Black Futures with André M. Zachery, Artistic Director of the **Renegade Performance Group**.
- BLM Pratt hosted a Black Under COVID-19 event to discuss the impact of the Coronavirus on Black and disabled communities. The conversation was facilitated by BLM Pratt Chair and DEI Librarian, Cyrée Jarelle Johnson, and featured community lawyer TL Lewis and community activist Dustin Gibson, founding members of the **Harriet Tubman Collective**.
- Co-sponsored a talk featuring Charles Burnett with Film/Video in spring 2020.
- In response to the killing of George Floyd and protests across the nation, BLM Pratt co-sponsored a Black Lives Matter Community Dialogue with the DEI Office and Health Services in spring 2020.



2020 Black Lives Matter Pratt Teach-In: BlackSpace Workshop



2020 Black Lives Matter Pratt Teach-In: Made in NYC's "In/Visibility in Fashion Industry" Panel featuring Professor Adrienne Jones, Janet Rodriguez, Aliyah Jacobs, Sue Rock, and Ibada Wadud

ARTHUR O. EVE HIGHER EDUCATION OPPORTUNITY PROGRAM (HEOP)

Established by the New York State Legislature in 1969, **HEOP** provides an opportunity for admission and support to talented New York students who have not reached their full academic potential due to barriers in their educational, economic, or personal background. HEOP provides additional supportive services designed to assist students with academic, financial, social, and personal matters. This includes tutoring, counseling, and financial aid for HEOP students throughout their college careers.

- In fall 2018, Amanda Diaz was appointed as Pratt's new HEOP director.
- In fall 2019, HEOP collaborated with Student Government and Student Life to provide students who would not have otherwise attended the opportunity to attend the Ottawa Animation Festival. Ten students were in attendance and a HEOP staff member chaperoned the trip.

Amanda Diaz, Director of HEOP, and Kristopher Hudson, HEOP Program Coordinator, at the 2019 Faculty and Staff Picnic



HEOP Ambassadors

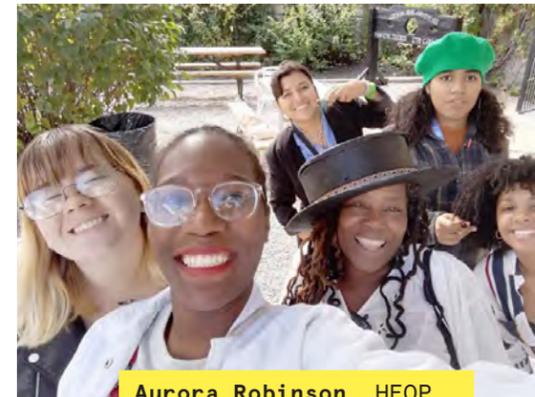
In AY20, HEOP Ambassadors (2 HEOP upper-classmen) worked closely with the HEOP professional staff and current HEOP students to improve communication, transparency, and programming across the HEOP program.

- HEOP Ambassadors surveyed student peer needs and presented ideas of ways to improve student support and engagement in the program.
- HEOP Ambassadors assisted with student programming and trips, such as Advocacy Day, which brought first-year student leaders to Albany in support of New York State Advocacy Day.
- HEOP Ambassadors worked closely with the HEOP professional staff with the admissions process and engaging with prospective students.
 - During in-person interviews, HEOP Ambassadors gave students individual campus tours, answered questions from the student perspective regarding majors, Pratt and HEOP engagement and support services.
 - During remote work, HEOP Ambassadors conducted reminder phone calls to prospective students regarding their scheduled virtual interviews and addressed questions students may have about the Pratt and HEOP experience and resources available.
 - HEOP Ambassadors were rehired to work as peer mentors for the summer 2020 HEOP program. Retaining the peer mentors builds continuity in their relationship with incoming students.



2020 Advocacy Day

Elvis Jimenez, Associate Director of HEOP, at the HEOP Summer Program



Aurora Robinson, HEOP Counselor, accompanying students on the 2020 Ottawa Trip

BLACK ALUMNI OF PRATT (BAP)

Founded in 1990, **BAP** advances scholastic and professional opportunities for Pratt students and alumni of African and Latinx descent by providing financial support and developing the skills and talents of the Institute's ethnically diverse student body. BAP establishes a network within corporate, educational, and cultural communities to identify volunteer and internship opportunities for students, and organizes and sponsors events recognizing the achievements of outstanding Pratt graduates of all ethnic backgrounds.

BAP Events

BAP hosts a variety of events throughout the school year to engage Black and Latinx students and alumni, bringing them in contact with potential mentors, employers, the campus community, and one another.

- **BAP Celebration of the Creative Spirit Benefit Gala:** In partnership with Institutional Advancement and Communications and Marketing, each spring, BAP hosts a fundraising gala to support its endowment. A select group of BAP students are chosen to attend and serve as honoree and presenter escorts. One student is chosen each year to serve as the guest speaker.
- **BAP Black and Latinx Student Welcome:** In partnership with the DEI Office, BAP holds a gathering at the beginning of the fall semester for Black and Latinx students to meet one another and faculty and staff who may serve as resources throughout the student's stay at Pratt. In fall 2018, the event was held on

the Brooklyn campus and in fall 2019, it was expanded to both the Brooklyn and Manhattan campuses.

- **Student Meetings:** BAP meets with students once a semester, providing the opportunity to network, learn about upcoming BAP events, scholarships, and stipends, and sign-up for volunteer opportunities. BAP also hosts bi-weekly office hours for students to meet individually or as a small group.
- **CareerConnect:** In partnership with the Center for Career & Professional Development, this is an annual networking event bringing together BAP junior and senior students, Black and Latinx alumni, and potential employers. Students are offered the opportunity to display their work and resumes for critique and on-the-spot mentoring.
- **Alumni-Presented Workshops:** Alumni-led workshops for students, alumni, faculty, staff, and the community. The first two workshops were held in 2019 but were canceled in 2020.

Additional Programs

- Hosted an admissions virtual event with Harlem School of the Arts featuring two alumni.
- Partnered with student Maria Useche for a virtual Latinx Creatives Panel that featured six Latinx professionals from different specialties in the creative and fine arts industries.



BAP Donning of the Kente Stole Ceremony



2019 BAP New Student Welcome

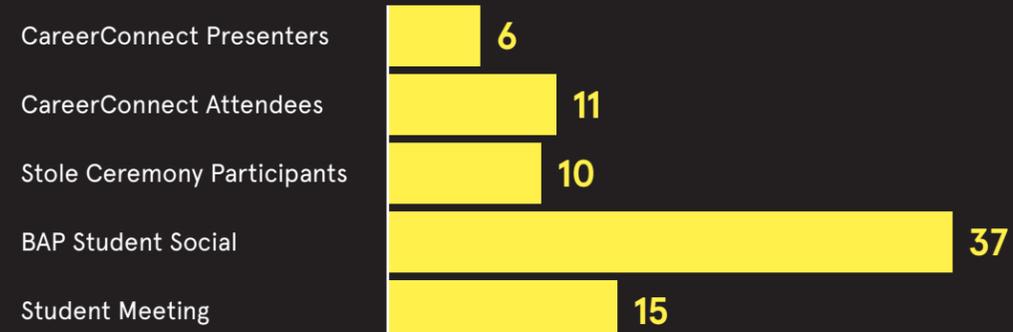


2020 marks the 30th anniversary of BAP

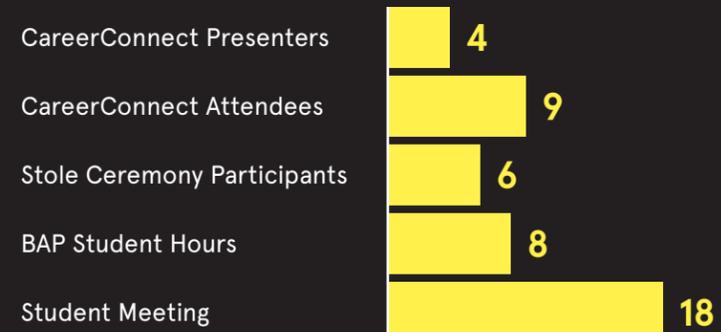
Black Alumni of Pratt (BAP) Student Participation Academic Years 2019–2020

Each year, 15–40 Black and Latinx students participate with BAP through on-campus events, meetings, the BAP Celebration of the Creative Spirit Scholarship Benefit Gala, and scholarship awards.

ACADEMIC YEAR 2019 PARTICIPATION



ACADEMIC YEAR 2020 PARTICIPATION



STUDENT DEMOGRAPHICS



5

CREATING A WELCOMING ENVIRONMENT

ENSURE THAT ALL STUDENTS AND FACULTY FEEL VALUED AND RESPECTED IN EVERY PRATT CLASSROOM AND STUDIO

EVERFI DEI for Students Online Course

In AY20, Pratt was selected to participate in the EVERFI DEI for Students model implementation project. The DEI Office and Student Affairs administered an EVERFI Diversity, Equity and Inclusion for Students online course in spring 2020. One thousand eighty-three undergraduate and graduate students completed this training module, and it will be a mandatory course beginning AY21 for all students.

Campus Climate Survey

The DEI Office, Institutional Research, Human Resources, and Student Affairs administered Pratt's first integrated Campus Climate Survey for all students, faculty, and staff in fall 2019. The survey assessed perspectives on diversity, equity, inclusion, belonging, campus culture, accessibility, Title IX/sexual misconduct, safety, bias, discrimination, and harassment at the Institute.

Harassment and Discrimination Prevention Training

In AY19, Human Resources administered mandatory EVERFI Harassment and Discrimination Prevention Training for all faculty and staff.

Accessibility

The Pratt Accessibility Task Force was convened in 2015 and later renamed the Accessibility Advisory Committee in AY19. The committee recommends actions, policies, and practices needed to

improve access to campus facilities, technology, and programs. In fall 2019, for National Disability Employment Awareness Month, the Accessibility Advisory Committee hosted Pratt's second annual Community Meeting on Accessibility.

Accessibility Advisory Committee Membership

- Co-Chair - Cathleen Kenny, Vice President for Finance and Administration
- Co-Chair - Helen Matusow-Ayres, Vice President for Student Affairs
- Joseph Hemway, Vice President for Information Technology
- Nsombi B. Ricketts, Vice President for Diversity, Equity and Inclusion
- Steven Riccobono, Assistant Vice President of Human Resources
- Dennis Mazone, Assistant Vice President of Campus Safety and Preparedness
- Christopher Gavlick, Executive Director/Chief Facilities Officer
- Elisabeth Sullivan, Director of Learning/Access Center, and 504 Coordinator
- Thomas Greene, Director of Legal Affairs
- Kimberlae Saul, Director of Planning and Design
- Tuan Vu, Associate Director of Residential Life and Housing
- Luke Phillips, Registrar

Bias Education Response Taskforce (BERT)

The Bias Education Response Taskforce (BERT) was reconvened in AY19 and completed its recommendations in AY20. In spring 2020, BERT developed an online Bias Incident Report form for students, staff, and faculty to report any incident of bias, discrimination, harassment,

or violation of the Pratt Community Standards that they have witnessed or experienced. Submissions to the online form will continue to be reviewed by the former BERT co-chairs.

Bias Education Response Taskforce Membership

- Executive Sponsor – Nsombi B. Ricketts, Vice President for Diversity, Equity and Inclusion
- Co-Chair – Judith-Faith Williams Cadet, Title IX Coordinator
- Co-Chair – Jazmin Peralta, Director of Diversity, Equity and Inclusion
- James Kempster, Vice President for Communications and Marketing
- Dennis Mazone, Assistant Vice President for Campus Safety and Preparedness
- Steve Riccobono, Assistant Vice President for Human Resources
- Cristobal Stewart, Assistant Dean of Continuing and Professional Studies
- Tom Greene, Director of Legal Affairs
- Chris Kasik, Director of Residential Life and Conduct Officer
- Kristin Oberheide, Director of International Affairs
- Martha Cedarholm, Senior Student Advocate, and Care Coordinator
- Jasmine Cuffie, Coordinator of Health Education and Promotion
- Christopher Jensen, Associate Professor, Math and Science
- Michele Gorman, Adjunct Associate Professor, Undergraduate Architecture

DEI Chair Position on the Student Government Association

In spring 2019, the DEI Office partnered with the Office of Student Involvement to create a new DEI chair position on the Student Government Association. Sarah Kanu, BFA Communications Design '21, was elected as the inaugural SGA DEI chair and established the Student Diversity Advisory Board in fall 2019.

Identity-Based Student Groups

Since 2018, multiple identity-based student groups were established to help underrepresented students find community across campus. Organizations include: Black Student Union (formerly known as Bako Tribe), Latinx Student Alliance, Sick and Disabled Student Union, Pratt National Organization of Minority Architecture Students, and Film In Color.

Senior Student Advocate and Care Coordinator

In fall 2020, Martha Cedarholm was appointed the senior student advocate and care coordinator to meet the needs of students who experience challenges that may interfere with their academic pursuits. This includes coordination of services and follow-up during and after hospitalization or medical leave of absence, health and safety referrals, problem resolution, managing multiple or complex medical or mental health needs, crisis intervention and management, and conflict resolution.

Indigenous Knowledge & Land Recognition Workshop

Amanda Huynh, assistant professor of industrial design, hosted an Indigenous Knowledge & Land Recognition Workshop in spring 2020 to explore the significance of recognizing Indigenous homelands and territories, and how a land acknowledgement might be integrated across the Institute.

Pratt Community Standards

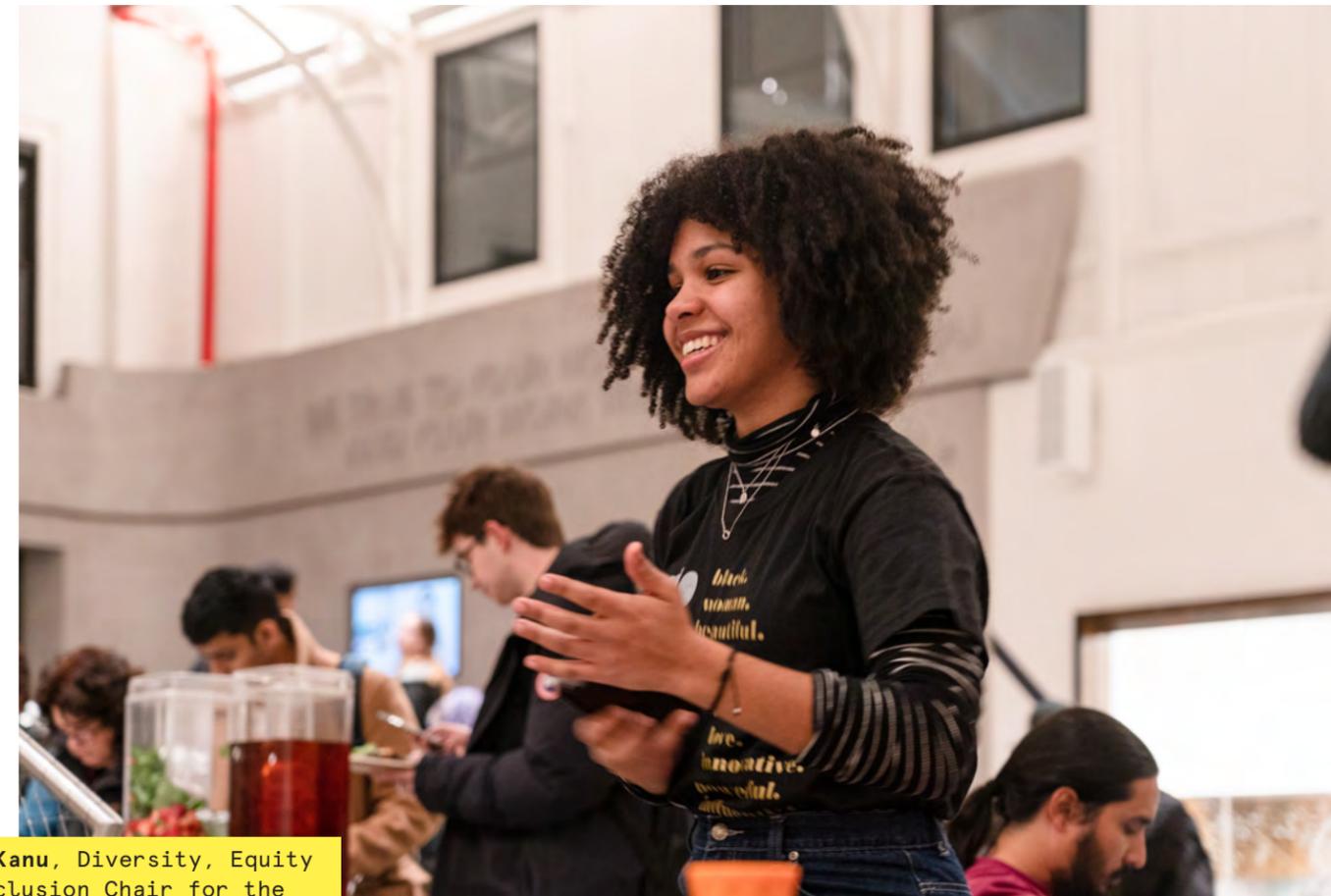
In AY19, the Pratt Community Standards were expanded to include expectations of conduct for students, faculty, staff, and administrators.

Resource Guides

In spring 2020, the Office of Diversity, Equity and Inclusion updated its LGBTQ+ Resource Guide and created an Anti-Racism Resource Guide.

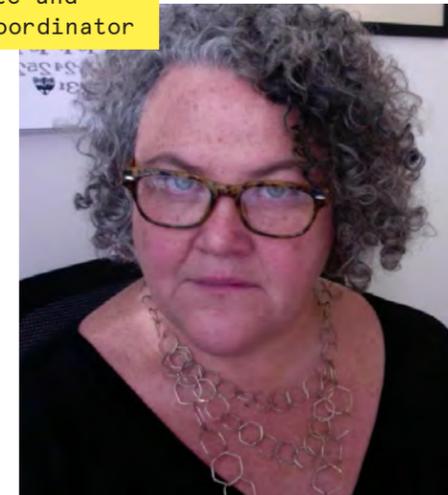
Human Resources

In AY19, the DEI Office partnered with Human Resources to update Pratt's Equal Employment Opportunity statement and add diversity and



Sarah Kanu, Diversity, Equity and Inclusion Chair for the Student Government Association

Martha Cedarholm, Senior Student Advocate and Care Coordinator



Judit Török, Director, Center for Teaching and Learning



inclusion questions to Pratt's annual Engage Employee Survey.

Assistant Vice President for Campus Safety and Preparedness

In spring 2020, Dennis Mazone became the inaugural assistant vice president for campus safety and preparedness. Public Safety, Title IX, Clery Compliance, and Risk Management fall under his portfolio.

Title IX Coordinator

In spring 2020, Judith-Faith Williams Cadet was appointed as Pratt's Title IX coordinator.

"I Am Pratt" Campaign

In fall 2019, the DEI Office launched the "I Am Pratt" campaign during New Student Orientation to reinforce Pratt community values.

PROMOTE A LEARNING ENVIRONMENT THAT SUPPORTS STUDENTS, FACULTY, AND STAFF IN ORDER TO FACILITATE STUDENT SUCCESS

DEI Allies Training Certificate Program

The DEI Office launched the [DEI Allies Training Certificate Program](#) for faculty and staff in spring 2020. This program is facilitated by Jazmin Peralta, director of diversity, equity and inclusion, and consists of four courses on Allyship and Intersectionality, Bias and Micro-aggressions, Cultural Appreciation, and Gender and Sexuality. DEI Allies are full-time and part-time faculty and staff that actively promote and advance diversity, equity, and inclusion through intentional, conscious, and constructive efforts that benefit the entire Pratt community.

Center for Teaching & Learning (CTL)

- In AY19, Judit Török was appointed as the inaugural director of Pratt's Center for Teaching and Learning.
- [2019 Fall Forum](#): The Provost's Office, the CTL, and the DEI Office hosted the *Fall Fo-*

rum: Frameworks for Equity and Inclusion for eighty-five faculty and staff members in September 2019. The event featured keynote speaker Tia Brown McNair, vice president for diversity, equity, and student success at the Association of American Colleges and Universities.

- The CTL expanded New Faculty Orientation in AY20 to include sessions on Supporting and Engaging Faculty and Supporting Students, and featured participation from the Offices of DEI, Human Resources, Undergraduate Advisement, Writing and Tutorial Center, Student Involvement, and the Academic Senate. Eighty-five faculty members attended.
- The CTL hosted several events to support inclusive teaching and learning in AY20. Featured events include: Art Critiques for English Second Language students, Assignments Against the Grain: Inclusivity, Developing Your Diversity Statement, Identity and Cultural Competency, Inclusive Assignment Design, New Faculty Community: Universal Design for Learning, Reading Circle: Intercultural Teaching, Resilient Teaching Online, Pratt/Visual Arts at Chautauqua Institution Fellow Presentation, Feedback as Dialogue, Student Engagement, Writing Your Teaching Philosophy, and WelCoMe – Wellbeing Pedagogies. Overall, 276 faculty members participated in these programs.

Learning/Access Center (L/AC)

The [Learning/Access Center \(L/AC\)](#) provides comprehensive academic support services that are available to all Pratt students. The L/AC also facilitates full access for students with disabilities and veterans so that they can freely and actively participate in all facets of Pratt life. The L/AC collaborates to provide Institute-wide consultation and advice on disability-related matters (including legal compliance and universal design) and provides individual services and tools to facilitate diverse learning styles and accommodations in a sustainable, inclusive manner.

