



September 29, 2015

Dear Members of the College Community:

As we begin the 2015–2016 academic year, I would like to take this opportunity to reaffirm the College’s commitment to strengthening our diversity and inclusion efforts. This year, we will undertake a vital and relevant climate assessment to help us make positive, lasting changes as we continue to create a more inclusive campus. To ensure full transparency and to provide a more complete perspective, we have contracted Rankin & Associates to help lead this effort. Dr. Susan Rankin has conducted more than 130 campus climate assessment projects in her more than 36 years in academia. Your participation in this project is crucial to the future of our College, and we will be providing you with updates regarding this important initiative throughout the academic year.

The City University of New York (CUNY) has a long-standing commitment to diversity and equal opportunity in all aspects of employment practices. At the College of Staten Island (CSI), I fully support the policies and practices that we have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. It is my personal belief that CUNY is enriched by the strengths of the people and perspectives represented here.

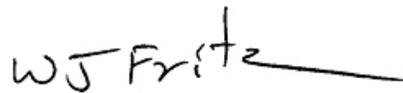
Accordingly, I am committed to oversee CSI’s compliance with the CUNY Policy on Equal Opportunity and Non-Discrimination and the CUNY Policy on Sexual Misconduct.

The Equal Opportunity and Non-Discrimination Policy states CUNY’s commitment to recruit, employ, retain, promote, and provide benefits to employees regardless of race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, unemployment status, pregnancy, or status as a victim of domestic violence/stalking/sex offenses, or any other legally prohibited basis in accordance with federal, state, and city laws. I remind you that Italian Americans are included among CUNY’s protected groups. Additionally, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements. I invite you to view the Equal Opportunity Policy in its entirety, including the complaint procedures and prohibition against retaliation.

I have assigned the responsibility for the implementation and monitoring of our compliance program to the Chief Diversity Officer, Danielle Dimitrov, Esq., who will also serve as the 504/ADA Compliance Coordinator and the Title IX Coordinator. The vice presidents, deans, directors, managers, and supervisors share responsibility for ensuring our compliance with these policies and laws. The Office of Diversity and Compliance is located in Building 1A, Room 103 and the telephone number is 718.982.2250. Additionally, any individual who believes that he or she has experienced employment discrimination should immediately contact Ms. Dimitrov.

I ask for your continued support to ensure equal opportunity, affirmative action, and diversity and inclusion in all employment practices at the College of Staten Island. In addition, I would like to encourage your continued and dedicated support and participation in CSI's many diversity-related events and programs throughout the academic year, including our upcoming campus climate assessment survey during the spring semester of 2016.

Sincerely,

A handwritten signature in black ink that reads "WJ Fritz" followed by a long horizontal line extending to the right.

William J. Fritz, PhD
President