



September 13, 2019

Dear Members of the College Community:

With the start of the 2019-2020 academic year, I would like to reaffirm the College of Staten Island's (CSI) longstanding commitment to diversity and equal opportunity in all facets of its employment practices.

CSI recognizes that there are many benefits to fostering workplace diversity and that individuals from diverse backgrounds offer a wide variety of skills, personalities, and experiences that all help to create a more efficient and prolific workforce. CSI remains dedicated to prioritizing inclusivity so that all employees feel comfortable and confident at work and are able to realize their full potential.

Along with The City University of New York (CUNY), CSI has implemented policies and practices that I fully support to promote non-discrimination, affirmative action, diversity, and inclusion. I personally acknowledge that organizational leaders must champion the effort to foster equality and must serve as role models in our campus community. Consequently, I remain dedicated to ensuring that CSI is consistently compliant 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, without regard to 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, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state, and city laws. Italian Americans are also included among CUNY's protected groups and, as a federal contractor, CUNY engages in affirmative action consistent with federal requirements as well. I invite you to view the [Equal Opportunity Policy](#) in its entirety.

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 Office of Diversity and Compliance is located in Building 1A, Room 205 and the telephone number is 718.982.2250. If you believe you have experienced employment discrimination, I encourage you to contact Ms.

Ferrara. The vice presidents, deans, directors, managers, and supervisors share responsibility for ensuring our compliance with the aforementioned policies and laws.

CSI remains committed to proactively promoting a diverse and inclusive work environment and a campus culture that is free from discrimination and harassment. Consistent with this initiative, the College continues to make strides in support 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.

Every member of the CSI community has an important role to play in the advancement of diversity and inclusion. I ask you to embrace your role and to strive to continue to support events and activities in pursuit of an even more inclusive campus.

Sincerely,

William J. Fritz
President