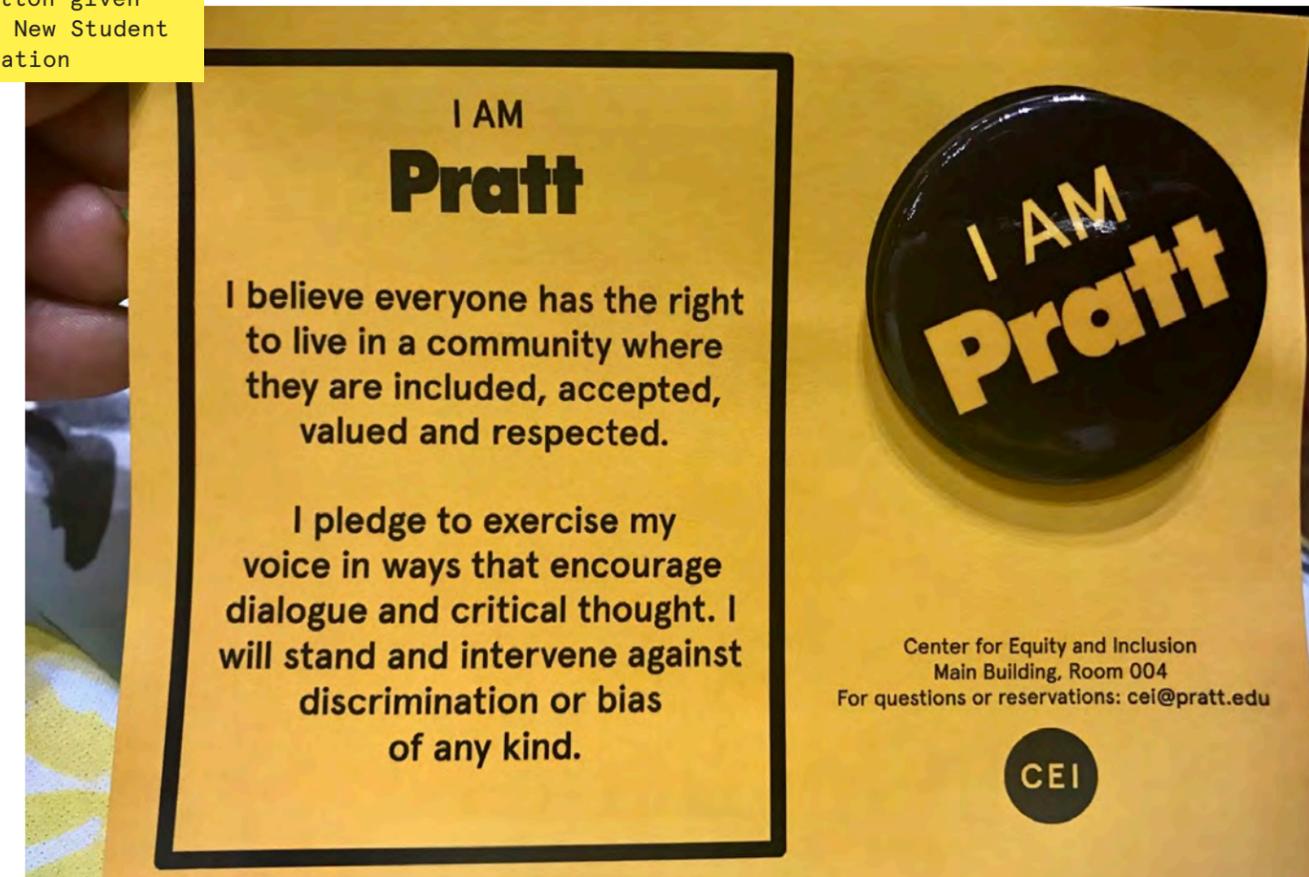


Dennis Mazone, Assistant Vice President for Campus Safety and Preparedness



Judith-Faith Williams Cadet, Title IX Coordinator

"I Am Pratt" pledge and button given out at New Student Orientation



Community Values and Expectations Training Workshop

In fall 2018, the CEI facilitated a Community Values and Expectations training workshop during New Student Orientation discussing diversity, equity, inclusion, bias, and community values for all incoming undergraduate students.

In AY20, Cyrée Jarelle Johnson was appointed as the DEI librarian, to fill critical gaps in the Libraries' collections pertaining to African American, Native American, Latinx, and other underrepresented artists and activism. The DEI librarian also purchased anti-racist texts to support faculty teaching and learning for the Center of Teaching and Learning.

INCREASE FINANCIAL SUPPORT FOR STUDENTS WITH FEWER RESOURCES

Pratt Food Pantry

Health Education and Promotion partnered with the DEI Office and NYPIRG to launch the Pratt Food Pantry in spring 2019 to address food insecurity on campus. The Pantry is led by Jasmine Cuffie, coordinator of health education and promotion, and staffed by volunteer staff members from multiple departments across campus and occasionally by student staff members. Visits by students are not capped and students do not have to demonstrate need in order to visit the Pantry. All students also receive information on local food insecurity resources, recommendations for applying to the Supplemental Nutrition Assistance Program (SNAP/EBT).

In AY20, the Pantry hosted several programs: Healthy Studio Snacks with AVI Foodsystems, Inc., a Cooking Class with This Queer Kitchen, and a Cook Along with Program Board and Office of International Affairs.

Student Supply Fund and Student Support Grant

Pratt allocated \$15,000 for a Student Supply Fund and \$15,000 for a Student Support Grant

in AY20. Martha Cedarholm, senior student advocate and care coordinator, and Nedi Goga, executive director of student financial services, were responsible for distributing these funds. These funds were used to cover emergency student expenses due to COVID-19 in March 2020. There were two recipients of the Supply Fund, who received \$1,024 total and fourteen recipients of the Support Grant, who received \$30,919 total.

Federal Work Study Job Fair

To increase support for students with financial need, the Offices of Student Affairs, Student Financial Services, and Human Resources hosted Pratt's Federal Work Study Job Fair in fall 2019 to provide eligible students with priority access to on-campus employment opportunities. Fifteen hiring departments were present at the fair, and 160 Federal Work Study students attended.

IMPROVE COMMUNICATION AND TRANSPARENCY ACROSS ALL LEVELS OF THE INSTITUTION

- Communications Advisory Board and Communications Collaborative launched in AY20 to allow for cohesiveness and awareness on communication across campus.
- In spring 2020, the DEI Office worked with Communications and Marketing to create an internal Inclusive Terminology Guide on how to appropriately represent and address different social identities in various mediums.
- Communications created Pratt Daily Hub, Those We Lost and Back to Pratt web pages.

DEVELOP AN INSTITUTION-WIDE STAFF ONBOARDING PROCESS

HR Onboarding Committee

The HR Onboarding Committee launched in spring 2019 to streamline and coordinate the



DEI Allies Training Certificate Program

2019 Fall Forum: Frameworks for Equity and Inclusion



Pratt Food Pantry Cooking Class



staff onboarding process throughout all Pratt departments. The committee created onboarding checklists for new employees and hiring managers, and is working on a new employee website page with updated resources and information.

Onboarding Committee Membership

- Chair – Amy Hecht, Director of Employment
- Pete Easton, Associate Director of Interactive Services
- Peg Fox, Assistant Provost for Academic Affairs
- Sarah Hromack, Director of Web and Digital Communications
- Meg Humphrey, Administrative Assistant in Office of Diversity, Equity and Inclusion
- Emma Legge, Director of Student Involvement
- Angel Matos, Administrative Secretary Grade 11 in Office of Facilities Management
- Westley Pemberton II, Assistant Controller
- Diana Russo, Director of Enterprise Technology
- Joe Santa Ana, Director of Public Safety

INCREASE SOCIAL AND PROFESSIONAL INTERACTIONS AND ENGAGEMENT AMONG STAFF AND FACULTY ACROSS THE INSTITUTION

Latinx Faculty & Staff Appreciation Breakfast

The DEI Office partnered with Human Resources, Facilities, and Public Safety to host an appreciation breakfast for Latinx faculty and staff in fall 2018 in honor of Hispanic Heritage Month.

Pratt Staff and Faculty Picnic

The DEI Office partnered with the Office of Finance and Administration to host the Pratt Staff and Faculty Picnic in summer 2019.

Pratt Staff Council Steering Group

Cathleen Kenny, vice president for finance and administration, Nsombi B. Ricketts, vice president for diversity, equity and inclusion, and Steve Riccobono, assistant vice president of hu-

man resources were appointed as sponsors for the new Pratt Staff Council in fall 2018. The Staff Council Steering Group launched in spring 2019 to develop the infrastructure and charge for the new Pratt Staff Council.

Staff Council Steering Group Membership

- Chair – Jazmin Peralta, Director of Diversity, Equity and Inclusion
- Natalie Capannelli, Director of Graduate & International Admissions
- Jean Hartig, Senior Editor, *Prattfolio*
- NAKisha Henry, Assistant Director for Benefits Administration
- Jamie Malcolm, Associate Director for Prospect Management & Research
- Jelisa Nixon, Executive Assistant, Office of the VP for Finance & Administration
- Chris Ruggieri, Assistant Director of Residential Life
- Leo Rundle, Associate Director of Enterprise Technology Enterprise Systems
- Laurel Voss, Assistant Provost for Academic Administration

Pratt Staff Council

The Pratt Staff Council launched in spring 2020 as an advisory group to senior administration tasked with improving staff engagement, inclusion, recognition, and retention. The Council is comprised of twenty-five members and consists of three committees – Benefits and Advocacy, Engagement and Retention, and Professional Development.

Pratt Staff Council Membership

- President – Christopher Ruggieri, Assistant Director of Residential Life
- Vice President – Sam Harvey, Professional Development Specialist, CCPD
- Treasurer – Ellen Connell, Finance & Operations Manager, Academic Affairs
- Secretary – Cindy Wolff, Copy Cataloger/Processing Administrator, Pratt Libraries
- Shani Powell, Executive Assistant to the

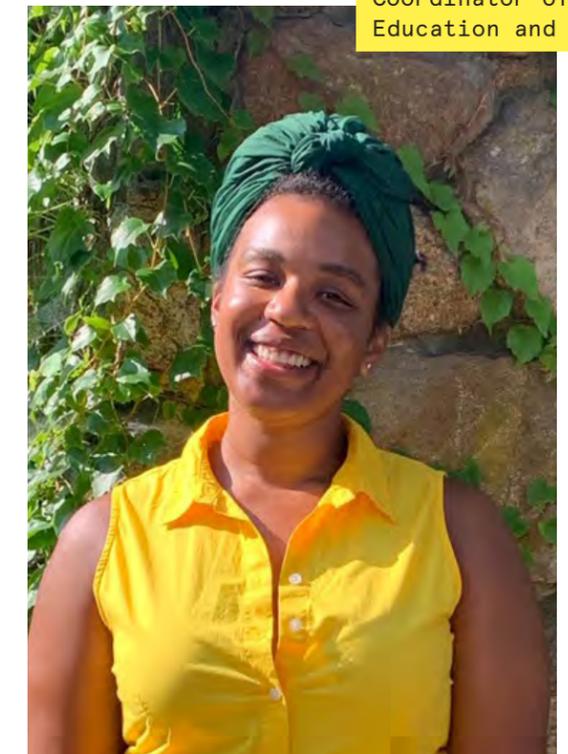


Community Values and Expectations Workshop at New Student Orientation

Cyrée Jarelle Johnson, Diversity, Equity and Inclusion Librarian



Jasmine Cuffie, Coordinator of Health Education and Promotion



Vice President, Institutional Advancement – Outreach Coordinator

- Marcela Barrenechea, Assistant to the Director, Human Resources, Chair – Benefits & Advocacy Committee
- Sandra Hetzel, Assistant to the Chair, Graduate Center for Planning, Chair – Professional Development Committee
- Dina Weiss, Assistant Chair of Fine Arts, Chair – Engagement & Retention Committee
- Mackenzie Adriance, Assistant Director of Career Counseling and Experiential Learning, CCPD
- Juan Castro, Programmer Analyst, Enterprise Systems
- John Crowe, Film/Video Technician
- Suzanne de Vegh, Program Director, Continuing & Professional Studies
- Mark Gens, Graduate, & International Admissions Counselor, Admissions
- Aston Gibson, Assistant to the Chair of Interior Design
- Lillian Gooden, Assistant Registrar for

Technology, Registrar’s Office

- Keisha Hall, Day Supervisor, Office of Facilities Management
- Sandra Hampton, Associate Director of International Affairs
- Yvette Mack, Director, Counseling, & Collections, Student Financial Services
- Emily Mader, Assistant Chair of Fashion Design
- Donna McDougal, Assistant to the Director and Budget Coordinator, Academic Computing
- Westley Pemberton, Assistant Controller, Comptroller’s Office
- Jessica L. Preston, Administrative Manager, and Assessment Coordinator, Health & Counseling
- Aurora Robinson, Counselor, Higher Education Opportunities Program
- Diana Russo, Director of Enterprise Technology, Enterprise Systems
- Robert B. Shaw, Systems Manager, Student Financial Services



2019 Federal Work Study Fair

Sponsors for the new Pratt Staff Council: **Cathleen Kenny**, Vice President for Finance and Administration, **Nsombi B. Ricketts**, Vice President for Diversity, Equity and Inclusion, and **Steve Riccobono**, Assistant Vice President of Human Resources



Staff Council meeting



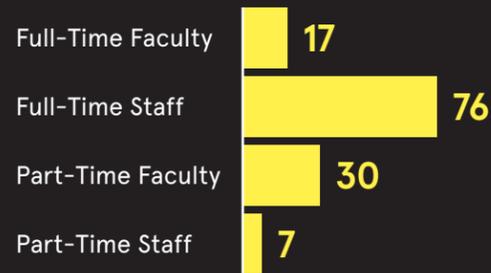
2019 Pratt Staff and Faculty Picnic



DEI Allies Training Course Participation Spring 2020

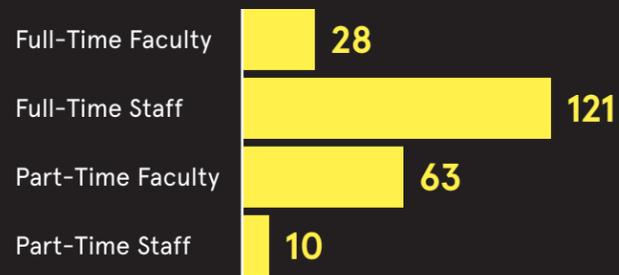
CERTIFIED DEI ALLIES (COMPLETED ALL FOUR COURSES)

130



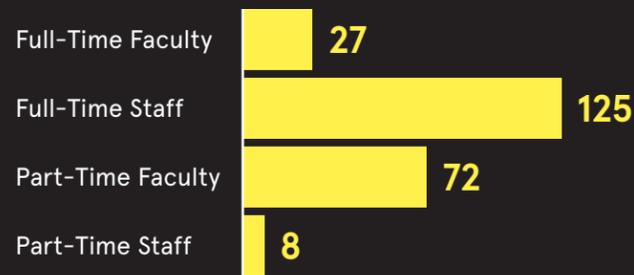
ALLYSHIP & INTERSECTIONALITY COURSE

220



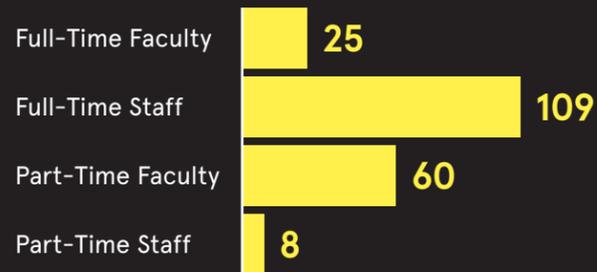
BIAS & MICROAGGRESSIONS COURSE

232



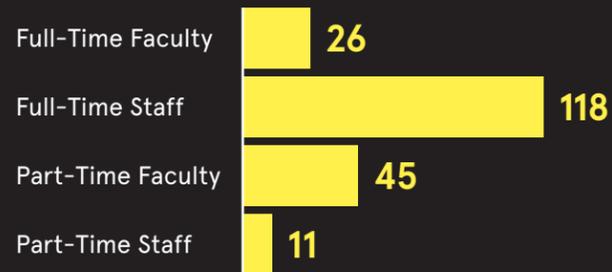
CULTURAL APPRECIATION COURSE

202



GENDER & SEXUALITY COURSE

200



Pratt Food Pantry Usage April 2019–March 2020

PANTRY USAGE

81
unique users

180
total users

DISTANCE PANTRY USAGE

18
unique users

56
total users

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

EXPAND RECRUITMENT EFFORTS AND IMPROVE YIELDS TO INCREASE THE NUMBER OF UNDERREPRESENTED UNDERGRADUATE STUDENTS

- Admissions ordered additional undergrad diversity lists and sent targeted emails highlighting campus resources.
- In spring 2019, the DEI Office and Center for Equity and Inclusion participated in Accepted Student Days to share resources for underrepresented student populations.
- In AY20, Admissions participated in national online portfolio days for undergraduate and graduate students. The first online portfolio day was in fall 2019 with approximately 500 undergraduate registrants and 300 graduate registrants. Approximately 600 undergrad students met with a Pratt representative at an additional online portfolio day in spring 2020.
- In spring 2020, Financial Aid and Admissions introduced a personalized financial aid video for domestic accepted students explaining each student's financial aid package award, broken down by merit scholarships received, grants, and outlining the amount that they would need to take out in loans.
- Admissions increased scholarships for first generation, low income students, and Pratt Young Scholars.
- Admissions offered fee waivers and simplified the application process for Center K-12 student applicants.
- To replace 2020 Accepted Student Days, the pilot fly-in program, and the off-campus admitted student days, Admissions created

an [Accepted Student Video](#), moderated by Dustin Liebenow, Associate Vice President for Enrollment Management. Admissions also offered one-on-one virtual and phone appointments for students and families to connect with admissions counselors and current students.

- The DEI Office hosted a presentation for senior staff and deans in spring 2019 on the validity of standardized tests and test optional admissions with consultant Akil Bello, Pratt alumnus and national test-preparation expert. Pratt will pilot Test Optional Admissions for AY21.

INCREASE LOCAL PIPELINES OF UNDERREPRESENTED UNDERGRADUATE STUDENTS FROM NEW YORK CITY

- Imani Shanklin-Roberts, Pratt alumnus, was hired as an additional admissions counselor for NYC schools in fall 2019.
- Admissions partnered with HEOP on targeted high school recruitment in NYC and visited six schools between the two offices to advise on the available resources for underrepresented student populations.
- Admissions partnered with BAP on NYC high school and community-based organizations (CBOs) visits. Together they also identified alumni of color to help recruit through these channels.
- In fall 2019, Admissions started recruiting at two of its 10 identified CBOs and continued recruitment efforts through February 2020.



Dustin W. Liebenow

2020 Accepted Student Video

Imani Shanklin-Roberts,
Admissions
Counselor



- In both AY19 and AY20, a part-time college advisor worked with all senior **Pratt Young Scholars** on their college applications, including applying to Pratt. One hundred percent of Pratt Young Scholars were accepted to Pratt both years.

INCREASE THE NUMBER OF UNDERREPRESENTED STUDENTS ACROSS PRATT GRADUATE PROGRAMS

- Admissions ordered additional graduate diversity lists and sent targeted emails to diverse graduate applicants.

LEVERAGE BEST PRACTICES FROM HEOP TO EXPAND ACADEMIC SUPPORT FOR OTHER UNDERREPRESENTED STUDENTS*

REDUCE DISPARITY IN RETENTION RATES BETWEEN PELL GRANT AND NON-PELL GRANT RECIPIENTS

- Student Affairs and Undergraduate Advising began leveraging Starfish for Early Warning Academic Advising in AY19.
- The Learning/Access Center launched the Pilots Program, a voluntary student success initiative that provides first-year students with an opportunity to find community, connect to essential resources, and develop strategies to help them navigate college life. Students are recruited based on demographic data that are associated with additional retention and achievement challenges.
 - Program goals include helping students make interpersonal connections with other students and Pratt staff to foster a sense of inclusion and fostering relationships with upperclassmen through personalized academic support through group and individual co-curricular experiences.

- Students are connected to a co-pilot, an upperclass student who can act as a mentor, tutor, and academic coach. The program's group meetings provide the opportunity for students to develop valuable skills such as self-awareness, time management, managing stress, and making use of resources including direct connections to the library and career center.
- The **Retention Task Force** convened for its first meeting in spring 2020.
 - Co-Chair – Kirk E. Pillow, Provost
 - Co-Chair – Helen Matusow-Ayres, Vice President for Student Affairs
 - Nsombi B. Ricketts, Vice President for Diversity, Equity and Inclusion
 - Dustin Liebenow, Associate Vice President for Enrollment Management
 - Nedzad Goga, Executive Director of Student Financial Services & Compliance
 - Amanda Diaz, Director of Higher Education Opportunities Program
 - Meredith Hoffheins, Acting Director of Undergraduate Advisement
 - Osundwa Wanjera, Director of Institutional Research
 - Luke Phillips, Registrar

*In progress: Long-term strategic plan goal

Student Demographics Academic Years 2019–2020

FALL 2018	Undergraduate Students 3,634	Graduate Students 1,381
American Indian/ Alaska Native	1	3
Asian	441	71
Black/ African American	145	66
Hispanic/Latinx	355	104
International	1,147	697
Native Hawaiian/ Pacific Islander	2	1
Two or More Races	115	27
Unknown	40	20
White	1,388	392

FALL 2019	Undergraduate Students 3,677	Graduate Students 1,392
American Indian/ Alaska Native	3	1
Asian	487	75
Black/ African American	138	60
Hispanic/Latinx	356	108
International	1,229	724
Native Hawaiian/ Pacific Islander	2	1
Two or More Races	124	37
Unknown	36	11
White	1,302	375

Data provided by Institutional Research. Student demographics based on Integrated Postsecondary Education Data System count, as of Oct. 15 per reporting year.

