Diversity and Pluralism Initiatives:

A. List the means by which the college communicates the University’s Policy Promoting pluralism and diversity and its aversion to acts of bigotry (e.g. the publication in which it was reproduced; the locations in which it was posted; other means utilized to make sure that it was distributed to all students and employees):

The statement of non-discrimination is disseminated annually to the College community and is mailed to the entire College community. The statement is also published in the College catalog, the Student Handbook, and the Fall, Spring, and Summer Registration Guides and Schedules of Classes.

In addition, the Affirmative Action Policy statement and the Non-discrimination Policy on the Basis of Disability and the Grievance Procedures also appear in College publication such as the catalog, advertisements, and registration materials and Web page.

B.1. Clearly state the procedures and channels developed to expeditiously address allegation of bigotry and provide intervention and conflict resolution alternatives. List the means by which the names, titles, telephone numbers and office locations of the college’s Pluralism and Diversity Panel members are made available to the college community. Also indicate any additional resource options for dispute resolution, mediation and reconciliation both on and off campus:

The College has established an Incident Response Committee to address any allegations of bigotry. The Office of the Vice President for Student Affairs and Campus Security are also prepared to address incidents and provide intervention and conflict resolution alternatives. The members of the Incident Response Committee are listed in the College Plan to Combat Bigotry and Promote Pluralism and Diversity.

In addition, a number of psychologists in the Counseling Center and other members of the College community are trained and available for mediation.

The names, titles, addresses, phone numbers of all campus administrators are available in the College catalog, the Student Handbook, and the Registration and Course Guide (published three times a year).
B.2. Specifically identify what actions have been taken or what plans are in place to avoid/counteract incidents of hatred on campus, i.e. hate speech, events promoting bigotry, etc.

The most significant action taken to avoid incidents of hatred on campus has been to foster open communication among all groups—student, faculty, administration. The college promotes open dialogue, respect for all persons, and civility. An Incident Response Plan is in place to counteract incidents of bigotry which may occur on campus. These procedures are available in the Office of the Dean of Student and Campus Security. The Student Judicial Affairs officer is also available to help resolve and mediate incidents. A group of faculty and staff have also participated in a day-long mediation workshop.

These issues are also addressed at the Annual Student Leadership Conference and on a regular basis with student leaders.

C. List the educational activities/programs conducted to combat bigotry and other Biases in all their forms, as well as the activities/programs designed to build on the strengths of the multicultural, multiracial, and multigenerational student body. Indicate dates and topics of presentations/workshops/orientations/role-playing sessions/leadership conferences/retreats/lectures/seminars/discussions of pertinent research and scholarship conducted for students, faculty and staff. List printed material distributed; videos made available; training provided, etc. Also address improvements in methods for cross cultural communication:

A partial list of educational activities/programs designed to build on the strengths of the multicultural, multiracial, and multigenerational student body is attached. There were a significant number of other programs sponsored by student clubs and organizations.

The College offers an orientation course for new students and the issues of pluralism, diversity, and combating bigotry are addressed. For several years the annual Student Leadership Program invited Dr. Maria Volpe of CUNY’s Dispute Resolution Program to conduct training sessions with the student leaders. The College continues to address the issue of conflict resolution in on-going Student Leadership training programs.

The Holocaust Resource Center maintains an extensive library and audio-visual collection devoted to the study of all forms of prejudice which is open to and used by the public. The Center has an on-going teacher-education program to explain how to use materials in the classroom. Materials and exhibits maintained in the Center are used to demonstrate to student groups what can happen when bigotry is taken to the extreme.

The Professional Performing Arts Series offers a wide variety in all disciplines of the performing arts to appeal to the diverse age, ethnic, and cultural backgrounds that make up the multi-ethnic population of the Borough of queens. Each season includes examples of opera, dance, theater, music and family programs.
D. Please assess the extent to which the educational and training activities undertaken were successful in reaching the targeted constituencies, and describe the activities planned for the coming year, including the steps that will be taken to reach students, faculty, and staff—especially note members of the college’s community who have not previously participated.

