

President's Annual Reaffirmation of the College of Staten Island's Commitment to Diversity, Equal Opportunity, and Affirmative Action

Dear Members of the College Community:

As the 2017–2018 academic year commences, I would like to take this opportunity to reaffirm the College's commitment to strengthening our diversity and inclusion efforts.

Over the last two years we have been conducting an important, in-depth assessment of the campus climate to help create a more inclusive environment for students, faculty, and staff. The industry leader Rankin & Associates directed the assessment. After the findings were presented the campus community shared its thoughts and ideas on how to address those results through in-person and online forums. The College received hundreds of action-items and we are currently examining these ideas to present to the campus during this academic year.

We are also completing our new Strategic Plan for 2017–2022. The draft includes six strategic priorities – Student Success, Global Engagement, Borough Stewardship, Destination Campus, Scholarship-Driven Education, and Resource Management as well as a restatement of CSI's Mission, Vision, and Values. Please log into your Blackboard account to comment on the Plan and join us on Tuesday, October 3rd for a town hall meeting to discuss these priorities and goals to help shape the future of CSI.

The City University of New York (CUNY) is committed to diversity and equal opportunity in all aspects of employment practices. At the College of Staten Island, 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 overseeing 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. Please also continue to support the many diversity-related events on campus throughout the academic year. I look forward to our continued work in assessing the needs of our campus to and creating a more inclusive campus environment.

Sincerely,

William J. Fritz
President