Admissions Demographics: Undergraduate Four-Year Programs (New Students) Fall 2018–Fall 2020

FALL 2018	Applied 7,020	Accepted 3,061	Deposited 803	Enrolled 733
American Indian/ Alaska Native	5			
Asian	865	451	107	105
Black/ African American	391	110	19	18
Hispanic/Latinx	886	276	65	57
International	2,320	1,046	312	273
Native Hawaiian/ Pacific Islander	5	1		
Two or More Races	325	123	33	26
Unknown	79	36	6	10
White	2,144	1,018	261	244

FALL 2019	Applied 7,090	Accepted 3,454	Deposited 748	Enrolled 700
American Indian/ Alaska Native	13	7	2	2
Asian	887	520	107	103
Black/ African American	376	136	19	18
Hispanic/Latinx	946	381	67	60
International	2,422	1,149	275	249
Native Hawaiian/ Pacific Islander	3	3		
Two or More Races	317	164	30	27
Unknown	53	26	8	6
White	2,073	1,068	240	235

FALL 2020	Applied 6,452	Accepted 3,887	Deposited 911	Enrolled 611
American Indian/ Alaska Native	7	2		
Asian	842	577	127	108
Black/ African American	314	123	29	29
Hispanic/Latinx	758	357	82	66
International	2,341	1,358	335	176
Native Hawaiian/ Pacific Islander	3	1		
Two or More Races	264	159	26	18
Unknown	91	65	10	9
White	1,832	1,245	302	205

Data provided by Admissions.
Data is updated as of October 15, 2020.

Admissions Demographics: Undergraduate Two-Year Programs (New Students) Fall 2018–Fall 2020

FALL 2018	Applied 159	Accepted 134	Deposited 40	Enrolled 29
American Indian/ Alaska Native				
Asian	28	27	9	4
Black/ African American	16	13	3	4
Hispanic/Latinx	25	17	3	3
International	34	25	10	8
Native Hawaiian/ Pacific Islander	1			
Two or More Races	9	9	2	2
Unknown	2	2	1	
White	44	41	12	8

FALL 2019	Applied 167	Accepted 149	Deposited 47	Enrolled 37
American Indian/ Alaska Native	1	1		
Asian	33	31	9	9
Black/ African American	20	17	5	4
Hispanic/Latinx	36	32	9	8
International	20	16	8	2
Native Hawaiian/ Pacific Islander				
Two or More Races	3	2	1	1
Unknown	1	1		
White	53	49	15	13

FALL 2020	Applied 135	Accepted 123	Deposited 26	Enrolled 19
American Indian/ Alaska Native	1	1	1	
Asian	14	14	3	1
Black/ African American	19	19	3	3
Hispanic/Latinx	33	32	7	6
International	21	15	3	2
Native Hawaiian/ Pacific Islander				
Two or More Races	9	7	2	1
Unknown	3	3	2	1
White	35	32	5	5

Data provided by Admissions.
Data is updated as of October 15, 2020.

Admissions Demographics: Undergraduate Four-Year Programs (Transfer Students) Fall 2018–Fall 2020

FALL 2018	Applied 921	Accepted 395	Deposited 181	Enrolled 106
American Indian/ Alaska Native	2			
Asian	99	47	22	15
Black/ African American	70	20	9	4
Hispanic/Latinx	124	58	37	22
International	258	101	36	17
Native Hawaiian/ Pacific Islander	1	1	1	
Two or More Races	33	13	8	5
Unknown	26	9	6	5
White	308	146	62	38

FALL 2019	Applied 744	Accepted 372	Deposited 163	Enrolled 99
American Indian/ Alaska Native				
Asian	86	37	15	9
Black/ African American	29	12	6	6
Hispanic/Latinx	108	57	21	14
International	260	115	57	28
Native Hawaiian/ Pacific Islander	1			
Two or More Races	32	19	7	6
Unknown	8	2		
White	220	130	57	36

FALL 2020	Applied 737	Accepted 430	Deposited 179	Enrolled 103
American Indian/ Alaska Native	1			
Asian	74	47	23	15
Black/ African American	41	19	7	5
Hispanic/Latinx	98	62	26	18
International	232	114	51	24
Native Hawaiian/ Pacific Islander				
Two or More Races	43	22	8	1
Unknown	18	14	7	4
White	230	152	57	36

Data provided by Admissions.
Data is updated as of October 15, 2020.

Admissions Demographics: Undergraduate Two-Year Programs (Transfer Students) Fall 2018–Fall 2020

FALL 2018	Applied 54	Accepted 50	Deposited 20	Enrolled 15
American Indian/ Alaska Native				
Asian	6	5	3	4
Black/ African American	5	5	1	2
Hispanic/Latinx	8	8	2	1
International	11	9	4	2
Native Hawaiian/ Pacific Islander				
Two or More Races	4	4		1
Unknown	2	2	1	1
White	18	17	9	4

FALL 2019	Applied 43	Accepted 41	Deposited 25	Enrolled 15
American Indian/ Alaska Native				
Asian	5	5	3	3
Black/ African American	3	3	3	1
Hispanic/Latinx	4	4	2	
International	13	13	6	3
Native Hawaiian/ Pacific Islander				
Two or More Races	3	2	1	1
Unknown			1	
White	15	14	9	7

FALL 2020	Applied 33	Accepted 32	Deposited 18	Enrolled 16
American Indian/ Alaska Native				
Asian	3	3	1	1
Black/ African American	2	2	1	1
Hispanic/Latinx	2	2	1	
International	11	10	4	3
Native Hawaiian/ Pacific Islander				
Two or More Races	3	3	1	2
Unknown				
White	12	12	10	9

Data provided by Admissions.
Data is updated as of October 15, 2020.

Admissions Demographics: Graduate Programs Fall 2018–Fall 2020

FALL 2018	Applied 3,301	Accepted 1,994	Enrolled 585
American Indian/ Alaska Native	1	1	1
Asian	153	106	31
Black/ African American	96	59	20
Hispanic/Latinx	177	133	41
International	2,085	1,122	335
Native Hawaiian/ Pacific Islander	1	1	1
Two or More Races	52	35	14
Unknown	33	21	5
White	703	516	137

FALL 2019	Applied 3,435	Accepted 2,120	Enrolled 577
American Indian/ Alaska Native	3		
Asian	142	111	31
Black/ African American	92	57	23
Hispanic/Latinx	172	133	42
International	2,235	1,218	328
Native Hawaiian/ Pacific Islander	2	2	1
Two or More Races	64	52	16
Unknown	24	17	2
White	701	530	134

FALL 2020	Applied 3,824	Accepted 2,392	Enrolled 467
American Indian/ Alaska Native	2	1	
Asian	208	150	45
Black/ African American	103	77	24
Hispanic/Latinx	179	133	47
International	2,425	1,339	178
Native Hawaiian/ Pacific Islander	2	1	
Two or More Races	68	57	8
Unknown	59	42	9
White	778	592	156

Data provided by Admissions.
Data is updated as of October 15, 2020.

Student Financial Aid: Undergraduate Programs Academic Years 2019–2020

Data provided by Institutional Research. Student demographics based on Integrated Postsecondary Education Data System count, as of Oct. 15 per reporting year.

FALL 2018

	Percent awarded Scholarships & Grants	Percent awarded Institutional Grants
American Indian/ Alaska Native		
Asian	92.5%	86.6%
Black/ African American	91.7%	81.4%
Hispanic/Latinx	91.5%	81.7%
International	41.2%	40.9%
Native Hawaiian/ Pacific Islander	100.0%	100.0%
Two or More Races	89.6%	87.8%
Unknown	85.0%	82.5%
White	89.7%	85.7%

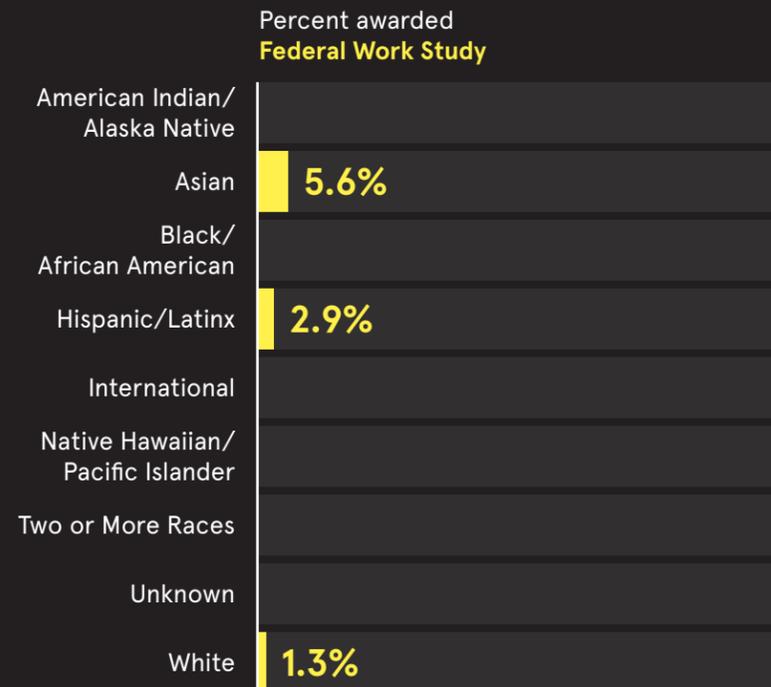
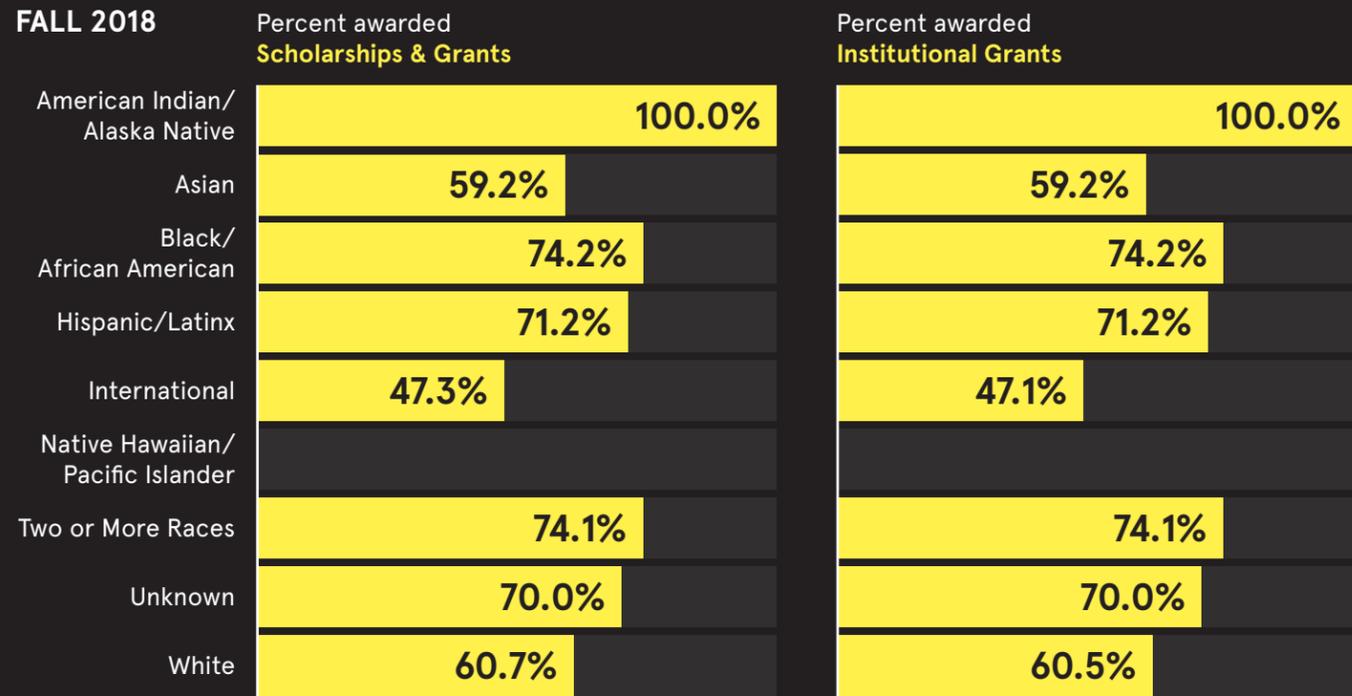
FALL 2019

	Percent awarded Scholarships & Grants	Percent awarded Institutional Grants
American Indian/ Alaska Native	100.0%	66.7%
Asian	89.9%	85.6%
Black/ African American	91.3%	76.1%
Hispanic/Latinx	94.4%	83.4%
International	41.9%	41.8%
Native Hawaiian/ Pacific Islander	100.0%	100.0%
Two or More Races	91.9%	87.9%
Unknown	91.7%	86.1%
White	91.6%	88.5%

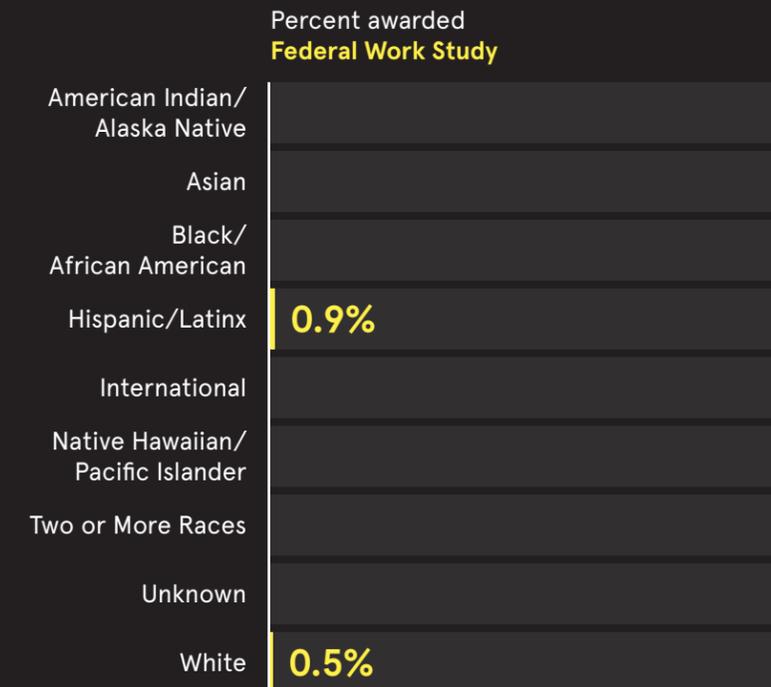
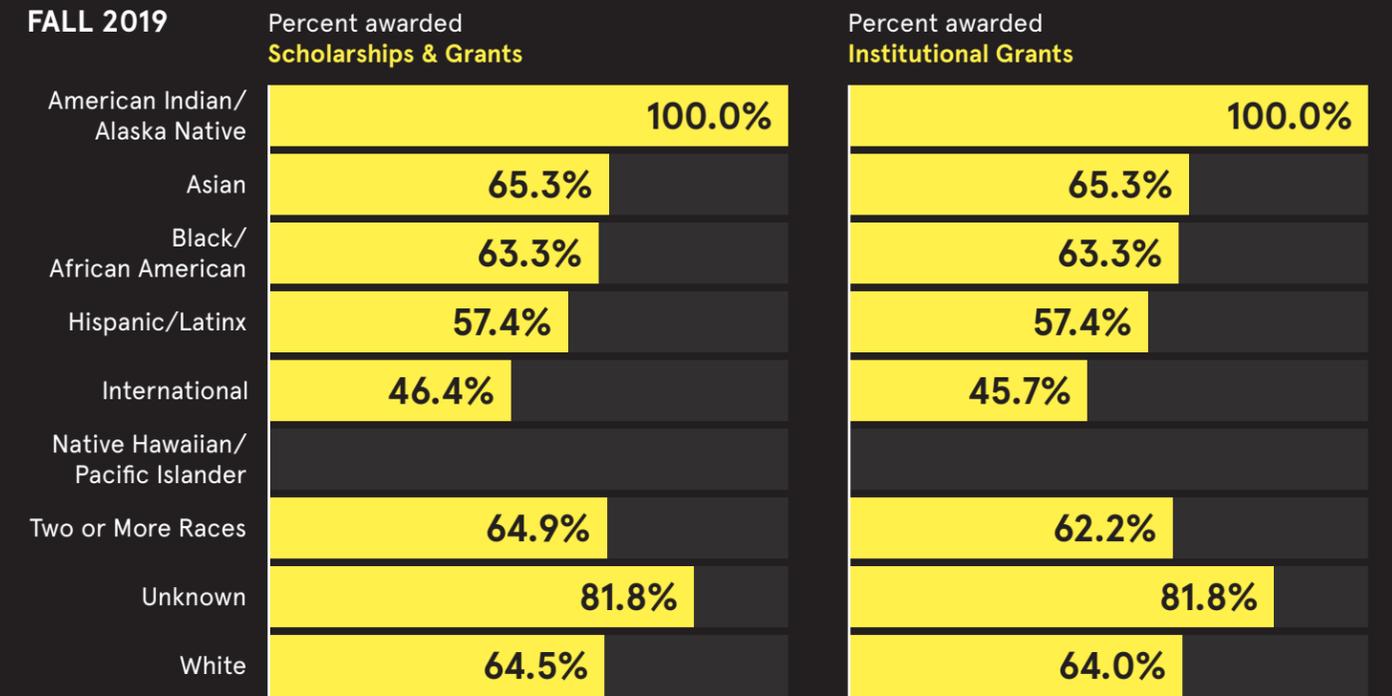
	Percent awarded Federal Work Study	Percent awarded Pell Grants
American Indian/ Alaska Native		
Asian	44.4%	40.8%
Black/ African American	60.0%	51.0%
Hispanic/Latinx	43.1%	38.3%
International		
Native Hawaiian/ Pacific Islander		
Two or More Races	33.9%	20.9%
Unknown	40.0%	27.5%
White	29.4%	19.6%

	Percent awarded Federal Work Study	Percent awarded Pell Grants
American Indian/ Alaska Native	66.7%	100.0%
Asian	36.8%	31.8%
Black/ African American	52.2%	45.7%
Hispanic/Latinx	37.9%	35.4%
International		
Native Hawaiian/ Pacific Islander		
Two or More Races	25.0%	22.6%
Unknown	25.0%	22.2%
White	23.9%	16.4%

Student Financial Aid: Graduate Programs Academic Years 2019–2020



Data provided by Institutional Research. Student demographics based on Integrated Postsecondary Education Data System count, as of Oct. 15 per reporting year.



HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

HIRING

ALIGN INSTITUTIONAL HIRING PROCESSES WITH DIVERSITY INITIATIVES AND TRAIN DIVERSITY ADVOCATES TO SERVE ON SEARCH COMMITTEES

- Human Resources (HR) invested in targeted diversity advertising through Higher Education Recruitment Consortium (HERC) and LinkedIn to expand faculty and staff search pools.
- In AY20, search advocates were piloted on dean, faculty, and staff searches. Search Advocates will be mandatory on every search committee beginning in AY21 to ensure equity and diversity are prioritized during the search and hiring processes.
- HR updated the Gender Identity question and added a Sexual Orientation question in Interfolio. Both questions are optional and do not force candidates to disclose.
- In spring 2020, HR partnered with the Metro New York and Southern Connecticut HERC to host a workshop on Prioritizing an Equity-Based Search Process and Inclusive Hiring Practices with David E. Jones, director of the Paul Robeson Cultural Center at Rutgers University-New Brunswick, at the Pratt Manhattan Campus.
- The DEI Office and HR hosted a workshop for senior administration, deans, chairs, and staff (director level and up) on Equitable and Inclusive Practices for Faculty and Staff Recruitment in spring 2020. This workshop was facilitated by Amanda Shaffer, founder and principal of Shaffer Coaching, LLC.

ALIGN THE FULL-TIME FACULTY SEARCH PROCESS WITH DIVERSITY INITIATIVES

- Search committees are evaluating DEI statements of faculty candidates via Interfolio.
- In AY20, search committees began using the HERC recruitment guide and videos.

LEVERAGE PART-TIME FACULTY HIRING PROCESSES TO SUPPORT DIVERSITY GOALS

- Several departments including History of Art and Design, Foundation, Intensive English, Math and Science, and the Associate Degree program piloted posting part-time positions to create an ongoing pipeline of diverse applicants.

ACHIEVE DIVERSITY HIRES IN ACADEMIC LEADERSHIP AT THE CHAIR LEVEL AND ABOVE*

ACHIEVE DIVERSITY HIRES IN ADMINISTRATIVE-UNIT LEADERSHIP AT THE DIRECTOR LEVEL AND ABOVE

- In AY20, Nicole Haas was appointed as chief of staff to President Frances Bronet.

*See data on pages 68 and 69.