Student leadership training programs were highly successful in reaching the targeted constituencies of the College and in fostering a climate of mutual respect. In addition, the college has provided the following:

**Diversity Forum** – held for Faculty, Staff and Students  
**Student Workshop** – in conjunction with Student Activities  
**Ethnicity Workshops** – including Women’s History month  
**Spanish Plays** – in conjunction with Student Activities

The College will continue to offer a series of faculty development workshops and student awareness workshops on inter-group harmony, tolerance and respect and to increase understanding among all groups.
Please list any courses offered that are specifically designed to promote pluralism and combat bigotry. Indicate which of the courses, if any, are required to obtain a degree at your campus.

HI-125  Immigration & Ethnic Groups in America
HI-126  Women in America
HI-185  The Holocaust
HI-195  Judaism, Christianity & Islam

SS-120  Cultures & Peoples of Africa
SS-130  Cultures & Peoples of Asia
SS-140  North American Indians
SS-150  Peoples & Cultures of the Caribbean
SS-320  Urban Sociology
SS-340  Racial & Ethnic Relations
SS-350  Women in Society
SS-380  Social Welfare & Human Services Organizations
SS-555  The Psychology of Women

EN-444  World Lit. I
EN-445  World Lit. II
EN-814  Afro-Am. Lit.
EN-801  Women in Lit.

__________________________________________
Signature of Individual Completing Form

Affirmative Action, Pluralism & Diversity/Compliance Officer
Title

__________________________________________  _________________________________
Date                                                Signature of College President

Please attach additional sheets if necessary to supply the information requested to full.
LATINO HERITAGE MONTH, SEPTEMBER 15TH – OCTOBER 15TH 2004

Library Exhibit
*Kurt R. Schmeller Library, 2nd Floor; September 15th – October 15th 2004*
The library will host an exhibit entitled *Latino Heritage Month: Folklore and Traditions*. This exhibit will feature library materials, pictures and objects related to the Latin American culture of Mexico, the Caribbean, Central and South America. The exhibit will run from September 15 - October 15, 2003, during library hours, Monday through Saturday. For more information, please call (718) 631-6227.

MOVIES IN THE STUDENT UNION LOUNGE
Each of the following movies will be shown in the Student Union Lounge for an entire week during the Union’s regular operating hours. Please call (718) 631-6233 for more information.

**Week of September 15th – Frida**
*Cast: Salma Hayek, Alfred Molina and Geoffrey Rush*
This biography of one of Mexico's most prominent painters was an *Academy Award* Winner that was produced by and starred Salma Hayek. Hayek ages herself thirty years as she portrays Frida Kahlo from schoolgirl to becoming a world-renowned artist.

**Week of September 22 – In the Time of the Butterflies**
*Cast: Salma Hayek, Marc Anthony and Edward James Olmos*
Based on the book by Julia Alvarez, this fact-based drama tells the story of a Dominican woman who, along with her family, bravely defied the tyrannical Rafael Leonidas Trujillo.

**Week of September 29 – Like Water for Chocolate**
*Cast: Lumi Cavazos, Mario Leonardi and Regina Torne*
Based on the best-selling novel by Laura Esquivel this popular romantic movie from Mexico depicts a woman who discovers that her cooking has supernatural powers. This movie is in Spanish with English subtitles.

**Week of October 6th – Amores Perros**
*Cast: Emilio Echevarria, Gael Garcia Bernal and Goya Toledo*
This inventive thriller depicts the way that three lives are changed by an unforeseen accident. This movie is in Spanish with English subtitles.

