

September 18, 2018

Dear Members of the College Community:

As the 2018-2019 academic year begins, I would like to take this opportunity to reaffirm the College of Staten Island's (CSI) commitment to augmenting its diversity and inclusion efforts in all aspects of its employment practices.

At CSI, we value the differences in people and recognize that individuals with different backgrounds, skills, attitudes, and experiences bring fresh ideas and perspectives to our campus community. Recruiting from diverse candidate pools helps to establish a more creative, innovative, and qualified workforce. In turn, having a diverse workforce fosters curiosity and helps cultivate overall student development by providing greater opportunities for personal and professional growth.

Consequently, I fully support the policies and practices that we, along with The City University of New York (CUNY), have implemented to foster non-discrimination, affirmative action, and diversity and inclusion in the workplace. In fact, it is my personal belief that the College is enriched by the strengths of the people and perspectives represented here and I am dedicated to overseeing CSI's compliance with CUNY's Policy on Equal Opportunity and Non-Discrimination, as well as CUNY's 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, and to admit and provide services for students, 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 Interim Chief Diversity Officer, Catherine Ferrara, 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 205 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. Ferrara.

The College remains committed to promoting diversity and equal opportunity for all, and to creating an environment in which all community members can thrive. With this in mind, I am pleased to report that the College has commenced the implementation of its Strategic Plan for 2017–2022, which 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. The College continues to work toward achieving various goals in advancing each of these priorities.

Accordingly, I ask for your continued support in CSI’s quest to encourage proactive initiatives intended to increase diversity and to provide equal opportunity through its employment practices. Your support of campus diversity-related events is always welcome and I look forward to continuing to work with all of you to create an even more inclusive campus climate.

Sincerely,

William J. Fritz
President