Pratt-sponsored workshop with David E. Jones and Karen Fife, MNYSC HERC Director



HR and DEI Teams at HERC workshop



Equitable and Inclusive Practices for Faculty and Staff Recruitment Workshop with Amanda Shaffer



RETENTION

SUPPORT NEW FACULTY INTEGRATION INTO THE PRATT COMMUNITY AND PREPAREDNESS FOR ADVANCEMENT

- HR conducted compensation studies for full-time faculty in AY19 and part-time faculty in AY20, and processed some salary equity adjustments.
- In spring 2020, the following language was added for nominations and candidate statements facilitated by the Academic Senate:
 - *Nominations:* Nominations of individuals from groups historically underrepresented in their disciplines and/or at Pratt are highly encouraged.
 - *Candidate statements:* You are highly encouraged to include details of your participation in diversity, equity, and inclusion initiatives.

SUPPORT NEW STAFF INTEGRATION INTO THE PRATT COMMUNITY AND PROVIDE OPPORTUNITIES FOR ADVANCEMENT

- HR conducted compensation studies for staff starting in AY19, and processed some salary equity adjustments.

PROFESSIONAL DEVELOPMENT

SUPPORT FACULTY DEVELOPMENT CONSONANT WITH DIVERSITY AND INCLUSION COMMITMENTS THROUGH THE CENTER FOR TEACHING AND LEARNING

- The Center for Teaching and Learning hosts ongoing Professional Development Workshops for faculty.

SUPPORT STAFF DEVELOPMENT CONSONANT WITH DIVERSITY AND INCLUSION COMMITMENTS

- The DEI Office hosted focus groups for faculty and staff (People of Color, Disabilities, and LGBTQ+) in spring 2020 as a follow-up to the fall 2019 Campus Climate and Energage Employee Engagement surveys.

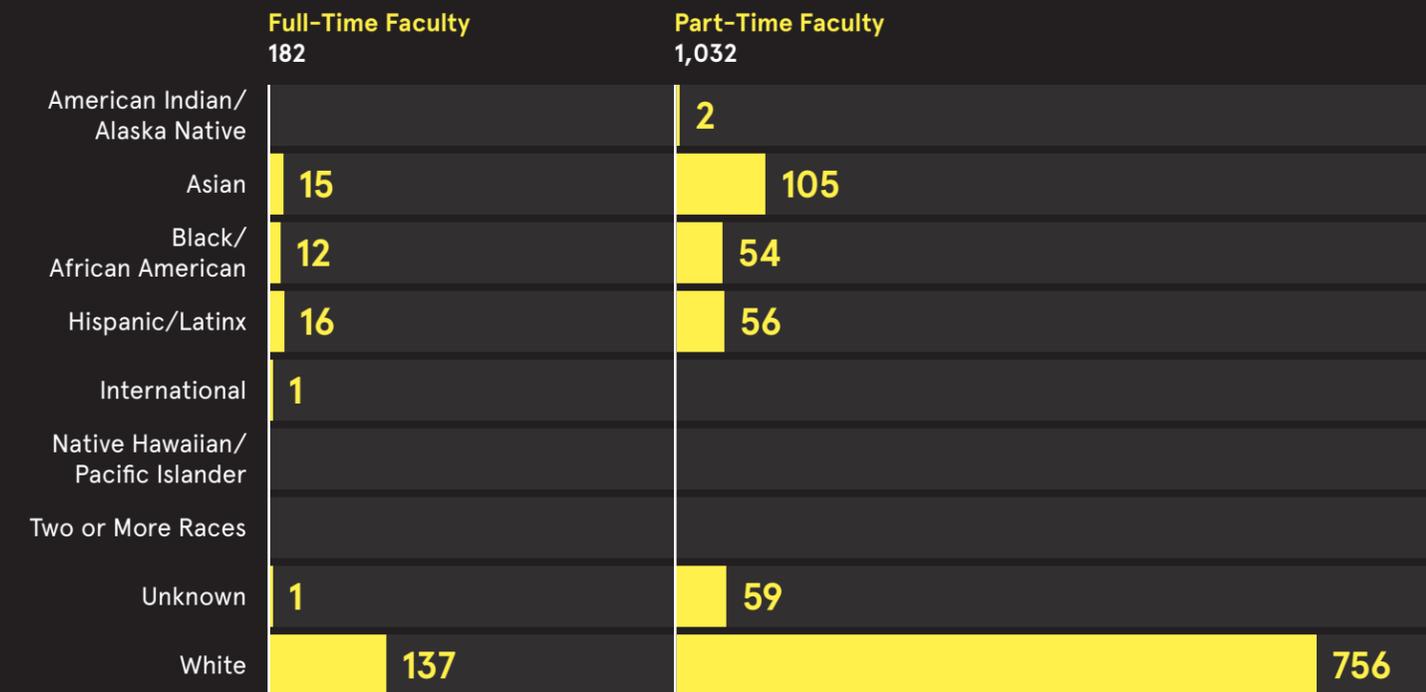
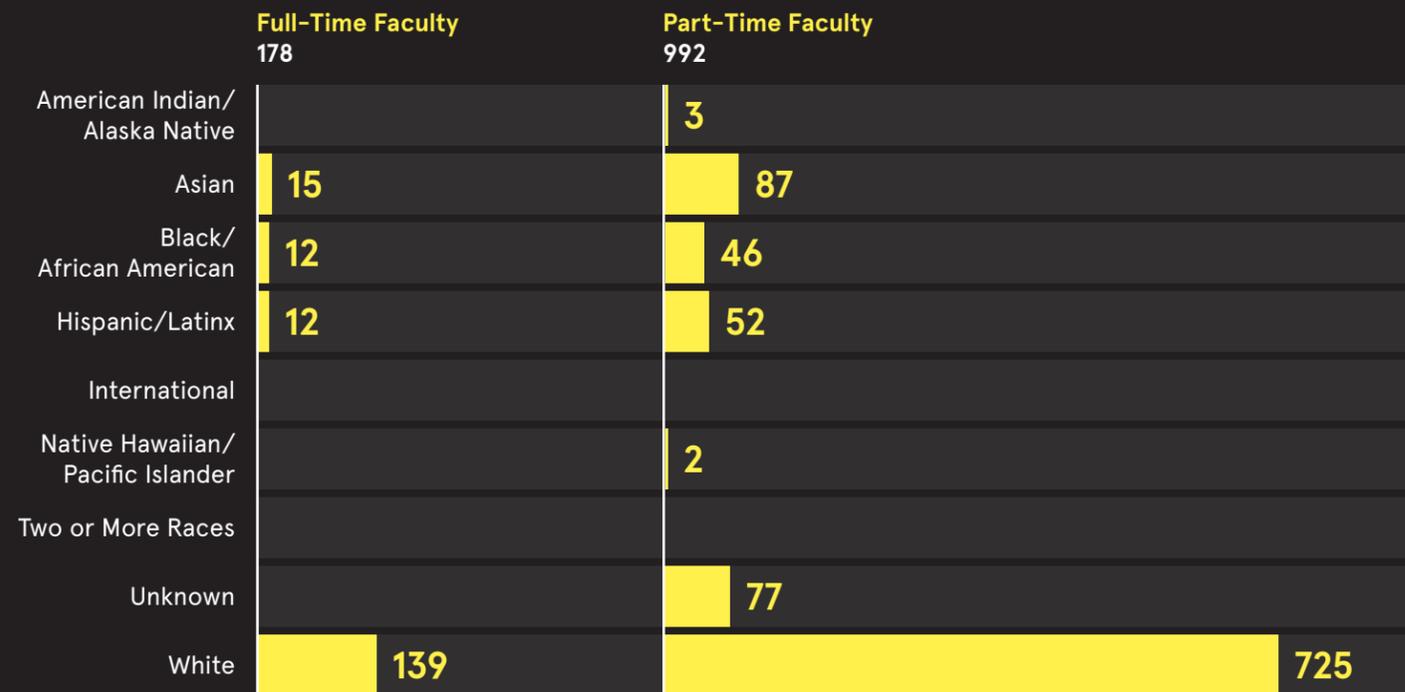
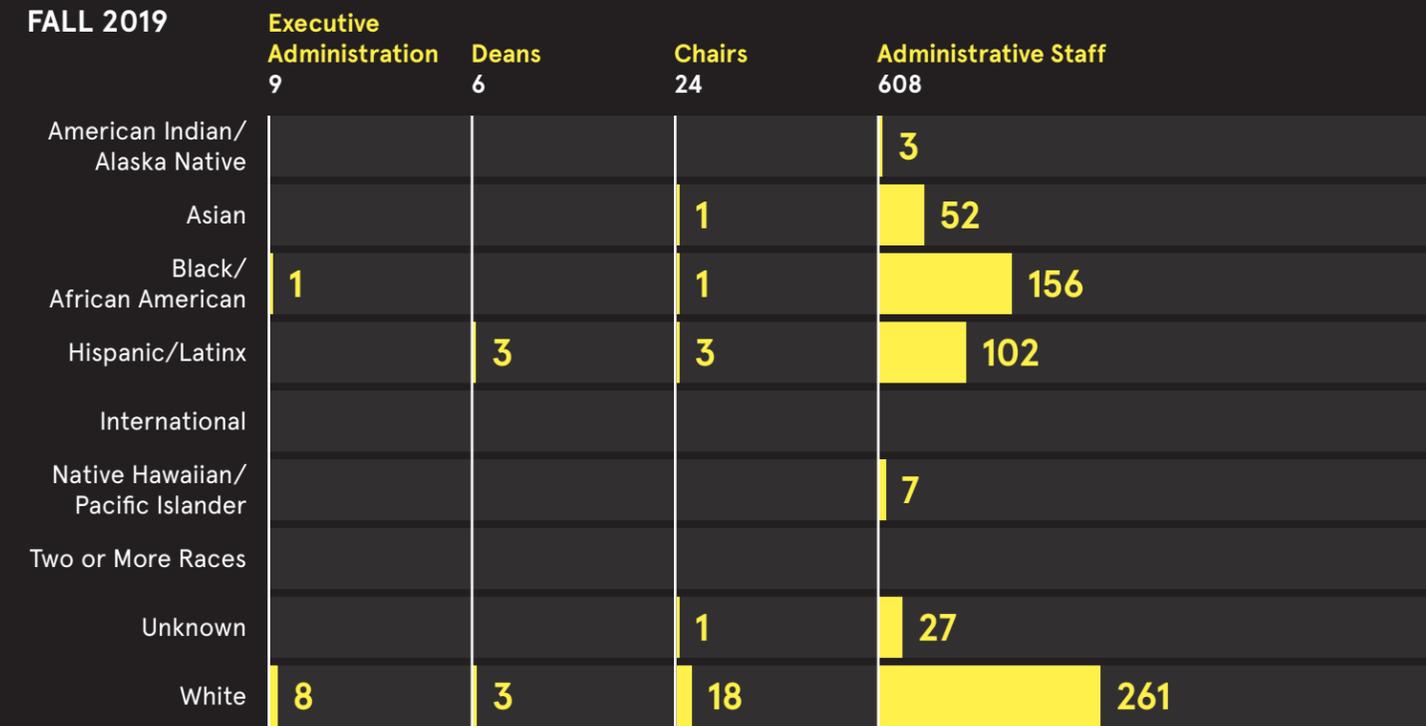
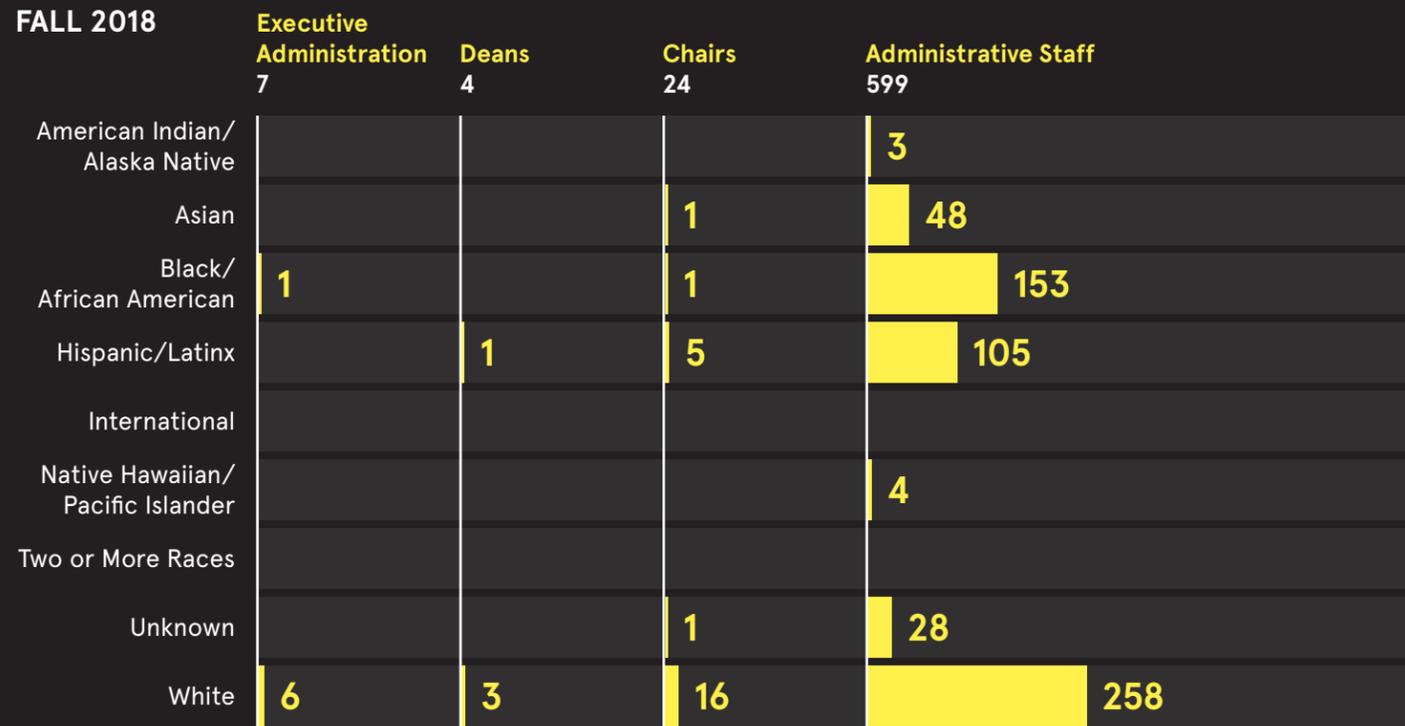
Nicole Haas,
Chief of Staff



Faculty and Staff Demographics

Academic Years 2019–2020

Data provided by Institutional Research. Faculty and staff demographics based on Nov. 1 census per reporting year.



EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

STRENGTHEN THE PIPELINE FROM HIGH SCHOOL TO ART SCHOOL FOR UNDERREPRESENTED STUDENTS

Pratt Young Scholars

Center K-12 increases local pipelines of underrepresented undergraduate students from New York City through the [Pratt Young Scholars \(PYS\)](#) program. PYS requires eight parent engagement hours per year through involvement with the welcome reception, graduation event, workshops, and more.

Partnership with the Bank Street College of Education

In AY20, Pratt partnered with the Bank Street College of Education to create a proposal to launch a new public high school, as part of the New York City Department of Education’s Imagine Schools. Currently the initiative is on hold as the NYC Department of Education addresses the current COVID-19 crisis and budget constraints.

INCREASE FUNDRAISING FOR SCHOLARSHIPS AND SECURE RESEARCH GRANTS TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION

Strategic Diversity Fundraising Workshop

The DEI Office partnered with Institutional Advancement to host a Strategic Diversity Fundraising workshop for Pratt senior leadership in spring 2019 with Tyrone Freeman, assistant professor of philanthropic studies and director of undergraduate programs at the Indiana

University Lilly School of Philanthropy.

Institutional Advancement

- As of June 30, 2020, Institutional Advancement, in partnership with BAP volunteer leadership, has raised \$5,854,587 for BAP scholarships. In addition, Institutional Advancement has raised more than \$3,420,000 for other DEI scholarships to date.
- In response to the COVID-19 pandemic, Institutional Advancement launched the Pratt Student Emergency Fund. \$105,325 was raised from 299 donors, and there was also a matched gift of \$20,000 for a total of \$125,325.
- \$1M [Kathryn and Kenneth Chenault Scholarship](#) established for diverse students in the School of Architecture.

Office of Research & Strategic Partnerships

- Overall, Pratt received nearly \$5.4M for DEI-related projects/programs in AY19, ranging from HEOP and STEM education for local K-12 students to research projects on affordable housing in the United States, sea level rise, and bus network maps.
- In FY20, Pratt received approximately \$2.7M for projects and programs that are DEI-related, including Pratt Young Scholars, a Visiting Artists Lecture Series in the School of Art, and the STEP Program run by the Consortium for Research & Robotics.

Photo courtesy of Center K-12



Pratt Young Scholars Program



2019 Strategic Diversity Fundraising Workshop with Tyrone Freeman

IMPROVE DIVERSE ALUMNI ENGAGEMENT AND ORGANIZE TARGETED ALUMNI GIVING CAMPAIGNS

Black Alumni of Pratt (BAP) Alumni Engagement

BAP encourages alumni participation with event attendance, panel participation, workshop presentations, mentoring, and portfolio assessment.

- **AY19:** Two alumni presented workshops; two (BLM Black History Month panel); 14 (Career-Connect); six (Stole Ceremony)
- **AY20:** Three (Student Social); five (Career-Connect); six (Stole Ceremony)
- **Alumni Demographics:** Of the participating alumni, 98% are Black and 2% are Latinx.

Center K-12 Alumni Network

In AY19, the Center K-12 hosted a reunion luncheon for Scholar alum attending colleges and universities across the country thus launching the Center K-12 Alumni Network.

Alums of Pratt Center

In AY19, the Pratt Center launched an “Alums of Pratt Center” group, attempting to engage the multi-decades of cohorts who worked with the organizations, to build future community opportunities.

EXPAND LOCAL COMMUNITY DEVELOPMENT AND ENGAGEMENT OPPORTUNITIES

Diversity Data from Vendors

In AY20, the DEI Office partnered with Mitzi Bryan, director of purchasing, to analyze diversity data from vendors to ensure the Institute works with a diverse array of businesses. Business classification data collected includes:

- Disability-Owned Business Enterprise
- Minority/Women-Owned Business Enterprise
- National LGBT Chamber of Commerce
- Small Business or Small Business Hubzone
- Women Business Enterprise
- Veteran-Owned

New York City Funding Awards

- The **NYC Council** awarded **\$850,000** to Pratt Center’s Made In NYC initiative.
- The **NYC Council and the Brooklyn Borough President’s Office** awarded **over \$2 million over 2 years** in support of the development of the Pratt Research Yard, a new Pratt research facility that will be housed at the Brooklyn Navy Yard in the coming years.

COVID-19

- The Interdisciplinary Technology Lab, School of Design, and School of Architecture **donated PPE** for Brooklyn and New Jersey hospitals.
- To support communities affected by COVID-19, Pratt **donated surplus food** via Myrtle Avenue Brooklyn Project to Rethink Food NYC, and SGA and Student Involvement donated 100 MetroCards to Brooklyn Hospital.

Additional Initiatives

- In **AY19**, the DEI Office and Institutional Advancement hosted a diversity workshop for Pratt’s Board of Trustees.
- In **AY20**, Institutional Advancement established the President’s Task Force as an advisory group to President Frances Bronet.
- In **AY20**, the Pratt Civic Partnership Group launched to expand work with local elected officials.

INCREASE INTERNSHIP AND JOB OPPORTUNITIES FOR UNDERREPRESENTED STUDENTS

Expansion of the BAP **Márcio Moreira Multicultural Fellowship** in partnership with **McCann Worldgroup**

- **AY19:** Three students awarded internships; one student awarded scholarship
- **AY20:** Due to COVID-19 McCann Worldgroup did not hold its summer internship program. However, one AY19 fellow continued to intern with McCann and was hired as a full-time employee in spring 2020.

IMPROVE DIVERSITY, EQUITY, AND INCLUSION BRANDING AND MESSAGING ON PRATT WEB, SOCIAL MEDIA, AND OTHER COMMUNICATION PLATFORMS

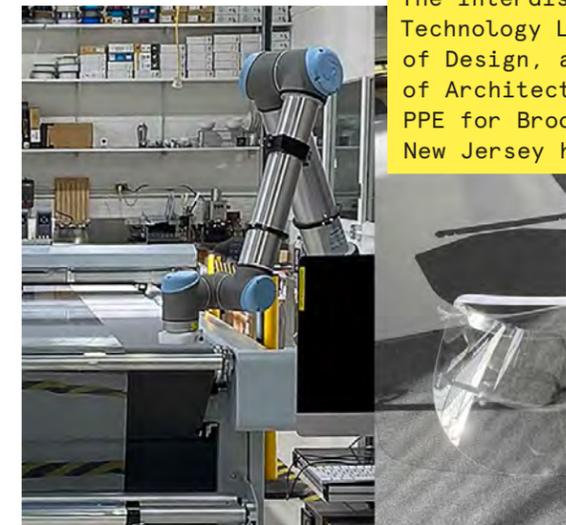
- Communications and Marketing increased coverage of DEI stories and events via social media, Pratt News, and *Prattfolio*.



Photo courtesy of Center K-12

Center K-12 Reunion and Alumni Network launch

Pratt donated surplus food via Myrtle Avenue Brooklyn Project to Rethink Food NYC.



The Interdisciplinary Technology Lab, School of Design, and School of Architecture donated PPE for Brooklyn and New Jersey hospitals.