SPANISH COOKING WITH PROFESSOR RAYA
*Friday, September 19, 2003 1:00-3:00 PM*
Join Professor Raya (from the Foreign Language Department) as she teaches how to prepare delicious Spanish cuisine. Menu to be announced. Seating is limited, so reserve your seat by calling (718) 631-6233. Room 302 in the Administration Building

SPANISH MASS
*September 24, 2003*
*1:00-3:00 PM at the Newman Center*
All are welcome. For more information, please call (718) 423-0002.
THE LATINO ARTS FESTIVAL  
*Wednesday, September 24, 2003; 1:00-3:00 PM*

The Latino Arts Festival will feature live music from Luisito Rey Y Su Orquesta, a local salsa band and Orgullo Taino performing traditional Puerto Rican folk dances and poetry readings. This is one event you do not want to miss! Humanities Quad (Rain Area: Student Union Lounge)

MERENGUE & SALSA DANCE LESSON  
*September 25, 2003; 5:00-6:30 PM*

Bring your dancing shoes to learn Merengue & Salsa from Mr. Dominick Paradise, a professional dance instructor. Immediately following the dance instructions, practice your new moves at the Latin Night Welcome Back Party. Student Union Lounge

LATIN NIGHT WELCOME BACK PARTY  
*September 25, 2003; 6:30-11:45 PM*

Student Union Lounge. Come out and enjoy the first party of the semester. There will be a live band, DJ & delicious Latin food. This entire event is FREE, so make sure you are there.

PUERTO RICAN COOKING WITH NIDIA GONZALEZ  
*Wednesday, October 1, 2003; 1:00-3:00 PM*

Join Ms. Gonzalez (from College Discovery) as she teaches how to prepare authentic Puerto Rican dishes. Seating is limited, so reserve your seat by calling (718) 631-6233. Room 302 in the Administration Building

QUE PASO CON MI PLATA?  
*Wednesday, October 8, 2003; 1:00-3:00 PM*

Written by Jose Useche (a QCC Alumni and current QCC employee), Que Paso Con mi plata is a modern day Hispanic love story. The protagonist, Carlos is an immigrant who is trying to hold on to his youth. Although deeply loved by one woman, he marries another for the sake of a green card. The play will follow Carlos as he is forced to face reality.  
*Please note that this performance is completely in Spanish.* Humanities Theater
ITALIAN HERITAGE MONTH, OCTOBER 15TH – NOVEMBER 15TH 2004

LIBRARY EXHIBIT
Kurt R. Schmeller Library Building, 2nd Floor
The library will host an exhibit entitled Italian Heritage Month: Treasurers of Northern Italy. This exhibit will feature library materials, pictures and objects related to the contributions of Florence, Venice and other cities of northern Italy. The exhibit will run from October 15th through November 15th, 2003, during library hours, Monday through Saturday. For more information, please call (718) 631-6227.

ITALIAN MASS
Tuesday, October 14, 2003; 12PM at the Newman Catholic Center
50-47 Cloverdale Blvd.
A light lunch will be served. All are welcome. For more information, please call (718) 423-0002.

MAKING ZEPPOLES WITH CHRISTINA & VERA
Wednesday, October 29th, 2003; 1-3PM - A-302
Come satisfy your sweet tooth as Vera Melella and Christina Mazzara from the Office of Sponsored Programs teach how to make zeppoles. Seating is limited, so call (718) 631-6233 to reserve your spot!

HEAVEN TOUCHES BROOKLYN IN JULY
Wednesday, November 5th, 2003; 12-2 PM - S-112
Hosted by award winning TV producer, writer and director Tony DeNonno, heaven Touches Brooklyn in July is a documentary of the 1600-year-old journey of faith, family and tradition celebrating the Italian Roman Catholic feats of San Paolono di Nola and the glorious Dance of the Giglio. The footage ranges from the 1923 festival in Nola, Italy to feasts in present day Brooklyn, East Harlem and Long Island.

ITALIAN COOKING WITH PROFESSOR ANSANI
Friday, November 7th, 2003; 1-3PM - A-302
Come join Professor Ansani of QCC’s Foreign Language Department as she shares her Italian culinary expertise with the college community. Seating is limited, so call (718) 631-6233 to reserve your seat today!

BRAVA ITALIA! OPERA SHOWCASE: ITALIAN OPERA FAVORITES
Thursday, November 13, 2003; 5:30-6:30PM - SUL
In honor of Italian Heritage Month, QCC will sponsor a concert featuring highlights from great Italian Operas. Presented by Musica Reginae Productions with artistic Director Maestro David Close providing narrative background.
“Truth comes to us from the past, then like gold washed down from the mountains.”

