



# INCLUSIVE EXCELLENCE PROGRESS TRACKER

## 1. To increase the number of students and faculty from underrepresented minoritized communities in our study body and academic workforce by making the College a destination of choice for underrepresented students, faculty, and staff.



The percentage of students from backgrounds that are historically underrepresented in optometry (URiO)\* has increased by 35% in the last 5 years.



The percentage of faculty from backgrounds that are URiO has increased by 20% in the last 5 years



A historic high of 17 students from the College's pathway program CSTEP were enrolled at SUNY Optometry in 2022. The CSTEP program was nationally recognized with the "Inspiring programs in STEM" Award. [Click here for more information.](#)

## 2. To create and foster a culture of inclusion and belonging for all people.



The College has had a Chief Diversity Officer (CDO) since 2016



The Office of Diversity, Equity, Inclusion and Belonging was established in 2021.



The Middle States Commission on Higher Education recognized SUNY Optometry as having significant resources to support student mental wellness. [Click here](#) for more information about our mental health services for students.



SUNY Optometry has led a nationwide discussion on "Race in Optometry" for the last three years. The six webinars are available to view [here](#).



Eye See You, a digital magazine, was launched in 2021. This monthly newsletter celebrates the diverse communities at the College.

## 3. To produce students and residents who are equipped to care for a diverse patient base.



Graduating students consistently and increasingly report that they are well-prepared to communicate with diverse patient populations in a culturally appropriate manner.



Graduating students and residents report they feel prepared to care for patients with diverse identities.

## 4. To educate the College community on cultural humility and cultural sensitivity and empower them to apply those principles to patient care and community service.



Anti-racism and anti-discrimination training was delivered to all members of the campus community in 2021.



Individuals who are part of selection committees (admissions, faculty search committee, etc.) are trained in bias mitigation.



The Office of DEIB has supported and coordinated 19 cultural events from 2021-present to celebrate our diverse campus community. A total of 1164 people attended the events.

## 5. To expand and strengthen community partnerships to better serve our diverse population.



The Student Affairs Department has engaged with four new community partners for recruitment and outreach over the last 3 years.



SUNY is the only optometry school to partner with an Area Health Education Center (AHEC) as part of the AHEC Scholars program. [Click here](#) for more information about the program.

## 6. To create a sustainable model that incorporates the principles of diversity, equity, inclusion and belonging into all aspects of the College.



The Committee on Inclusive Excellence (CIE) was created in 2021.



The College's Strategic Plan was updated to incorporate the goals of the DIMP 2.0 in 2022.



The College was recognized for its commitment to equity, diversity and inclusion with the 2023 Health Professions Higher Education Excellence in Diversity (HEED) Award. [Click here](#) for more information.