Pratt Young Scholars Enrollment Academic Years 2019–2020

Ages **14–18** (Grades **10–12**)
3 years
110 instructional hours per year
80 during school year
30 during summer

College and career readiness
workshops (fall/spring)

30 hours

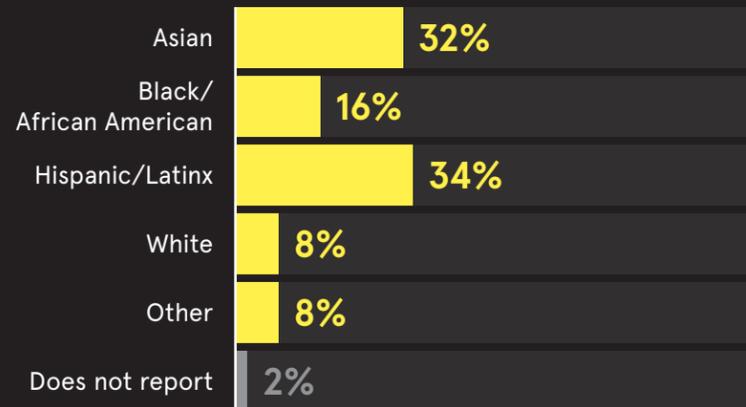
SAT prep/essay writing (summer)

30 hours

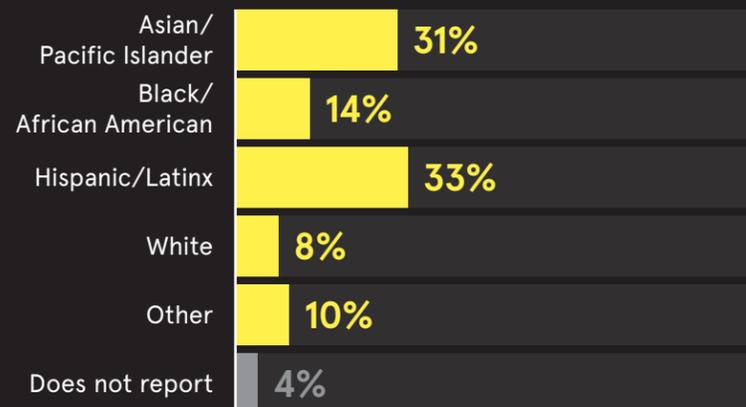
Individual college advisement for
seniors

10 hours

ACADEMIC YEAR 2019



ACADEMIC YEAR 2020

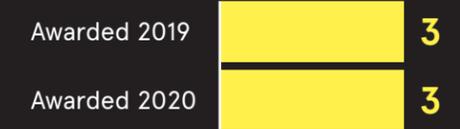


Black Alumni of Pratt (BAP) Scholarships Academic Years 2019–2020

MATRICULATING STUDENT SCHOLARSHIPS



PRATT PRECOLLEGE SUMMER PROGRAM SCHOLARSHIPS



STUDENT STIPENDS



SCHOLARSHIP LIFETIME DATA



Office of Research and Strategic Partnerships DEI-Related Research Grants Fiscal Years 2019 and 2020

FISCAL YEAR 2019

School/Center	Project Name	Funder	Amount	Category
Center K-12	Saturday Art School	Selz Foundation	\$25,000	Working with Diverse Populations
	Pratt Young Scholars	New York Community Trust	\$130,000	Working with Diverse Populations
		National Endowment for the Arts	\$40,000	
		Pinkerton Foundation	\$65,000	
HEOP	HEOP	New York State Education Department	\$1,912,500	Working with Diverse Populations
		New York State Education Department	\$1,912,500	Working with Diverse Populations
BFDA	Venture Fellows Incubator Program	Empire State Development	\$625,000	Working with Diverse Populations
	Promote Innovation to Commercialization in IoT products	FUTUREWORKS	\$12,500	Working with Diverse Populations
	BFDA Research Fellows	National Endowment for the Arts	\$25,000	Working with Diverse Populations
Design	Hurrah! – an installation celebrating Polish-American friendship	Embassy of Poland in D.C.	\$7,200	International Studies
		Polish Cultural Institute New York	\$13,200	
		Polish Cultural Institute New York	\$20,400	
	Flash Fashion Show at 300 Ashland	Downtown Brooklyn Partnership	\$2,000	Increasing Access
Art	Visiting Artists Lecture Series	Robert Lehman Foundation	\$6,000	Increasing Access
SLAS	Mare Nullius Project— Research on sea level rise and maritime sovereignties in the Pacific	Research Council of Norway	\$14,300	Equity and Inclusion Issues
		Research Council of Norway	\$28,664	
	As Told: Oral Histories of Seniors in Clinton Hill and Fort Greene	Humanities New York	\$5,000	Equity and Inclusion Issues
	Guerilla Science	Simons Foundation	\$125,000	Increasing Access
National Science Foundation		\$187,605	Increasing Access	

School/Center	Project Name	Funder	Amount	Category
SAVI	Data Through Design Exhibition	New Lab	\$74,250	Equity and Inclusion Issues
	Neighbors Allied for Good Growth	New York State Department of Environmental Conservation	\$21,360	Equity and Inclusion Issues
	Critique for Bus Network Maps	Transit Center	\$12,000	Equity and Inclusion Issues
Architecture	Research on Guide to Affordable Housing	Center for Architecture	\$13,000	Equity and Inclusion Issues
Robotics	New Lab and CRR Partnership	New Lab	\$20,000	Working with Diverse Populations
		New Lab	\$20,000	Working with Diverse Populations
	General Support-K-12 Center	New York Building Foundation (Building Congress)	\$10,000	Working with Diverse Populations

FISCAL YEAR 2020

School/Center	Project Name	Funder	Amount	Category
Center K-12	Pratt Young Scholars	New York State Council on the Arts	\$26,000	Working with Diverse Populations
Information	DPOE-N	Andrew W. Mellon Foundation	\$600,000	Working with Diverse Populations
Information	New Orleans Jazz History	New Orleans Jazz and Heritage Foundation	\$4,500	Archiving Work by Diverse Populations
Design	Urban Mobility Design Solutions	General Motors Design	\$25,000	Increasing Access
Art	Visiting Artists Lecture Series	Robert Lehman Foundation	\$6,000	Increasing Access
		Robert Lehman Foundation	\$6,000	Increasing Access
	Student Recognition Initiatives	Stutzman Family Foundation	\$87,000	Equity and Inclusion Issues
Planning	Green Resilient Industrial District in Sunset Park	Kresge Foundation	\$25,000	Working with Diverse Populations
Architecture	Multi-Building Dwelling Retrofit Analysis	New York State Energy Research & Development Authority	\$17,000	Equity and Inclusion Issues
	Building Envelope Survey	The American Institute of Architects	\$12,905	Equity and Inclusion Issues
SLAS	Mare Nullius Project— Research on sea level rise and maritime sovereignties in the Pacific	Research Council of Norway	\$14,270	Equity and Inclusion Issues
		Travel funds to Brazil through Columbia University's Center for the Study of Social Difference	Columbia University	\$40,000

Office of Research and Strategic Partnerships
DEI-Related Research Grants (continued)
 Fiscal Years 2019 and 2020

School/Center	Project Name	Funder	Amount	Category
SLAS	Partnership with Foundation of the American Institute for Conservation of Historic & Artistic Works	National Endowment for the Humanities	\$96,139	Archiving Work by Diverse Populations
	Workshop – Crafting as World Making: Relationality, Language, and Knowledge Sharing	The Wenner-Gren Foundation	\$20,000	International Studies
Robotics	STEP Program – K-12 Education	New York State Education Department	\$1,500,000	Working with Diverse Populations
	STEM K-12 Education	Siegel Family Endowment	\$180,000	Working with Diverse Populations
Exhibitions	New/Old Exhibition	Achelis and Bodman Foundation	\$25,000	Accessibility and Equity

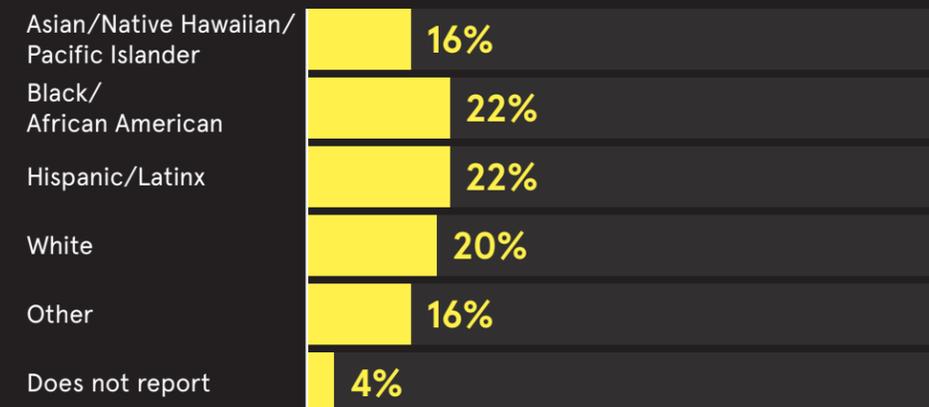
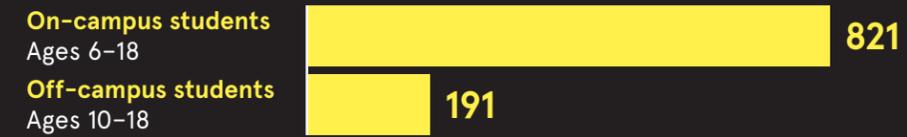
Data provided by Research & Strategic Partnerships.

Center K-12 Programs
 Academic Years 2019–2020

ACADEMIC YEAR 2019



ACADEMIC YEAR 2020

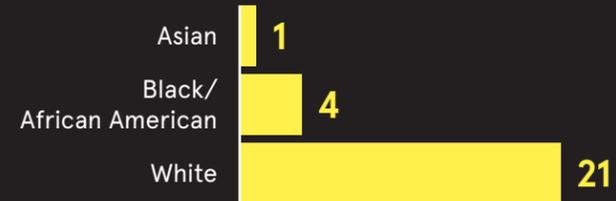


Board of Trustees Demographics Academic Year 2020

NUMBER OF MEMBERS

26

RACE/ETHNICITY



COUNTRY OF ORIGIN



GENDER



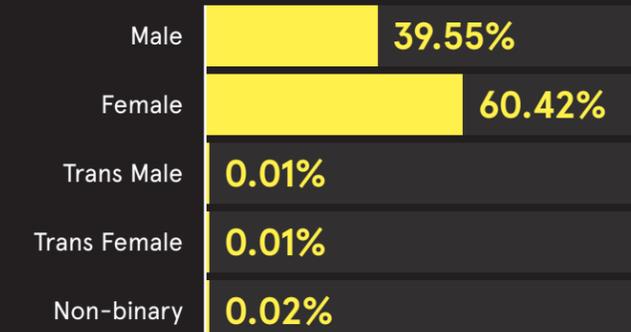
Data provided by Institutional Advancement.

Alumni Demographics 1985+

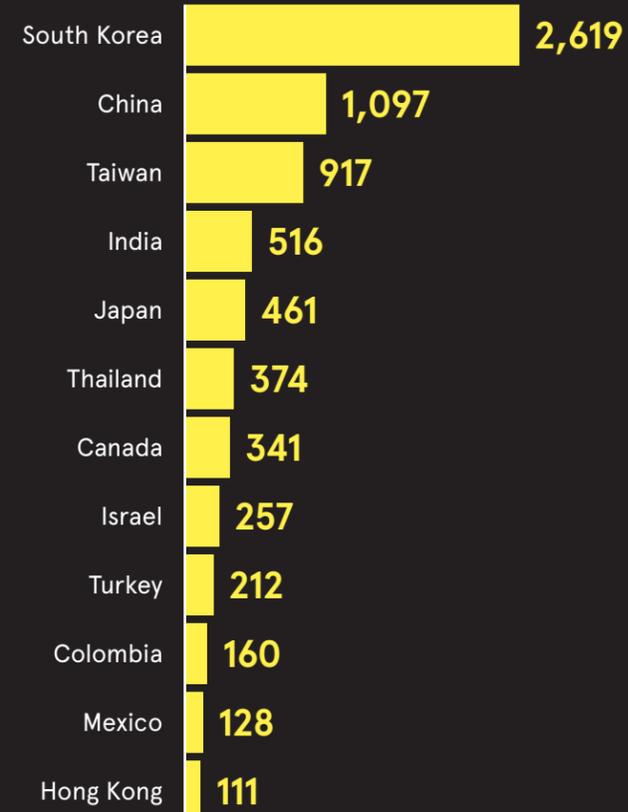
NUMBER OF ALUMNI SINCE 1985

34,257

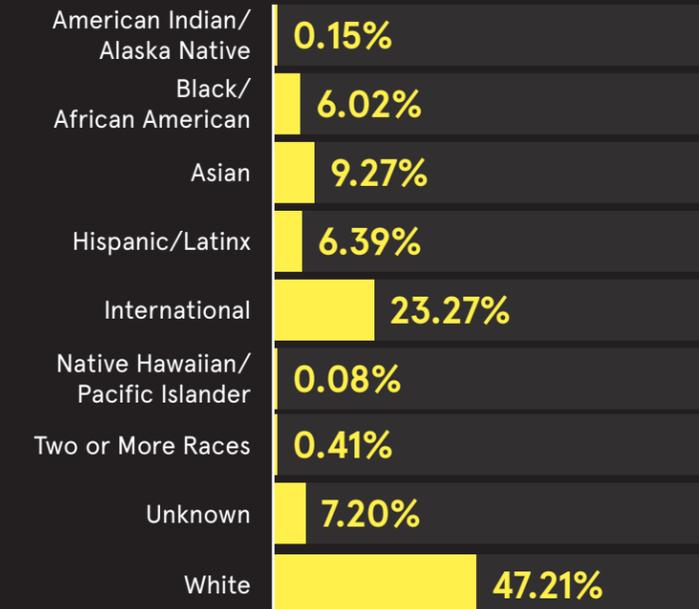
GENDER IDENTITY



TOP COUNTRIES OF ORIGIN OUTSIDE THE U.S.



RACE/ETHNICITY



Data provided by Institutional Advancement.



OFFICE OF THE PROVOST

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

Association of Independent Colleges of Art and Design (AICAD) Post Graduate Teaching Fellowships

- AICAD is a non-profit consortium of 39 leading art schools in the US and Canada founded in 1991 by a group of 25 presidents. Provost Kirk E. Pillow served on the inaugural AICAD DEI Task Force in AY18 and AY19. Vice President Nsombi B. Ricketts began serving on the Task Force in AY20.
- The AICAD Post-Graduate Teaching Fellowship program placed its first fellows in fall 2015 with the goal of increasing the racial and ethnic diversity of AICAD faculty by offering significant professional development to our excellent graduating students of color. The Office of the Provost has funded 11 years of AICAD Fellow appointments at Pratt.

Pratt AICAD Fellows:

- Fulla Abdul-Jabbar (Writing; two years, 2nd year in AY21)
- Mrinalini Aggarwal (Fine Arts; two years)
- Julia Celebrado-Royer (Fine Arts; one year)
- David Kim (Undergraduate Architecture; two years, 2nd year in AY21)
- Swati Piparsania (Industrial Design; two years)
- Preston Thompson (Communications Design; two years)



Provost
Kirk Pillow

FOUNDATION

CREATING A WELCOMING ENVIRONMENT

- **Hosted FlyDAY**, an orientation event for first-year students, aimed at providing a fun making experience, introducing them to the printing labs on campus, and bringing them together to spend time with their new community.
- **Formed the Community Task Force**, specifically charged with focusing on creating a welcoming environment for faculty, staff and students. Goals for the year were to: create a welcoming environment for all students, faculty, and staff; research and pilot ways to strengthen Foundation curriculum to reflect models, cultures, and traditions beyond the Western canon; devise community standards for our studios and our shared areas; and research and create a standard for participation within our classes and department.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

- During AY20, the department made one FT staff and one FT faculty hire from underrepresented groups.

EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

- **Foundation Expanded:** MAPP supports innovative, collaborative, community-engaged projects in the first year. In collaboration with the Myrtle Avenue Brooklyn Partnership and Pratt Foundation Department, Foundation Expanded: MAPP directly connects Pratt students and faculty to civic engagement through public works and improves the experience of the plaza as a prominent and active public space. During AY19, Foundation Expanded was piloted in Pratt’s local community. Elodia Wei’s submission, *Wonderland*, was realized and installed and has been brightening up Myrtle Avenue ever since.



Elodia Wei’s “Wonderland” exhibition on Myrtle Avenue

PRATT INTEGRATIVE COURSES (PIC)

CREATING A WELCOMING ENVIRONMENT

- The **Pratt Integrative Courses** are designed as interdisciplinary explorations of a wide range of possible content, putting into practice multiple ways of thinking and ways of making. Students acquire and integrate skills and competencies from both studio and general education classes, recombining them in novel and unexpected ways that test, challenge, and expand their creative/critical capacities.
- **PIC Happy Hours:** Weekly Zoom meetings of the faculty during the spring 2020 semester to collaborate, information share, and troubleshoot issues related to the pandemic.
- **Inclusive and accessible group PIC orientation sessions** with an open-door policy where any interested faculty could meet with the director of interdisciplinary study one-on-one for mentorship in the creation of PIC proposals, delving deeper into the nuances of the course.

- Project Kôlab – a professional development opportunity for teams of PIC faculty to engage in reflective and practice-based research around the forms and functions of disciplinary/interdisciplinary work and the forms and functions of collaborative work. This opportunity was offered twice.

EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

- **The PIC Collective Faculty Lecture Series** was established in the AY20 and held free bi-monthly events open to the public that were well attended by students, faculty, and community members.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

- Faculty teaching in the Pratt Integrative Courses have many chances to engage in very intentional programming, which provides a variety of professional development opportunities.
 - Once per semester, large group professional development gatherings and opportunities to take workshops with the Center for Teaching and Learning.

CENTER FOR ART, DESIGN AND COMMUNITY DEVELOPMENT K-12 (CENTER K-12)

CREATING A WELCOMING ENVIRONMENT

- **Center K-12 Faculty Research Fellowships** increased engagement among faculty. These fellowships were designed to recognize efforts by faculty who have, through outreach, extended the Center’s mission and made a significant contribution to the advancement of research related to children and youth, particularly in art, design, and related fields.

DEI-Related AY19 Fellowships:

- Designing for Kids with Learning Differences (Megan Cash, Adjunct Assistant Professor, Communications Design, School of Design. Research Assistant: Sara Spielman, BFA Communications Design '19.)
- Journey – A Course of Study: Developmental Curriculum for Youth Undergoing Migration

(Luka Lucić, Associate Professor, Department of Social Science and Cultural Studies, School of Liberal Arts and Sciences. Research Assistant: Bobbi Rose Riblett, BA Critical and Visual Studies '19.)

DEI-Related AY20 Fellowships:

- Title: NYC Immigrant Youth Stories: A Youth Participatory Research and Media Art Project. Faculty: Chloe Smolarski, Visiting Instructor, Digital Arts. Research Assistant: Alessandra Woodman Pinto, MS Urban Placemaking and Management '20.
- Title: Fashion, Identity, and the Muslim-American Narrative. Faculty: Shireen Soliman, Visiting Associate Professor, Fashion Design. Research Assistant: Cassidy Jackson, BA Critical and Visual Studies '21.



Pratt Young Scholars Program

Photos courtesy of Center K-12



Pratt Young Scholar Asia Silverio

PRATT CENTER FOR COMMUNITY DEVELOPMENT

CREATING A WELCOMING ENVIRONMENT

- Pratt Center works with student fellows and interns from different academic disciplines and incorporates them into their mission and activities. Across AY19 and AY20, the Center worked with more than 30 Graduate Center for Planning and the Environment (GCPE) Fellows, Made In NYC Fellows, and Taconic Fellows.
- Each fellow/intern who works in our office has an assigned mentor-supervisor with whom they meet weekly to receive guidance. The GCPE Fellows also meet monthly as a cohort to engage in learning opportunities, which include training in racial justice, active listening, and working with community-based partners.
- Fellows and interns are included in staff meetings, activities with community-based partners such as off-site meetings, hearings at City Hall, planning charrettes, outreach activities, the Made In NYC pop-up shop and factory tours.
- Pratt Center staff and fellows are actively encouraged to participate in cross-campus dialogues, DEI trainings, and events. The Center has two designated representatives to BLM Pratt, to which we have contributed funding and programming for the last three plus years.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

- In the last fiscal year, the Center made two permanent hires and engaged a senior fellow all from underrepresented groups. The Center

formed racially diverse committees for review and developed evaluation criteria designed to minimize barriers to employment for diverse candidates. The Center also revamped job descriptions to highlight the organization's dedication to racial justice and the centrality of that work to their mission, and promoted these opportunities to diverse networks. As part of their **Racial Equity Action Plan**, the Center is developing formal protocols to codify and improve these best practices.

- The Pratt Center conducted a Racial Equity Assessment of the Center's culture for employees and are making budgeting decisions that reflect the results of that assessment. These include commitments to implement processes and support to ensure that the Center is a place of opportunity and successive leadership for staff of color, such as training in racial justice and bias, professional events that center racial justice, and professional development plans.

EXPANDING "BEYOND THE GATES" TO THE EXTERNAL COMMUNITY

- Local community development and engagement are the core functions of the Center, as it works throughout the five boroughs, serving communities of color and other local partners to plan for and realize an equitable, just, and sustainable city. Some key programs and projects in the last two years include:
 - Planning technical assistance, strategic support, and advocacy with local partners

Photo courtesy of Made In NYC



Made In NYC Pop-Up

in Gowanus, Bushwick, and East New York in Brooklyn; Long Island City, Jackson Heights, and Richmond Hill in Queens; Hunts Point, Mott Haven, and Highbridge in the South Bronx; East Harlem, Lower East Side, and Chinatown in Manhattan.