Carter G. Woodson- Initiated Black History Week in 1920’s

THE 50TH ANNIVERSARY OF BROWN V. BOARD OF EDUCATION EXHIBIT
Kurt R. Schmeller Library
Throughout the month of February 2004 the Kurt R. Schmeller Library will host an exhibit about the Brown v. Board of Education. This exhibit will feature books and information related to desegregation and civil rights movement. For further information, please contact the Kurt R. Schmeller Library at (718) 631-6227.

HAITIAN COOKING WITH VLADAMIR
Wednesday, February 18, 2004; 12-2PM - A-302
Come taste authentic Haitian cooking as Vladamir Jeune (a current QCC student) prepares island dishes that will delight your palate. Seating is limited, so called (718) 631-6233 to reserve your seat.

BLACK HISTORY MONTH FESTIVAL
Wednesday, February 25, 2004; 1-3PM
Come celebrate the rich diversity of Black Culture. This event will feature food and entertainment. Mark your calendars; this is one event you don't want to miss. Student Union Building

THE POLITICS OF HAITI
Wednesday, March 3, 2004; 1-3PM - M-140
In celebration of Haiti's 200-year anniversary, join Dr. Paul Jean-Pierre (Queensborough's own Acting Associate Dean for Student Affairs) as he explores Haiti's history from an economical and political perspective.
BABY DRIVE
In honor of Women's History Month, QCC will again host a baby drive to assist infants at risk of abandonment. Items will be donated to the AMT Children of Hope Foundation in Mineola, New York. This organization is a safe haven that accepts newborns from a parent or guardian who wishes to relinquish custody and they run a crisis intervention hotline, providing information on alternatives to abandoning babies. For further information, please go to www.amtchildrenofhope.com. Preferred donated items include: diapers, baby toiletries (baby oil, Desitin, baby powder, etc.) and infant clothes. Collections will take place throughout March 2004. Items may be taken to the Office of Student Activities (Student Union Bldg, Lower Level) or to the College Discovery Office (ISSC Building, Room 13B). Sponsored by College Discovery, CSTEP, C.O.P.E and the QCC Women's History Month Committee.

WOMEN'S HISTORY MONTH MOVIES
Each movie (with the exception of The Nasty Girl) will be repeatedly shown in the Lower Level of the Student Union Building, for an entire week during the Union's regular operating hours.

THE NASTY GIRL - WED., 3/4, 1-3PM, LIBRARY BLDG, LB14
Lena Stolze stars as Sonja, a young Bavarian woman whose submission to an essay contest explores her hometown's affiliation with the Third Reich; as she learns more and more of the truth, she is increasingly victimized by her fellow townspeople, who do not want the scars from their past ripped open anew.

REAL WOMEN HAVE CURVES- WEEK OF 3/8-3/12
This is the story of Ana, a first generation Mexican-American teenager on the verge of becoming a woman. She lives in the predominately Latino community of East Los Angeles. Freshly graduated from high school, Ana receives a full scholarship to Columbia University. Her very traditional, old-world parents feel that now is the time for Ana to help provide for the family, not the time for college. Torn between her mainstream ambitions and her cultural heritage Ana must find her place in the world as an American and Chicana.

THE JOY LUCK CLUB - WEEK OF 3/15-3/19
In 1949, four Chinese women begin meeting in San Francisco for fun. Nearly 40 years later, their daughters continue to meet as the Joy Luck Club. Their stories ultimately display the double happiness that can be found in being both Chinese and American.

BEND IT LIKE BECKOM - WEEK OF 3/22-3/26
The daughter of orthodox Sikh rebels against her parents' traditionalism by running off to Germany with a soccer team.

