

From: Official ESU Email

Sent: Wednesday, February 24, 2021

Subject: Message to ESU Campus About DEI Actions from Interim President Kenneth Long - February 24, 2021

To the Campus Community:

As Interim President, I am ultimately responsible for what happens at our university, which includes providing a campus environment free of discrimination, harassment, and racism. The acts of a few students during a criminal justice course earlier this month reminds us of the work that needs to be done to improve our campus climate. While the Office of Student Conduct and Community Standards and the Community Restoration Team investigate this incident, I have an obligation to address the underlying issue at-hand. To that end, I will utilize the full authority of my position as Interim President to enact structural and operational changes to foster a more just and welcoming campus community. I commit to the following actions to educate our community on racism and promote an inclusive campus climate:

1. Faculty and staff will be required to participate in Diversity Equity and Inclusion (DEI) and anti-bias training this semester. **Completion Date: March 15, 2021.** Employees will also be strongly encouraged to attend ongoing D&I training and workshops provided weekly (a list of subjects that area addressed during these workshops is listed [here](#)). **Completion Date: Ongoing.**
2. New students will be required to participate in DEI and anti-bias training. **Completion Date: September 1, 2021.**
3. The university will review institutional data in order to identify, evaluate and publicize areas where greater diversity is needed and make them hiring priorities in future University searches. **Completion Date: April 1, 2021.**
4. The university will strongly pursue hiring efforts of ESU's faculty and staff to mirror the diverse composition of our student enrollment, consistent with ESU's comprehensive plan. **Completion Date: Ongoing.**
5. New employees will be required to take DEI and bias training within their first 30 days. **Completion Date: Ongoing.**
6. Employees participating on search committees must receive recruitment training that addresses DEI and bias. **Completion Date: Ongoing.**
7. Searches for open positions will be specifically advertised to attract a diverse pool of applicants. **Completion Date: Ongoing.**
8. University policies will be developed and updated to specifically address acts of racism, bullying, discrimination, harassment, and disruption of the institution's mission. **Completion Date: June 30, 2021.**

9. The Bias, Discrimination and Prejudice Incident Reporting System will be publicized at the start of each semester. **Completion Date: Ongoing.**
10. An annual report will be disseminated to the campus community on the university's progress toward addressing DEI issues. **Completion Date: December 1, 2021.**

Please understand that there is much more work being done by the DEI Teams at ESU and I wish to thank the many students, faculty, and staff who are working on other DEI initiatives beyond these ten items listed above. It should be noted that the items listed above are my specific commitments to the campus community of the ACTIONS I look to accomplish in my remaining time as Interim President. I will do all I can to improve the climate of our campus so that we may all embrace a University that we can be proud of, that is welcoming to everyone on our campus, and is a place Where Warriors Belong.

Kenneth Long
Interim President

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