- **Made In NYC** provides marketing, business development services, and community building to more than 1,300 companies. Over the past two years, Made In NYC focused its outreach efforts on minority- and women-owned businesses and, as a result of these efforts, more than 70% of new companies are Minority and Women-owned Business Enterprises. Made In NYC Learning Lab provided a venue for dozens of Pratt faculty to use their skills in service to support these companies. Finally, as the city began to purchase masks and other personal protective equipment, Made In NYC sought to identify minority-owned manufacturers and ensure they had access to both the business opportunities and emergency financial assistance.
- Policy development for more equitable and racially just city planning through comprehensive planning and transparent and reparative budgeting to address the effects of redlining through coalition efforts and publications on land use review, residential and commercial displacement, and opportunities to leverage land use changes to raise monies for deeply underfunded unmet public needs, like public housing.
- Policy development in sustainability and environmental justice, advancing opportunities for low-income and of-color owners of small homes to receive the health, safety, environmental, and economic benefits of energy retrofits. Participation in coalition advancing climate justice policies related to reducing carbon emissions from large buildings.
- Policy and program development in base-

ment conversions, supporting a source of affordable housing for immigrants and people of color, supporting lower-income homeowners to pay their mortgages, and ensuring safety and health for residents.

- Capacity building, training, and reducing the digital divide with the maintenance of the Neighborhood Data Portal, which makes public data accessible, and free, public trainings on the tool for lay people, staff (organizers and advocates), and members of local community-based organizations to facilitate local problem-solving.
- Curating the **Taconic Fellowship**, which provided grants to nearly two dozen faculty and students from across all disciplines to engage in justice-oriented community-centered work with local partners.
- Developing and introducing a Racial Equity Assessment Tool for new projects to examine and sharpen impact in advancing racial justice.

Photo courtesy of Made In NYC



Made In NYC Pop-Up

Photos by Salvador Muñoz, courtesy of Pratt Center



Select 2020 Taconic Fellows

Pratt Center for Community Development DEI-Related Grants Fiscal Years 2019 and 2020

FISCAL YEAR 2019

Project Name and Description	Funder	Amount	Category
Develop land value capture mechanisms with the potential to deliver financial benefits to NYCHA	Ford Foundation	\$75,000	Working with Diverse Populations
General operating for Pratt Center to provide equitable economic development and planning technical assistance to NYC communities	Bernard F. and Alva B. Gimbel Foundation	\$50,000	Working with Diverse Populations
Support critical upgrades to the Neighborhood Data Portal and expand the Community Data Training Program	Booth Ferris Foundation	\$125,000	Working with Diverse Populations
Legalizing Informal Units: Providing Critical Technical Assistance to the East New York Pilot program	JP Morgan Chase Foundation	\$200,000	Working with Diverse Populations
General Operating Support for Pratt Center's work providing planning technical assistance to NYC communities	M and T Bank	\$10,000	Working with Diverse Populations
Support the general work of the Pratt Center	Mertz Gilmore Foundation	\$80,000	Working with Diverse Populations
Support research and design activities to further develop a pilot program to legalize basements as part of the Basement Apartments Safe for Everyone (BASE) coalition	National Endowment for the Arts	\$35,000	Working with Diverse Populations
Research the potential to promote value capture mechanisms as a tool to foster greater equity in the Gowanus neighborhood	Neighborhoods First Fund	\$75,000	Working with Diverse Populations
Disseminate information about and increase public awareness and use land value capture mechanisms	New York Community Trust - Charles Culpeper Fund	\$20,000	Working with Diverse Populations
Support critical technical assistance to NYC's rezoning neighborhoods	Neighborhoods First Fund	\$120,000	Working with Diverse Populations
Accessory Dwelling Unit program	New York State Council on the Arts	\$99,000	Working with Diverse Populations
Critical Technical Assistance to the East New York Basement Conversion Pilot Program	Beyer Blinder Belle Foundation	\$8,000	Working with Diverse Populations
Advocacy technical assistance to the Basement Apartments Safe for Everyone Campaign (BASE) for citywide expansion of the pilot	Capital One Foundation	\$15,000	Working with Diverse Populations
General Operating Support	Scherman Foundation	\$50,000	Working with Diverse Populations
Provide technical assistance to community-based coalitions in the rezoning of Gowanus, Brooklyn	TD Bank	\$50,000	Working with Diverse Populations

FISCAL YEAR 2020

Project Name and Description	Funder	Amount	Category
Public value recovery research Phase 2	Ford Foundation	\$50,000	Working with Diverse Populations
Public value recovery research Phase 2	Neighborhoods First Fund	\$50,000	Working with Diverse Populations
Support critical technical assistance to NYC's rezoning neighborhoods	Neighborhoods First Fund	\$95,000	Working with Diverse Populations
Support for expenses associated with the "Racial and Gender Equity in the Private Planning Sector" on November 1, 2019	Claire Weisz Architects LLP	\$2,000	Equity and Inclusion Issues
Advocacy technical assistance to the Basement Apartments Safe for Everyone Campaign (BASE) for citywide expansion of the basements conversion pilot	Capital One Foundation	\$15,000	Working with Diverse Populations
Critical Technical Assistance to the East New York Basement Conversion Pilot Program	Beyer Blinder Belle Foundation	\$8,000	Working with Diverse Populations
To support improvements to the Neighborhood Data Portal and program more trainings for CBOs	Goldman Sachs Group	\$75,000	Working with Diverse Populations
Support for expenses associated with the "Racial and Gender Equity in the Private Planning Sector" on November 1, 2019	Beyer Blinder Belle Foundation	\$5,000	Equity and Inclusion Issues
For citywide policy development and advocacy, and for neighborhood-specific technical assistance on issues of housing, development, and land use to community-based organizations in New York City	Neighborhoods First Fund	\$75,000	Working with Diverse Populations
In support of Made In NYC's COVID-19 response activities for its member businesses	Con Edison	\$10,000	Working with Diverse Populations

PRATT INSTITUTE LIBRARIES

CREATING A WELCOMING ENVIRONMENT

- In AY20, the Libraries launched a Diversity, Equity and Inclusion (DEI) Task Force. Led by the newly hired Diversity, Equity and Inclusion librarian, Cyrée Jarelle Johnson, the task force:
 - Examined how international students could be better served by the Libraries, and piloted a project to purchase materials in languages other than English to meet the needs of students in Communications Design
 - Met with campus stakeholders to develop recommendations for the Libraries' faculty and the Libraries' collection development team advocating for the purchase of core texts in non-English languages, starting with Mandarin Chinese. The proposal was approved by the collection development team in summer 2020.
- In AY20, the newly hired Pratt archivist, Cristina Fontáñez Rodríguez, collaborated with campus stakeholders and created an array of opportunities to bring in new collections that begin to fill critical gaps in the institutional record and include diverse voices and experiences. During the past year, the archivist:
 - Developed an archives access policy focused on open access and transparency.
 - Provided archives instructions sessions that now programmatically focus on transparency, accountability, equity, and inclusion in archives and archival research.
 - Provided numerous tours for staff and students in order to foster engagement with the Archives.

- The Libraries exhibition program kicked off AY20 with a focus on racial violence and social justice with Red Summer Remembered. The exhibition focused on the racial trauma that accompanied the wave of violence sweeping across the country in the form of lynchings and race riots that distinguished 1919 as the year of the greatest White-on-Black violence in United States history. The exhibition was coordinated by Professor Arlene R. Keizer, chair of Pratt Institute's Department of Humanities and Media Studies, and the DEI librarian created a research guide to accompany the exhibition.

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

- The DEI librarian coordinated the second year of the HEOP Personal Librarian Program. The program pairs each freshman HEOP student with their personal librarian who provides tailored academic support throughout the students' time at Pratt. The Libraries:
 - Created a four-week library orientation specifically tailored to HEOP students.
 - Provided information about current student job vacancies within the Libraries, directly to the HEOP Office for sharing with the HEOP students; one HEOP student applied and was hired.



Cristina Fontáñez Rodríguez showing students the Pratt Archives

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

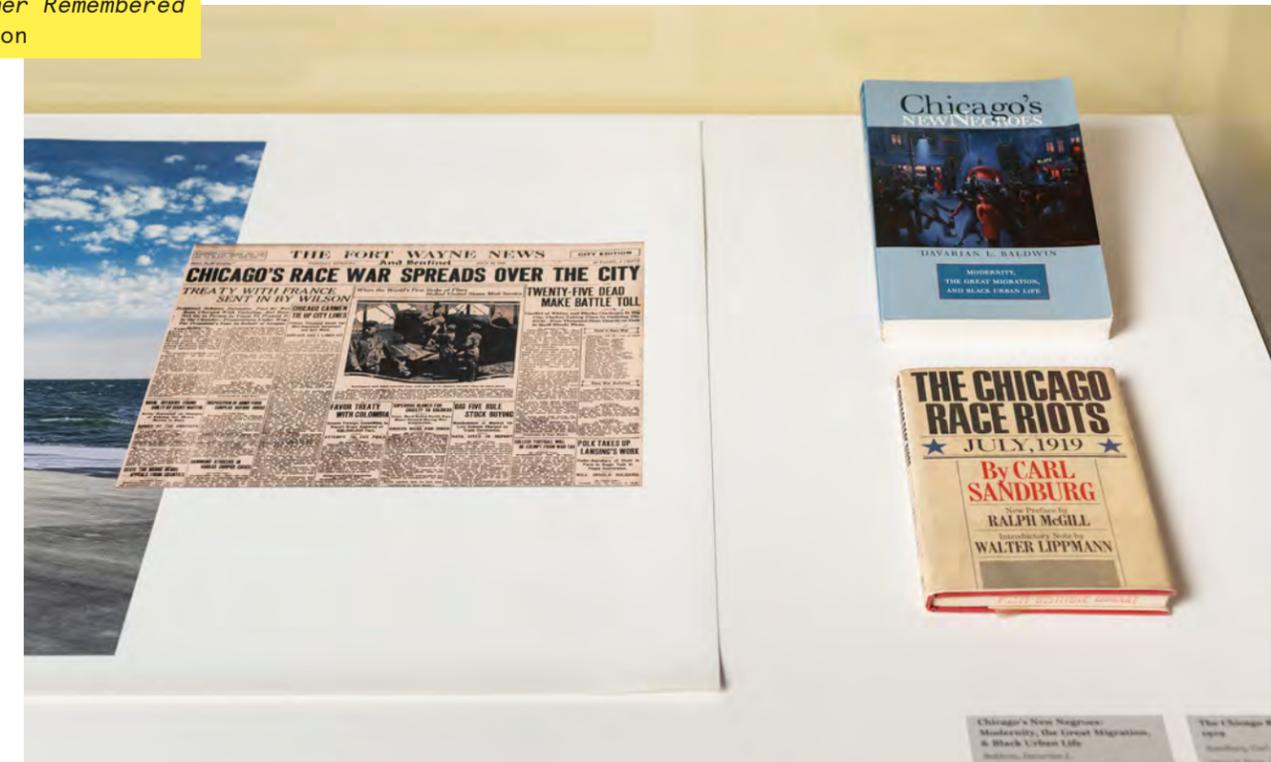
- The Libraries appointed Assistant Professor Cyrée Jarelle Johnson as the Diversity, Equity and Inclusion librarian in AY20. In this capacity, Professor Jarelle Johnson played a lead role in the development of inclusive library programming in partnership with a range of campus stakeholders and community partners, championing a broad array of perspectives and approaches with an emphasis on inclusion and accessibility.
- During AY20, the Libraries hired the Institute's first full-time archivist, Cristina Fontánez Rodríguez, to develop, describe, and outreach existing archival collections in order to build the community's engagement with the archives.

EXPANDING "BEYOND THE GATES" TO THE EXTERNAL COMMUNITY

- The Institute's Archives are actively engaged by researchers from Pratt's campus community and beyond. Under the leadership of the newly hired Institute archivist, the Archives are committed to filling critical gaps in the Institute's record, with a particular emphasis on including the histories of underrepresented individuals and groups. During AY20, the archivist:
 - Assisted students enrolled in the Beyond and Between the Gates course who researched the Black Student Union (BSU) in the 1970s, in preparation for interviews with BSU alumni as part of a digital humanities project that will be preserved in the Archives.
 - Collaborated with the Center for Equity and Inclusion and Communications and Marketing on a social media campaign for supporting Pride Month.

- Collaborated with Black Alumni of Pratt, sharing information about related materials held in the Institute's Archives as well as collaborating on efforts to fill historical gaps in this collection.
- Assisted the Communications and Marketing department for a Prattfolio article on campus activism in the 1970s.

Red Summer Remembered exhibition



Cyrée Jarelle Johnson interviewing André M. Zachery at 2019 Black Solidarity Day event

SCHOOL OF ARCHITECTURE

CREATING A WELCOMING ENVIRONMENT

School of Architecture (SoA)

- The SoA Curriculum Committee was reformed and expanded to increase diversity in AY20. The committee is tasked with decolonizing the curriculum as well as embedding climate crisis response teaching in all aspects of the curriculum. Ideas are generated from Town Halls and bottom-up generated task forces composed of student representatives, faculty, and members of National Organization of Minority Architecture Students (NOMAS).
- In AY20, faculty member Scott Ruff began leading the Racial Justice Task Force, an effort to write, from the faculty perspective, a strategic plan for racial equity in the School of Architecture.
- Faculty member Michele Gorman led a group of faculty to develop Towards an Equitable School: SoA Action Resources in spring 2020, a Pratt Commons site intended to capture and share resources designed to support the Pratt School of Architecture community as we actively work to decolonize our curriculum in the wake of racial injustices.
- DEI Student Representatives were elected in AY20 in Undergraduate Architecture and Graduate Architecture and Urban Design to promote a more fluid communication of student needs and desires to the school.
- Social Justice and Climate Crisis Student Awards were inaugurated as a School-wide competition in AY20. Students honored included Joshua Cooper, BArch '20; Emily Cassidy, BArch '20; and Emma LeLesle, BArch '20.

- In AY20, the SoA lecture series Pratt Provocations emphasized topics related to social justice and equity in architecture and highlighted the work of many diverse planners and architects including Fred Moten, Charles Davis, Damaris Reyes, Antonio Reynoso, Daisy Chung, Deborah M. Garcia, Jessica Myers, Quardean Lewis-Allen, Joy Mboya, Amelyn Ng, and Anooradha Siddiqi.
- The student-run lecture series Pratt Futures began in early AY20 with a lecture by the award-winning landscape architect, artist, and urbanist Professor Sara Zewde.
- Social Justice lecture series developed by faculty members Meredith TenHoor and Federica Vannucci.
- Hosted School-wide Town Hall in spring 2020 as a response to George Floyd protests and Black Lives Matter movement.
- Launched by faculty members Professor Alexandra Barker and UA Professor Jason Lee in AY20, the Pratt Practice Mentors Initiative partners Pratt students with a range of dynamic, emergent, innovative designers based in New York as a means to facilitate the students' professional development.

Undergraduate Architecture (UA)

- UA Core Design Studios: First-Year Studios support incoming students' first-year experience by linking their courses across all curricular disciplines allowing for all five faculty members to communicate and follow the progress of up to 15 students during their introduction to a first professional degree experience.



Visiting Associate Professor **Scott Ruff** and Associate Professor **Meredith TenHoor**

Guest lecture from architectural practitioner and educator **Sekou Cooke** at 2020 BLM Pratt Teach-In





Mistresses of Pratt Archive and Dinner Party



Harriet Harriss,
Dean of the School
of Architecture

- UA expanded orientation sequence to all levels of the program, first through fifth year.
- Faculty members Michele Gorman and Eva Perez De Vega (UA) led Pedagogy Precedents: Decolonizing The Architecture Crit: A Case Study In Designing An Equitable Review, an event moderated by Timothy Morton in AY20 with Pratt students as a part of a going attempt towards decolonizing the school curriculum at Pratt.
- As part of the Center for Teaching and Learning's Exploring Inclusive Practices Faculty Learning Community, faculty member Ane Gonzalez Lara began ongoing research on "Democratizing the Review" to create more equitable review processes for Architecture students.

Graduate Architecture and Urban Design (GAUD)

- GAUD studios have been de-siloed throughout the Master of Architecture (MArch) program, fostering cross sectional interaction between students and faculty through collective experiential learning activities, guest lectures, and paired reviews.
- All advanced curriculum studios were run through a "flat" lottery, maximizing access based on student preference. GAUD improved course access by providing course offering booklets and postings of syllabi to facilitate student decisions in the selection process.
- Implemented the "Critic at Large" practice, which flips the role of professor and student and asks students to characterize the course to an audience of committed educators and practitioners.
- Additional efforts have been made in the advanced curriculum primarily through the semester six Studio of Experiments, a collaborative research and studio structure that diminishes the hierarchy between student and faculty.
- The Pratt Sessions has fostered interactions between faculty, students, and members of the local, national, and international community.
- Established the GAUD DEI Taskforce at the

end of AY20.

- GAUD students and the Graduate Student Council meet each semester with the chair.
- Established Inclusive Ecologies, an interdisciplinary research lab at Pratt in AY20 focusing on design for climate change seeking to integrate perspectives from historically marginalized peoples (women of color, Indigenous peoples, multi-species).

Graduate Center for Planning and the Environment (GCPE)

- Formalized a mentorship program that matches current students with alumni across all four programs, resulting in more than 30 matches in AY20.
- Added an orientation module in AY20 on the basic principles of group work, building on principles of inclusivity, equity, and social justice in group dynamics to highlight how privilege works in group dynamics.
- Following the 2019 City and Regional Planning Strategic Plan goal to foster, support, and encourage greater understanding of racial and gender justice among the student body, GCPE has:
 - Offered two professionally-facilitated student diversity training workshops per year addressing national, local, international cultural competency/ inclusivity with at least 75% participation.
 - Included information on effective team dynamics for diverse groups in each studio training and/or instructional materials.
 - Provided information about diverse on-campus organizations at orientation.

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

School of Architecture (SoA)

- Established DEI scholarships for recruiting and retaining underrepresented students, including three scholarships for incoming

- Black Undergraduate Architecture students.
- Established student organizations for representing greater diversity of students including: GAUD-DEI and National Organization of Minority Architects Student (NOMAS) chapter.
- Established Practice Mentors Initiative (UA and GAUD) for students.

Graduate Architecture and Urban Design (GAUD)

- Increased recruitment efforts towards diverse and non-degree students from non-Research-1 schools involving Portfolio Days and Portfolio Review sessions (East and West Coasts, Midwest), greater weighting of portfolios in evaluation of scholarly excellence in addition to funding advertising and initiating/bolstering online visibility and platforms.
- Increased the Advanced Standing (AS) option for the MArch program that attracts more diverse students from non-R-1 schools with Bachelor of Science programs.

Graduate Center for Planning and the Environment (GCPE)

- In AY20, GCPE began initial fundraising for the Ronald Shiffman Social Justice Scholarship, intended to fund tuition for local NYC Black students.
- Provided credit for work experience to reduce cost of tuition and allow students with job experience to move more quickly through the program.
- Prioritized the diversity of the student body as a leading criteria for merit scholarship decisions.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

School of Architecture (SoA)

- In AY20, SoA named Harriet Harriss as the dean of the School of Architecture.
- In AY20, formed a SoA research peer mentoring group chaired by Deborah Gans. This group

is intended to support early-stage career researchers to develop their academic talents.

EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

School of Architecture

- Launched an online platform for an in-progress manuscript of the book “The Routledge Companion to Architectural Education in the Global South,” which is being developed by faculty member Ashraf Salama and Dean Harriet Harriss and will be published in AY21.
- An extensive database of Pratt faculty research is being created by the Interdisciplinary Technology Lab. Topics on environmental justice and anti-racism will be represented among Pratt faculty’s work.
- Launched Mistresses of Pratt Archive and Dinner Party in spring 2020, to honor and celebrate the Institution’s historic legacy of female design leadership.
- SoA faculty member Jonathan Scelsa has taught in the afterschool Design Initiative for Community Empowerment (DICE), as well as in the Summer Scholars two-week Intensive Program, where he has worked with students in local high schools as they begin their first explorations into architecture. His grant funded K-12 research focused on the use of augmented reality as a means of providing a hybrid entry point into digital and physical making for students who have limited technological access.
- GAUD Assistant Chair Alexandra Barker and Visiting Professor Olivia Vien taught in the need-based three-year scholarship Pratt Young Scholars Saturday Sequence, where they have developed a curriculum that helps young students conceptualize architectural investigations using the most current techniques and methods of fabrication.
- The Mayne Teaching Fellowship, a resource to cultivate, train, and promote minority students in UA and GAUD, brought



Assistant Professor Jonathan Scelsa working with the Design Initiative for Community Empowerment (DICE)

together college students with NYC public school students to introduce the field to underserved middle school communities.

Undergraduate Architecture (UA)

- In AY20, the sophomore architecture studios began a coordinated investigation on expanding existing New York City Public Educational Institutions, such as the [Harlem School of the Arts](#), where the students developed new cultural and community-focused educational programming as an expansion of the Herb Alpert Center.