DRASTIC ACTION/AVIVA GEISMAR AND COMPANY
Wednesday March 3, 2004; 6:30-7:30PM
This event will feature a dance performance that will be followed by a Q & A session. Bleacher style seating only. RFK Gymnasium Dance Studio, Room 214
FEMALE REBELS AND MAVERICKS
Wednesday, March 10, 2004; 1-3PM - S-112
Max Dashu an independent historian and freelance teacher of International Woman’s Studies will give an interesting lecture and slide talk on the global spectrum of valiant and defiant women: renegade Buddhist nuns, a heretical pope, and the runaway Afghani bride who became a Sufi master. Hear about women who passed as men to practice medicine, fight revolutions, and roam the world. This event is free and open to all students, staff faculty and the community.

TEA TIME WITH QCC'S JANETTE AND WILMA
Wednesday, March 17, 2004; 1-3PM
Student Union Building Lounge
Join Janette Treue and Wilma Anthony (from the Office of Counseling) as they lead an informal discussion over tea on how to manage the different demands imposed on females from different cultures. Focus will mostly be on the West Indian and Latina female roles and struggles.

DOMESTIC VIOLENCE WORKSHOP
Wednesday, March 24, 2004; 1-3PM - S-142
Join Ann Julianio Jawin from the Center for the Women of New York as she discusses "what every woman should know about Domestic Violence. Both men and women are welcome for this lively discussion.

THE MINI WOMEN'S HEALTH FAIR
Wednesday, March 24, 2004; 10AM-3PM

MEDITATION AND AROMATHERAPY WITH DEBRA
Friday, March 26, 2004; Science Lobby; 1-2PM
Come join Ms. Debra Rosenwasser (from the Office of Admissions) as she teaches relaxation techniques by using meditation and aromatherapy. Student Union Building, lower level

BELLY DANCING WORKSHOP
Wednesday, March 31, 2004; 1-2PM
Learn the exotic art of belly dancing from Layla, a professional belly dancer. All students, faculty and staff are welcome. This is one event you do not want to miss! RFK Gymnasium Room 304
ASIAN HERITAGE MONTH APRIL 15TH – MAY 15TH 2004

ASIAN HERITAGE MONTH EXHIBIT
Throughout the month of April, the library will host an exhibit featuring Asian-American cultures in the United States. This exhibit can be seen during the library’s regular hours of operation. For more information, please call Elayne Gardstein at (718) 281-5481.

KOREAN COOKING
Wednesday, April 14, 2004; 1-3PM - A-302
Learn how to prepare Kimbab (Korean style sushi). Seating is limited so call (718) 631-6233 to reserve your spot today.

VIDEO PRESENTATION ON THE FAMOUS CHINESE AMERICAN ARCHITECT, J.M. PEI
Wednesday, April 21, 2004; 1-3PM - LB-26
Chinese food will be served. Co-sponsored by the Architecture Club and the Asian Society. For more information, please call Professor Weber at (718) 281-5378.

ASIAN UNITY FORUM WITH CONGRESSMAN JOHN LIU
Wednesday, April 21, 2004; 1-3PM - LB-14
A discussion with Congressman John Liu, the only Asian American legislator currently elected in New York.

MULTI-ASIAN ETHNIC STAGE PERFORMANCES
Friday, April 23, 2004; 7-9PM - Humanities Theater
Spend a colorful and entertaining evening watching various Asian Performances. This spectacle will include, Chinese acrobats, Chinese, Indian and Phillipine fold dancers, martial arts/ Taekwondo groups and Korean percussionists. There will also be a Chinese fashion show. City Councilman John Liu will be there to present opening remarks.

ASIAN CULTURAL FESTIVAL
Wednesday, April 28th, 2004; 1-3 PM - Student Union Lounge
Come enjoy the sights and sounds of Asia. This event offers food, arts and crafts demonstrations and live entertainment by “The Samurai Soul” and Queensborough Student Musicians.

VIDEO PRESENTATION ON THE DESIGN OF JAPANESE ARCHITECT TADAO ANDO
Wednesday, May 5, 2004; 1-3 PM - LB 26
Chinese food will be served. Co-sponsored by the Architecture Club and the Asian Society.