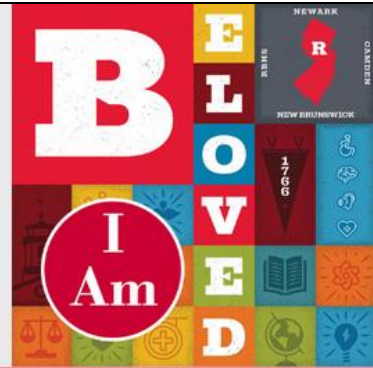


RUTGERS

School of Management
and Labor Relations

DIVERSITY, EQUITY & INCLUSION NEWSLETTER

SPRING 2023



Spring is here, and with that, we have our latest SMLR DEI newsletter!

SMLR is proud of the diversity of its faculty and staff—though we know we still have a long way to go—and we’re excited to highlight some upcoming events and shine a light on two members of our faculty and staff. Read on to find out about key dates and happenings, and meet Lindsay Y. Dhanani, Assistant Professor with the HRM Department, and Mayelin Torres, Career Management Specialist with SMLR Career Services!

Upcoming Events

- **April 24**, Monday, 5:00–7:00pm, **Beyond Coping: A Social Perspective on Graduate Student Mental Health**. In this “fireside chat,” graduate students come together to reflect on graduate student mental health and explore strategies and analyses that move beyond coping to addressing the structural forces and power dynamics that inform graduate student experiences. Center for Advanced Biotechnology and Medicine, 679 Hoes Lane W, Rm. 10, Piscataway, NJ. [Register to attend in person or on Zoom here.](#)
- **April 26**, Wednesday, 6:00–7:00pm, **SMLR Virtual Career Readiness Panel: DEI in the Workplace**. A panel of speakers will speak about their DEI experiences in the workplace and participants will have opportunities to ask questions. The event is open to students, faculty, and staff. [Join the virtual event here.](#) Contact [Mayelin Torres](#), SMLR Career Services.
- **May 4**, Thursday, 2:30–4:00pm, virtual or in-person, **Inclusive Research: Disruption for Equity and Justice**, a panel discussion to learn and discuss the unique perspectives on the issues surrounding racism and gain a better understanding of the challenges of inclusivity, beneficence, exclusionary research design, representation in research and research administration. 61 Dudley Road, Rm. 101, New Brunswick, NJ. [Register here.](#)

- **First Week of May**, Launch of **Applying a Cultural Responsive System to Course Design**, a Canvas asynchronous course for faculty. This course is a follow-up to the initial Introduction to Cultural Responsiveness in the Learning Environment session that Marta Pulley conducted in November 2022. The course will open during the first week of May and will run through April 2024. Watch for the course launch announcement and sign-up instructions from Marta.

Congratulations SMLR Faculty Badge Earners!

Congratulations to SMLR faculty who earned the **Badge for Lifelong Learning in Inclusive & Equitable Teaching (Level 1)** for 2022–2023: Tracy Chang, Lindsay Dhanani, David Ferio, Rebecca Greenbaum, Sheri-Rose Rubin, Michael Sturman, Christopher To, and Paula Voos, and to those who also earned the **Badge for Implementation of Inclusive & Equitable Teaching Practices (Level 2)** this year: Anne-Michelle Marsden, Francis Ryan, and Tobias Schulze-Cleven.

Faculty & Staff Spotlight

Get to know our SMLR Community



Lindsay Y. Dhanani, PhD

Assistant Professor, Human Resource Management

What brought you to your work?

I have always been interested in systems that uphold inequity in our society and became particularly drawn to studying the workplace because of its centrality to so many integral life outcomes. Our access to and experiences at work affect our mental and physical health, our economic security, our access to safe housing, and so many other fundamental aspects of our lives.

I am continually drawn to this work because I believe that all people should have equal access to fulfilling and meaningful employment and believe that creating that access can alleviate other forms of inequity as well.

What do you enjoy about your role?

I enjoy this role for many reasons, but perhaps most of all because of the variety it provides. Each semester I get to meet new students who expose me to new ideas and new ways of approaching the content. I also get to continually ask and answer new research questions in each research study I begin. I love that each semester and each research project offers a new learning opportunity.

What is your favorite comfort food or meal? Does it reflect your culture?

My favorite comfort food has to be butter cauliflower. As an Indian American, I grew up not only loving the taste of curries but also loving the process of making curry with my family. Any time I need a little pick-me-up, or I am feeling homesick, this is my go-to meal. I also appreciate any opportunity I have to share it with friends and family.



Mayelin Torres, MPA

Career Management Specialist, SMLR Career Services

What do you enjoy about your role?

I highly enjoy working with the students and assisting them in achieving their goals and potential. Also, a lot of our students are hardworking individuals that are looking to better their lives. In addition, I learn tremendously from our students on a regular basis.

What is your cultural or ethnic background and how has it shaped your work/career?

I was born in Cuba and raised in the United States, but my mother's family descent from the Canary Islands, Spain and my father's from Guangzhou, China, which was formally known as Canton, Africa and Spain. I identify as a Latina, from the Caribbean and North America.

I grew up in a melting pot, which shaped how I view the world and people. When I work with a student or colleague, I do not have any determination or assumption based on their color of skin, facial features, level of education or work status because we all come from different backgrounds, and we need to value people for who they are and their actions. I try to treat everyone with respect regarding their status.

As my mother always says, "Al final del dia todos vamos al mismo hueco," meaning that at the end of the day we are all equals because no one lives forever.

Where have you traveled? What is your favorite vacation spot and why?

I have traveled to multiple countries, such as Italy, Germany, Antigua and Barbuda and Aruba, and most of the states in the United States. My favorite vacation spot so far is Stowe, Vermont, because the mountain views are phenomenal and it is a calm and quiet place.

Friendly Reminders:

Recognize one of your staff colleagues' excellence and achievement within our school community by completing the [SMLR staff recognition form](#). The Dean's office will formally recognize these individuals later in the year.

Are you interested in professional development? Have you identified an opportunity? You can [request coverage of professional development expenses](#) by the SMLR Dean's Office.

We hope you enjoyed reading about our awesome faculty and staff helping SMLR achieve its DEI Vision:

In support of Rutgers' strategic priority of building a more diverse, equitable, and inclusive community, SMLR is committed to recognizing, addressing, and eradicating racism and all forms of oppression. We will be a welcoming place that values and promotes diversity, provides equitable access to all opportunities, and provides an affirming environment for all faculty, staff, and students. We are united in our pursuit to be a place where we can all thrive in our work/learning and feel a sense of respect and belonging.

Check out our DEI Resources

School of Management and Labor Relations Diversity, Equity, and Inclusion Committee