Graduate Architecture and Urban Design (GAUD)

- Began an ongoing collaboration with the leadership of the Trust for Governors Island. GAUD awarded a research and event space on the island for the 2020 “Interior Programming” season. Multiple studios, programs, instructors, and students engaged in directed research studies at various scales, centered on themes of the climate crisis and its impacts on planned development and renovation projects on the island.
- Sponsored [virtual exhibitions app](#) has extended the reach of GAUD research on Wallabout, Governors Island, and community infrastructure. This interface was created by faculty member Jeffrey Anderson, and launched through several online opening events.
- Began a partnership with the [Center for Architecture](#) and its leadership, focused around issues of climate crisis and climate justice and with specific focus on the semester four integrative studio in the Master of Architecture program.
- Continued building K-12 efforts, such as the program started by former GAUD critic at large and Pritzker Prize winner Thom Mayne, in his role as the USA Design Ambassador in the Obama administration, which continued to work at a local middle school in Brooklyn in AY20.
- Several advanced degree programs integrated local community development

into the scope of studios in Wallabout and Sunset Park, both contested grounds for displacement and development in Brooklyn.

- GAUD focused on creating global learning communities through the summer international programs sequence and spring traveling studios. A multi-year letter of agreement was signed with Anant University where students and faculty remotely joined the Studio of Experiments, studied, and proposed ideas of densification for a contested site in New Delhi.
- [Pratt Parallels](#) invited students and faculty off campus for informal conversations about parallel design fields and discourses. These events, while limited in space, are free, sponsored by the Brooklyn Bridge Park and allow students and faculty to “sit at the table” in a “dinner-side” conversation with esteemed colleagues discussing various emerging and/or sensitive subjects in the discipline.
- [Pratt IN_Sides](#) brought colleagues and community leaders into our classrooms to discuss various course-related subjects with students and faculty.

Graduate Center for Planning and the Environment (GCPE)

- GCPE’s pedagogical model centers community leadership and community engagement. Each advanced studio works with community-based clients including:
 - [UPROSE](#) in Sunset Park working on a waterfront regenerative economy and economic and climate justice in AY19 and AY20;
 - [Myrtle Avenue Business Improvement District](#) to extend their mandate to New York City Housing Authority campus job opportunities;
 - [RISE](#), a youth-led environmental stewardship group in Far Rockaway, on a plan for biodiversity, resilience, and community-led managed retreat; and
 - [Bed Stuy Restoration](#) and the [Brooklyn Movement Center](#) on addressing racial wealth and income gaps.
- Advanced four grant applications since AY19

with community-based organizations and participated in at least three community-based planning workshops.

- Conducted two local 15-week studios in Far Rockaway and in Sunset Park.
- In one studio per year, we have hired a community member on the staff of the community-based organization with which the studio is partnered to be a part of the instructional team. In AY19, GCPE hired the executive director of the Brooklyn Movement Center.

Construction Management, Facilities Management, and Real Estate Practice (CM/FM/REP)

- The chair of CM/FM/REP began working with the NYC Department of Education C-Tech High Schools to raise awareness and recruit for the undergraduate CM program, as well as working with an NYC community college to create an undergraduate feeder Facilities Management program.

GCPE collaboration with Bed Stuy Restoration



School of Architecture Student Demographics Academic Years 2019-2020

FALL 2018	Undergraduate Students 696	Graduate Students 355
American Indian/ Alaska Native		1
Asian	102	17
Black/ African American	29	14
Hispanic/Latinx	60	40
International	308	183
Native Hawaiian/ Pacific Islander		
Two or More Races	11	9
Unknown	2	5
White	184	86

FALL 2019	Undergraduate Students 713	Graduate Students 322
American Indian/ Alaska Native	1	
Asian	108	19
Black/ African American	22	13
Hispanic/Latinx	66	31
International	315	154
Native Hawaiian/ Pacific Islander		
Two or More Races	18	7
Unknown	4	4
White	179	94

School of Architecture Faculty and Staff Demographics Academic Years 2019-2020

FALL 2018	Dean 1	Chairs 4	Staff 18	Full-Time Faculty 26	Part-Time Faculty 232
American Indian/ Alaska Native					1
Asian			1	2	22
Black/ African American			2		7
Hispanic/Latinx			2	1	13
International					
Native Hawaiian/ Pacific Islander					
Two or More Races					
Unknown					18
White	1	4	13	23	171

FALL 2019	Dean 1	Chairs 4	Staff 17	Full-Time Faculty 29	Part-Time Faculty 244
American Indian/ Alaska Native					
Asian			1	3	25
Black/ African American			2		7
Hispanic/Latinx			2	2	13
International					
Native Hawaiian/ Pacific Islander					
Two or More Races					
Unknown					10
White	1	4	12	24	189

Data provided by Institutional Research. Student demographics based on Integrated Postsecondary Education Data System count, as of Oct. 15 per reporting year. Faculty and staff demographics based on Nov. 1 census per reporting year.

SCHOOL OF ART

CREATING A WELCOMING ENVIRONMENT

School of Art Dean's Office

- SoArt hosts two annual lecture series with a DEI-focus, the "SoArt Lecture" and "SoArt Dean's Conversation," which are free and open to the public.

Art and Design Education (ADE)

- Sophomore and first-year graduate orientation at the beginning of the semester provides departmental and institutional resources, and encourages all undergraduate students to participate in the ADE club.
- Engage students in end-of-course and program focus groups that provide opportunities for feedback.
- ADE is required to provide a culturally responsive education by the guide accreditation agency, Association for Advancing Quality in Educator Preparation and the Culturally Responsive Sustaining Education Framework of New York State Education Department.
- An ADE anti-racist statement was approved by all faculty.
- Invited speaker Paula Letiere from Fort Greene Prep to discuss Inclusive Pedagogy.

Associate Degree Program (AOS)

- Monthly AOS departmental lunches open to all students, faculty, and staff.
- Assisting current AAS/AOS students in the development of a lecture series/volunteer program centered around their chosen pillars of Antiracism, Art Activism, Community Outreach, and Volunteerism.

Creative Arts Therapy

- Hiring a consultant, Nancy Herard Marshall LCAT, R-DMT, graduate of the Low Residency Program, member of CPAT (Critical Pedagogy in the Arts Therapies), to work with faculty to review all curriculum in light of discarding any content that upholds systemic racism and to de-center white pedagogy and include multiple perspectives on theory and practice issues.
- Creating Affinity Groups for both underrepresented and white students/faculty.
- Launched a Faculty Book Club for all faculty to self-educate about issues of racism, white privilege, diversity, and cultural humility.

Department of Digital Arts (DDA)

- DDA faculty participated in the Pathways to Flourishing: Changing Campus Culture to Promote Positive Mental Health initiative to promote and encourage health and well-being as an integrated pedagogical experience.

Design Management and Arts and Cultural Management

- Hosted Welcome and Values Orientation, working lunches with faculty mentors, online conversation spaces with speakers and faculty, alumni mentoring program, and community building and sharing activities.

Film/Video

- Faculty and staff participated in an Inclusive Pedagogy Working Group in spring 2020 to discuss DEI-related readings, challenges in the classroom, and strategies for department and classrooms.



Open Exchange:
Belonging event



- Created a Film/Video Canon Expansion List for faculty to share and find diverse examples of films and filmmakers outside the white male canon to discuss in class.
- Developed a “Setting the Stage” document for faculty to create space for diverse experiences and productive discomfort. Teachers acknowledge they are in a position of power, have their own unique experiences and set of biases, and have a Guideline for Respectful Conversations so everyone is held accountable.
- Increased DEI Assessment: Added Representation and Bias criteria to fall and spring rubrics, collected information from seniors on Film/Video DEI efforts, and added a question on belonging in midterm course evaluations.
- Conducted day-long workshop for faculty and staff in AY20 facilitated by Daniel Lim on Identity and Cultural Competency, Intercultural Pedagogy, and Social Justice Literacy in Classroom and Syllabus.
- Hosted departmental meeting focused on Inclusive Pedagogy and resources in fall 2019.
- Launched the Peer Mentorship Program and paired first years with juniors and sophomores with seniors to help connect students across grades for advice and guidance.
- Expanding the Frame Screening Series organized by Matías Piñeiro highlighting BIPOC (Black, Indigenous, people of color) filmmakers.

Fine Art

- Hosted **Open Exchange: Belonging** in spring 2019, an evening conversation with Ana M. Bermúdez, Jammal Lemy, Hank Willis Thomas, niv Acosta, Tom Finkelppearl, and moderated by Shaun Leonardo.
- Hosted a series of **Long Table** conversations on the creation of safe and shared public space. The event was organized by the Fine Arts Department with the School of Art Fellow, Shaun Leonardo, and AICAD Fellow Mrinalini Aggarwal.

Photography

- Created Acts of Recognition, a required class for all MFA photography students in their first semester introducing students to photography and lens-based media and the politics of representation through art history, cultural studies, critical race theory, gender studies, and queer studies.
- Created instruction manuals for lab equipment and acquired required reading in multiple languages.
- In AY20, the Photography Department Curriculum Committee began building a resource for faculty members to share readings and images that will help make classroom conversations more inclusive on representations of race, class, sexuality and gender, including Western and non-Western perspectives.
- The inaugural issue of PPI, Pratt Photography Imprint, incorporated radical race theory through the work of artists Cameron Rowland, Beverly Buchanan, Dinah Young, and the writers Saidiya Hartman, Fred Moten, and the feminist art historian (and author of the issue), Rhea Anastas.
- Hosted a DEI training session for departmental faculty in AY19 with the DEI Office and the Center for Teaching and Learning.

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

Art and Design Education

- Create a city ecosystem around art and design education from high school recruitment through to graduate employment in New York City schools:
 - Pipeline projects: Faculty as practitioners in their professional fields are active in a number of high-school-to-college pipeline projects: ADE Professors Wilson, Huala, Kopp, and De-Witt work in the Pratt Young Scholars (PYS) program both to increase the number of URM entering art and de-



Long Table series

sign fields but also to our field, Art and Design Education.

- Graduate recruitment: Increased scholarships awards to URM students (details available on request); Increased outreach through alumni networks; graduate “buddies” who are part of the recruitment process, and ADE faculty work to implement a decolonized curriculum that also supports professional advancement in the field.

Photography

- **Gordon Parks Foundation** has awarded three Pratt Photography students with a \$5,000 scholarship over the last four years. The fund provides scholarships to students of the arts who may otherwise be unable to pursue further instruction in the creative arts.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

- In AY20, Pratt named Jorge Oliver new dean of the School of Art.

EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

School of Art Dean’s Office

- **Black Artstory Month**: Collaboration with Devin Alexander, BFA Fine Arts ‘20, the Black Alumni of Pratt, and Myrtle Ave BID’s Black Artstory Month to display a custom art piece in the Myrtle facing windows of the Film/Video Building in spring 2020. This will become an annual installation collaborating with a BIPOC (Black, Indigenous, people of color) School of Art student.
- The **Generator Project** is an outdoor exhibition centered in the heart of Pratt’s Brooklyn campus, featuring the work of School of Art students. This project is entering its third year of installation, and has included work

from underrepresented minority and LGBTQ+ communities.

Art and Design Education

- Launched several Strategic Planning research projects, including the **Beyond and Between Pratt’s Gates and Preserving Activism Project**, Pratt Dual Enrollment Program, and Project Third: Decolonial Pedagogies
- Faculty member Theodora Skipitares and graduate student, DeAndra Craigman, worked closely with the **Benjamin Banneker Academy**, a diverse high school located a few blocks from Pratt on a performance project.
- ADE Chair and Professor Aileen Wilson collaborated with several universities on AY20 conference presentation: Low-Income, High-Ability: Supporting the Art-School Seeking Aspirations of Low-Income, High-Ability Students (working title), and journal publication awaiting publication: The Art School-Seeking Aspirations of High-Ability, Low-Income Teens in the Art Education Journal.

Associate Degree Program (AOS)

- “Posters for a Cause” Shows at the New York Public Library Grand Central Branch

Creative Arts Therapy

- Department representatives spoke at “Career Days” at various Brooklyn high schools.
- Invited alumni of color to be guest lecturers in several of the core classes to speak about their perspectives on clinical work and have had a robust “lunchtime lecture” where alumni speak on their experiences in moving from graduate to professional.

Department of Digital Arts (DDA)

- DDA worked with diverse community organizations, like the **West Harlem Arts Fund**, **ArtFCity**, and **Art + Feminism** (Wikipedia Edit-A-Tshon).
- The DDA is collaborating with Wynton Marsalis and select students and alumni on a potential animation project.



Devin Alexander,
BFA Fine Arts '20



Jorge Oliver,
Dean of the
School of Art

- The digital arts lecture series is free and open to the community. In AY20, the series featured “[American Artist](#),” whose work considers Black labor and visibility within networked life, and [Hamid Rahmanian](#), MFA ’97, an Iranian-born DDA alum and Guggenheim Fellow whose work celebrates Iranian folklore.
- Visibly supporting and promoting the work of diverse alumni and artists such as “CADAF 2020” by Sherie Weldon, MFA ’14, and “No Justice No Peace” by Naeem Murdic, BFA ’20.
- DDA sponsored Taiwanese Fulbright scholar Hsin-Chien Huang for a one-year residency to work with students and faculty.

Design Management and Arts and Cultural Management

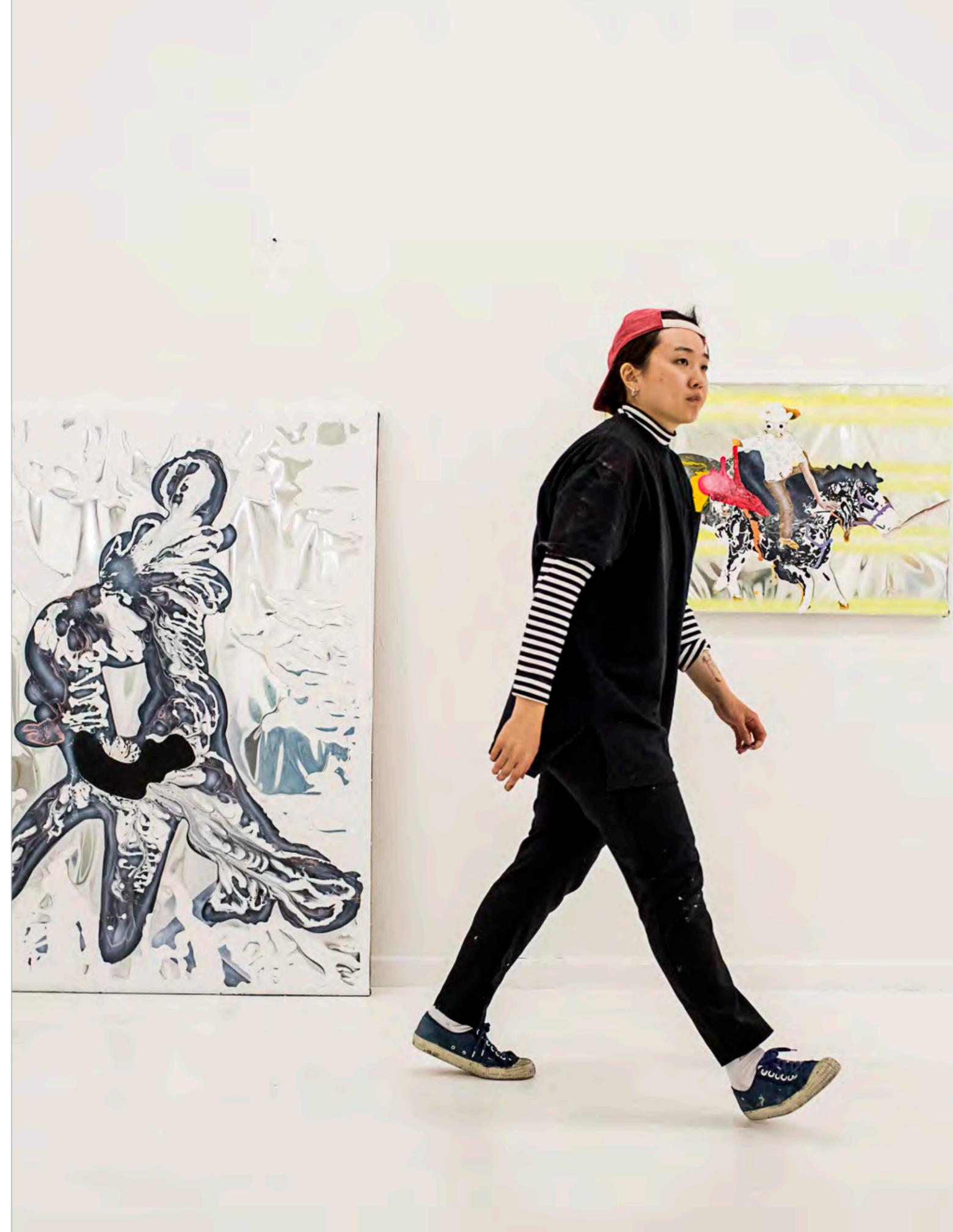
- All department projects by program participants are required to be applied projects to support community building. Ex: Student providing technical assistance to culturally specific arts organizations in the Downtown Brooklyn Arts Alliance.

Fine Art

- Launched the [Fine Arts’ Fellowship in Civic Engagement](#), a one-to-two-year position for an established artist who is active in collaborative, socially engaged practices that seek to address the social and political realities of communities.
- In spring 2020, Shaun Leonardo collaborated with the Creative Arts Therapy Department, Fine Arts Printmaking area, and youth Peer Leaders of Assembly, an alternative sentencing, diversion program operating out of the Brooklyn non-profit [Recess](#).
- Launched [Pratt>FORWARD](#), a new platform that inspires and mentors emerging artists by nurturing artistic exploration, introducing career development skills, empowering cultural advocacy, and collaborating to develop new artist-led models for cultural engagement.

Photography

- Hosted [Teaching Photographs](#), a three-day symposium organized around notions of photography and pedagogy, the present and future of images, representation, and learning. Over 700 people attended, including representatives from 10 Pratt departments and 23 peer institutions.
- Created an [independent website](#) that hosts expansive DEI-related reading lists that is available to the public.



School of Art Student Demographics Academic Years 2019-2020

FALL 2018	Undergraduate Students 1,298	Graduate Students 354
American Indian/ Alaska Native		
Asian	139	18
Black/ African American	70	30
Hispanic/Latinx	176	35
International	210	129
Native Hawaiian/ Pacific Islander	1	
Two or More Races	44	9
Unknown	16	4
White	642	129

FALL 2019	Undergraduate Students 1,340	Graduate Students 372
American Indian/ Alaska Native	1	
Asian	156	18
Black/ African American	71	24
Hispanic/Latinx	171	39
International	242	163
Native Hawaiian/ Pacific Islander	1	
Two or More Races	56	12
Unknown	11	1
White	631	115

School of Art Faculty and Staff Demographics Academic Years 2019-2020

FALL 2018	Dean 8	Chairs 38	Staff 34	Full-Time Faculty 251	Part-Time Faculty 251
American Indian/ Alaska Native					1
Asian	1	3	1		20
Black/ African American			2		15
Hispanic/Latinx	1	3	2		12
International					
Native Hawaiian/ Pacific Islander			1		
Two or More Races					
Unknown			2		16
White	6	27	31		187

FALL 2019	Dean 1	Chairs 8	Staff 43	Full-Time Faculty 36	Part-Time Faculty 265
American Indian/ Alaska Native					1
Asian		1	5	1	24
Black/ African American			2	1	19
Hispanic/Latinx	1		4	4	16
International					
Native Hawaiian/ Pacific Islander			1		
Two or More Races					
Unknown			2		17
White		7	29	30	188

Data provided by Institutional Research. Student demographics based on Integrated Postsecondary Education Data System count, as of Oct. 15 per reporting year. Faculty and staff demographics based on Nov. 1 census per reporting year.

SCHOOL OF DESIGN

CREATING A WELCOMING ENVIRONMENT

Dean's Office

- In AY19 and AY20, Assistant Dean Camille Martin-Thomsen and faculty member Gaia Hwang conducted research on Inclusive Critique, which applies inclusive teaching pedagogical strategies to critique in design, art, and architecture.
- Hosted faculty workshop for the Fashion Department on Inclusive Critique in AY20.
- Participated in the Flourishing Studios project in AY19, which aimed to set a new inclusive baseline for a welcoming environment in a studio-based curriculum. One faculty member in the Fashion Department also participated in this project with a beta test studio of 15 students.
- Created new frameworks in AY19 and AY20 for course development and review regarding DEI for the SoD. This includes SoD Curriculum Committee Chair and Assistant Dean Camille Martin-Thomsen meeting with the departmental curriculum committees about DEI and sustainability in course creation.
- In AY19, SoD dean and assistant dean began meeting with the Student Government Association each semester.
- Hosted all-School start-of-term meeting for faculty and staff in AY20.
- In response to COVID-19, SoD created a Slack channel for all administrators and staff, hosted weekly meetings with chairs and assistant chairs, hosted faculty and students meetings in spring 2020, and meetings for continuing students, sophomores, and new graduate students in summer 2020.

- Peer Review Committees began evaluating the requirement of a DEI statement for all those applying for change of rank and status in AY20.

Undergraduate Communications Design

- Supported two senior projects through budget support and promotion that drew attention to issues surrounding the lack of diversity in graphic design in AY20.
- Hosted a series of informal information sessions for students over lunch/pizza to make the academic administration more accessible to them in AY20.

Graduate Communications Design

- Introduced a Human Centered Design course progression focused on inclusivity, responsibility, ethics, and advocacy in AY19.

Industrial Design

- Offered special courses in AY19, including Design for Protest, Design for Immigration, and New Forms in Resilience.

Interior Design

- In AY20, the department hosted a Graduate Orientation Mixer for incoming graduate students to meet department staff, faculty, and their cohort.
- The department began hosting a Graduate Pizza Lunch in AY19, where they present Pratt research, Ignition Lab, and Pratt funding opportunities.
- Launched Weekly Blasts in AY19 to share information with faculty and students regard-



2019 Pratt Design Show

ing events and opportunities in and outside the Institute.

- Hosted meetings with both Graduate and Undergraduate Student Chair Councils in AY20.

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

Undergraduate Communications Design

- In AY20, worked with faculty at Pratt MWP and Susan Young, chair of associate degree programs, to better support students matriculating into the BFA program in their junior year. Working to develop orientations, campus visits, and easier transition for students into the department.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

Undergraduate Communications Design

- Worked with the Center for Teaching and Learning in AY20 to support a teaching fellow in the department, Nida Abdullah. Nida's project, "The Teaching Project," created a working group of faculty who reflected and shared their experiences and approaches to teaching while investigating power structures and dynamics embedded in higher education.

EXPANDING "BEYOND THE GATES" TO THE EXTERNAL COMMUNITY

Dean's Office

- In AY20, began developing Interior Design Magazine Initiative
- Beginning in AY19, Dean Anita Cooney participated on the steering committee of NYCxDesign, promoting SoD events such as the Pratt Design Show on a citywide scale.
- In AY19, hosted Ingrid Fetell Lee, designer and

the founder of the blog The Aesthetics of Joy, for a Master of Industrial Design (MID) talk.

- In AY19, hosted a "Food, Design and the Future" talk with Emilie Baltz (MID) founder of the Food Design Studio, Peter J. Kim of Museum of Food and Drink, and LinYee Yuan of MOLD magazine.
- In AY20, hosted "Design the Life You Love" talk with Ayse Birsal (MID) co-founder of Birsal+Seck.
- In AY19, with the help of Admissions, sent Pratt Shows invite to all local and regional high schools.

Industrial Design

- Recent alumnus Aaron Nisbett is developing a project to expose local youths to the power of design through workshops on sneaker design.
- Industrial Designer Society of America student chapter organization, "_do", provides a space where students of different backgrounds can exchange ideas, discuss concerns, and socialize. Students invite multi-national speakers to discuss issues of their interest.
- Ongoing work with Publicolor, a youth development program for high-risk minority kids; recent MID alumna Natasha Seng serves as director of design education.

Graduate Communications Design

- Free school program reimagined for spring 2020 working with The Black School.

Interior Design

- Department supports International Interior Design Association and American Society of Interior Designers Pratt Student Chapters with a faculty representative and chapter events to engage the student body.
- In AY20, department collaborated with She Builds Waves, a collective of women who make waves in the built industry by engaging each other and striving for more, together.

- Studio projects working with local communities include:

- Professor Jack Travis working with the Bushwick Generator
- Professor Keena Suh – The New Public High School Library – Students engaged with Forsyth Satellite Academy students to reimagine the library for urban public schools.



Food, Design and the Future talk moderated by Anita Cooney, Dean of the School of Design, with Emilie Baltz, Peter J. Kim, and Lin Yee Yuan

She Builds Waves virtual event



School of Design Student Demographics Academic Years 2019-2020

FALL 2018	Undergraduate Students 1,421	Graduate Students 397
American Indian/ Alaska Native		
Asian	193	20
Black/ African American	34	5
Hispanic/Latinx	95	7
International	601	313
Native Hawaiian/ Pacific Islander	1	1
Two or More Races	49	3
Unknown	18	2
White	430	46

FALL 2019	Undergraduate Students 1,420	Graduate Students 417
American Indian/ Alaska Native		
Asian	211	18
Black/ African American	30	5
Hispanic/Latinx	92	12
International	647	321
Native Hawaiian/ Pacific Islander	1	1
Two or More Races	42	6
Unknown	18	1
White	379	53

School of Design Faculty and Staff Demographics Academic Years 2019-2020

FALL 2018	Dean 1	Chairs 5	Staff 23	Full-Time Faculty 29	Part-Time Faculty 248
American Indian/ Alaska Native					1
Asian			3	5	27
Black/ African American			4	2	12
Hispanic/Latinx		1	1	3	11
International					
Native Hawaiian/ Pacific Islander					1
Two or More Races					
Unknown					15
White	1	4	15	19	181

FALL 2019	Dean 1	Chairs 5	Staff 24	Full-Time Faculty 29	Part-Time Faculty 254
American Indian/ Alaska Native					1
Asian			3	5	30
Black/ African American			4	1	20
Hispanic/Latinx		1	1	3	11
International				1	
Native Hawaiian/ Pacific Islander					
Two or More Races					
Unknown					13
White	1	4	16	19	179

SCHOOL OF INFORMATION

CREATING A WELCOMING ENVIRONMENT

Diversifying the Curriculum

- The School of Information partnered with the DEI Office and the Center for Teaching and Learning to host a [Diversifying the Curriculum](#) workshop for faculty in April 2019 featuring a keynote presentation by Nicole Cooke, associate professor and MSLIS program director at the School of Information Sciences, University of Illinois, Urbana Champaign.
- The School of Information Curriculum Committee and Dean's Office now require that all curriculum proposals (new and revised courses) [state the DEI strategies](#) that were used in developing the new/revised course. The Committee reviews 20% of the entire curriculum each academic year for quality, and DEI strategies.

Assessment of meeting DEI goal and performance indicators

- Each summer, the School of Information measures the extent to which its goals are addressed using performance indicators and an analysis of data from a variety of sources. This includes [assessment of School Goal #5](#), "to support diversity, equity and inclusion." To better assess student perceptions of progress towards DEI goals, adjustments to DEI-specific questions on graduating student surveys and School-specific questions on course evaluations were implemented.

Communication of DEI work and support

- Created a [website](#) that communicates to the

public the DEI activities that are underway and have been completed.

Long-term Strategic Plan

- Began implementation of the School of Information Strategic Plan (2019-2024). Four of the six DEI initiatives are currently in-progress, which address areas of curriculum, DEI workshops for students and faculty, creation of DEI committee, new faculty hires, and communication about DEI over the web.

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

- Utilized endowed and other scholarship funds for new students to increase racial diversity across all MS programs.
- Created the Admissions Committee, which is a faculty committee that makes recommendations around Admissions policies and practices. Developed a scholarship rubric in spring 2020 which prioritizes individuals from underrepresented backgrounds as well as diversity among peers.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

- In AY19, Pratt named Anthony Cocciolo as dean of the School of Information.
- Created new School policy in spring 2019, "[Part-time Faculty Hiring Administrative Guidelines](#)." Requires that all available teach-

ing positions are posted online to help ensure a diverse candidate pool.

- Created a goal of hiring instructors from diverse backgrounds in AY19.
- Included a goal to make new faculty hires from underrepresented minority groups in AY20.

EXPANDING "BEYOND THE GATES" TO THE EXTERNAL COMMUNITY

- Provided financial support to the New York Black Librarians' Caucus (NYBLC), which includes some Pratt alumni, by running an advertisement for #infoshow20 inviting members to Pratt to attend.
- Received \$600,000 from The Andrew W. Mellon Foundation in spring 2020 to support the Digital Preservation Outreach and Education Network. The program has a significant diversity component that looks to provide professional development support in the area of digital preservation to cultural heritage professionals that serve diverse communities and are from diverse backgrounds from across the U.S.

Anthony Cocciolo,
Dean of the School
of Information



2018 Dialogues on
Diversity Workshop



School of Information Student Demographics Academic Years 2019-2020

FALL 2018	Graduate Students 180
American Indian/ Alaska Native	1
Asian	10
Black/ African American	5
Hispanic/Latinx	16
International	49
Native Hawaiian/ Pacific Islander	
Two or More Races	4
Unknown	6
White	89

FALL 2019	Graduate Students 210
American Indian/ Alaska Native	1
Asian	19
Black/ African American	9
Hispanic/Latinx	16
International	66
Native Hawaiian/ Pacific Islander	
Two or More Races	8
Unknown	3
White	88

School of Information Faculty and Staff Demographics Academic Years 2019-2020

FALL 2018	Dean 1	Staff 2	Full-Time Faculty 10	Part-Time Faculty 21
American Indian/ Alaska Native				
Asian		1		
Black/ African American		1		1
Hispanic/Latinx			1	
International				
Native Hawaiian/ Pacific Islander				1
Two or More Races				
Unknown				2
White	1		9	17

FALL 2019	Dean 1	Staff 3	Full-Time Faculty 10	Part-Time Faculty 28
American Indian/ Alaska Native				
Asian		1		3
Black/ African American		1		1
Hispanic/Latinx			1	
International				
Native Hawaiian/ Pacific Islander				
Two or More Races				
Unknown				2
White	1	1	9	22

SCHOOL OF LIBERAL ARTS AND SCIENCES

CREATING A WELCOMING ENVIRONMENT

History of Art and Design (HAD)

- In AY19, HAD launched an Inclusive Pedagogies working group to incorporate DEI-based pedagogies into the HAD curriculum. HAD won a Strategic Initiative Grant to help fund this work, and early in AY20, began to create a self-inventory for instructors to become more aware of implicit bias and their own teaching and learning styles and a teacher resource guide with classroom activity/assignment suggestions designed to activate and address different types of learning.
- HAD's new BA curriculum was written with DEI principles and a strong social justice component. Ex: The Junior Seminar is specifically dedicated to topics of Art and Social Justice.

Humanities and Media Studies (HMS)

- HMS created a Faculty Resource Guide for specific faculty needs with information about resources available to them for course development, student support, and professional development and advancement.

Writing

- Writing Department held DEI faculty development sessions each semester to collectively discuss and deepen our commitment to students of color, queer and trans students, and disabled students.
- MFA Writing Program hosts the Writing Activisms series, which features visiting writers and centers linkages between writing and contemporary activist movements.

- BFA and MFA Writers in Residence (WiR): Yearly roles with writers of color/trans writers who bring perspectives, experiences, and practices that are otherwise underrepresented in the department.

Social Sciences and Cultural Studies (SSCS)

- In AY19, SSCS conducted two workshops on Pedagogies and Racial Justice for faculty, staff, and students.

Intensive English Program (IEP)

- The Intensive English Program provides academic English language instruction to matriculated graduate and undergraduate students. The curriculum includes art, design, and architecture content and is enhanced by direct exposure to related cultural experiences and language-learning technology. The IEP provides academic English language instruction to more than 300 matriculated graduate and undergraduate students annually.

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

Writing

- Creation of departmental advising practice in which each BFA student is matched with a department advisor to offer additional support, mentoring, and early-alert responsiveness and connection to resources for students experiencing difficulties. Explicit focus on transfer students and students of color who may feel particularly isolated at Pratt.



History of Art and Design partnership with the Brooklyn Historical Society's "The Photographs of Builder Levy" show



- Creation of students of color group, facilitated by department administration and led by Writing students who create activities and events in support of writers of color at Pratt and who act as a channel to departmental administration for concerns and needs.

HIRING AND RETAINING A DIVERSE FACULTY AND STAFF

History of Art and Design (HAD)

- HAD focused on supporting part-time faculty member retention and professional development by helping offset the cost of publications and conference travel costs when appropriate.

Humanities and Media Studies (HMS)

- HMS did preparatory work to create a hiring pool consisting of part-time faculty that we can reach into in case of staffing necessity. The job description for this pool calls for the applicant to include a diversity statement in their application.
- A significant number of new part-time faculty were given the opportunity to teach elective courses in their fields, significantly expanding the vibrant and diverse perspectives encompassed by the HMS curriculum.

Mathematics and Science Department

- Helio Takai was named chair of the Math and Science Department in AY19 and interim dean of the School of Liberal Arts and Sciences in AY20.

EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

History of Art and Design (HAD)

- HAD partnered with the Brooklyn Historical Society (BHS) in AY19. Museology students worked with BHS staff members to research,

mount, and curate a show of the Brooklyn photographer Builder Levy to help document the Civil Rights Movement in Brooklyn.

Writing

- Writing partnership in AY19 with Playground Youth, a Bed-Stuy community organization devoted to anti-gentrification and support of community members of color. The campus event featured Claudia Rankine, Shaun Leonardo, students of color, and Playground representatives on the subject of dismantling whiteness.
- Supported ongoing series of creative writing workshops offered to longtime Myrtle Ave senior residents led by Writing MFA graduate Maria Baker (in partnership with Myrtle Avenue Revitalization Project).

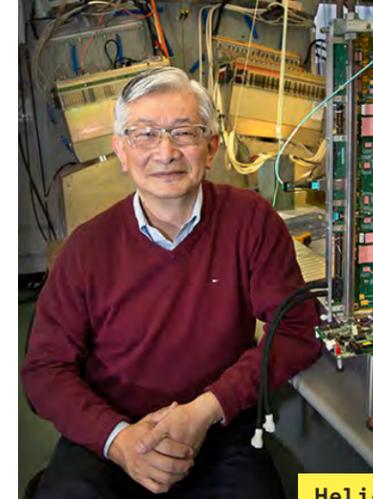
Humanities and Media Studies (HMS)

- A Fashion Labor Activism Across the Global Value Chain panel was organized on campus in AY20 by HMS Professor Minh-Ha Pham and sponsored by HMS and the Media Studies graduate program. The panel focused on fashion labor activism.
- In AY20, Karin Shankar facilitated *The Unbearable Weight of Utopia: Cuba’s Artists Confront the State*, a conversation with Coco Fusco, an award-winning Cuban-American interdisciplinary artist, curator, and writer whose work explores colonialism, gender, identity, and race. The event had over 80 attendees and was co-sponsored by HMS and the graduate program in Performance and Performance Studies.

Social Sciences and Cultural Studies (SSCS)

- In AY19, SSCS conducted five programs on issues of race and justice, the most popular program being Abolition and Freedom, which included a lecture by Professor Ruthie Gilmore. The event drew 120 attendees.
- In AY20, SSCS began a new working group called Black Ecologies that includes faculty

- from Pratt as well as NYU, Columbia, Yale, and CUNY, and did two workshops with Social Text.
- In AY20, SSCS conducted two Critical Visual Studies alumni events with students of color. The focus of the events was on how to write the senior thesis and find employment. Each event drew 30 students.



Helio Takai,
Interim Dean of
the School of
Liberal Arts
and Sciences



Humanities and Media Studies’ virtual talk with interdisciplinary artist, curator Coco Fusco on “The Unbearable Weight of Utopia: Cuba’s Artists Confront the State”

School of Liberal Arts and Sciences Student Demographics Academic Years 2019-2020

FALL 2018	Undergraduate Students 176	Graduate Students 62
American Indian/ Alaska Native	1	1
Asian	5	4
Black/ African American	12	11
Hispanic/Latinx	21	5
International	7	15
Native Hawaiian/ Pacific Islander		
Two or More Races	10	2
Unknown		1
White	120	23

FALL 2019	Undergraduate Students 165	Graduate Students 42
American Indian/ Alaska Native	1	
Asian	6	1
Black/ African American	12	7
Hispanic/Latinx	27	6
International	4	9
Native Hawaiian/ Pacific Islander		
Two or More Races	8	4
Unknown	1	1
White	106	14

School of Liberal Arts and Sciences Faculty and Staff Demographics Academic Years 2019-2020

FALL 2018	Dean 5	Chairs 17	Staff 59	Full-Time Faculty 188
American Indian/ Alaska Native				
Asian			4	6
Black/ African American		1	1	8
Hispanic/Latinx		3	2	5
International				
Native Hawaiian/ Pacific Islander				
Two or More Races				
Unknown		1	1	20
White			9	40

FALL 2019	Dean 1	Chairs 5	Staff 17	Full-Time Faculty 59	Part-Time Faculty 185
American Indian/ Alaska Native					
Asian			5	6	20
Black/ African American		1	2	8	6
Hispanic/Latinx	1	2		5	12
International					
Native Hawaiian/ Pacific Islander					
Two or More Races					
Unknown		1	1		13
White		1	9	40	134

Data provided by Institutional Research. Student demographics based on Integrated Postsecondary Education Data System count, as of Oct. 15 per reporting year. Faculty and staff demographics based on Nov. 1 census per reporting year.

SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES

CREATING A WELCOMING ENVIRONMENT

- Annual instructor orientations scheduled each fall to onboard instructor new hires.
- International student orientations held prior to the start of each fall and spring term to onboard.
- Staff new-hire onboarding includes the following:
 - Meeting with the leadership team on the first day of work.
 - Introduction to all SCPS staff members both at the Pratt Manhattan campus (PMC) and in Brooklyn.
 - Tour of both campuses with special focus areas pertaining to their position.
- Annual “State of SCPS” meeting during December for a School update and monthly SCPS Strategic Plan meetings.
- Info sessions are held prior to the start of each semester for students. Session includes an overview of the School, course offerings, an opportunity to meet our community, and a tour of the PMC building.
- PreCollege program holds its own student, parent, and faculty orientations. Staff orientation for student employees is also scheduled prior to the start of the program.
- Marketing efforts for text, images, and the creative for the academic year shifted focus to provide inclusivity and a more welcoming environment for students.
- “Stories” in PreCollege marketing tactics included images of campus hot spots (new student union, dining hall, student exhibitions, campus grounds, etc.) to reflect community

building. All images reflected a diverse audience.

- Summer Credit Intensive and PreCollege students receive welcome letters/packages. Students are welcomed by the program director on the first day of class with swag created specifically for their program.
- Curricula for new programs in summer 2020 focused on works/resources from underrepresented groups (Virtual Study Abroad Paris and Virtual Study Abroad Spain).

RECRUITING AND RETAINING A DIVERSE STUDENT BODY

- SCPS works with the veterans association and AccessV to provide the unemployed and disabled with funding for continuing education courses.

EXPANDING “BEYOND THE GATES” TO THE EXTERNAL COMMUNITY

- The pipeline from high school to Pratt for underrepresented students has been supported via scholarship funding to BAP and Young Scholar students. Additionally, collaborations with both [Scholastic](#) and [A Better Chance](#) have identified students eligible for need-based scholarships.
- In AY20, instructor/faculty exhibitions in the Manhattan Campus SCPS Gallery, which represented male, female, African American/Black and Latinx instructor/faculty.



Maira Seara, Dean of the School of Continuing and Professional Studies



Dean Maira Seara and President Frances Bronet during the PreCollege program

School of Continuing and Professional Studies Student Demographics Academic Years 2019-2020

STUDENTS – PRECOLLEGE POPULATION



Pre-College student data is currently under review, and will be updated to include previous years' student demographic data in AY21.

School of Continuing and Professional Studies Staff Demographics Academic Years 2019-2020

FALL 2018	Dean 1	Staff 14
American Indian/ Alaska Native		
Asian		1
Black/ African American		4
Hispanic/Latinx	1	3
International		
Native Hawaiian/ Pacific Islander		
Two or More Races		
Unknown		
White		6

FALL 2019	Dean 1	Staff 14
American Indian/ Alaska Native		
Asian		1
Black/ African American		6
Hispanic/Latinx	1	3
International		
Native Hawaiian/ Pacific Islander		
Two or More Races		
Unknown		
White		4

Data provided by Institutional Research. Staff demographics based on Nov. 1 census per reporting year. Beginning in AY21, SCPS is switching to a new registration system that will allow for collection of faculty demographic data.

Credits

Nsombi B. Ricketts, Vice President for Diversity, Equity and Inclusion
Jazmin Peralta, Director of Diversity, Equity and Inclusion
Tyler Cino Maradiaga, Program Coordinator, Office of Diversity, Equity and Inclusion
Meg Humphrey, Administrative Assistant, Office of Diversity, Equity and Inclusion
James Kempster, Vice President for Communications and Marketing
David Frisco, Director of Creative Services
Charlotte Savidge, Director of Development Communications
Marcela Albuquerque, Graphic Designer, Creative Services
Robert McConnell, Graphic Designer, Creative Services
Brandhi Williamson, Senior Editorial Manager, Communications and Marketing
Osundwa Wanjera, Director of Institutional Research
Dmitriy Paskhaver, Associate Director of Institutional Research
Patricia Ciavarelli, Senior Research Analyst
Dustin Liebenow, Associate Vice President for Enrollment Management
Sinclair Alkire, Director of Enrollment Research, Reporting, and Analysis
Kirk Pillow, Provost
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Allison Druin, Associate Provost for Research and Strategic Partnerships
Rachel Asher, Associate Director of Research and Strategic Partnerships
Harriet Harriss, Dean of the School of Architecture
Jorge Oliver, Dean of the School of Art
Anita Cooney, Dean of the School of Design
Anthony Cocciolo, Dean of the School of Information
Helio Takai, Dean of the School of Liberal Arts and Sciences
Maira Seara, Dean of the School of Continuing and Professional Studies
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Daphne Halpern, Vice President for Institutional Advancement
Jessica Tallman, Executive Director of Development
Tina Genoves-Cherena, Director of Advancement Operations
Jelani Bandele, Alumni Engagement Manager, The Black Alumni of Pratt
Steven Riccobono, Assistant Vice President of Human Resources
Nicole Haas, Chief of Staff to the President
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Russell Abell, Director of Pratt Libraries
Amanda Diaz, Director of Higher Education Opportunities Program
Jasmine Cuffie, Coordinator of Health Education and Promotion
Martha Cedarholm, Senior Student Advocate and Care Coordinator
Mackenzie Adriance, Assistant Director, Career Counseling and Experiential Learning

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