

From: Official ESU Email

Sent: Friday, April 2, 2021

Subject: Message from Interim President Kenneth Long on DEI Action Items - Friday, April 2, 2021

Warriors,

In my messages to the campus community dated February 24 and March 15, I expressed my commitment to the principles of diversity, equity, inclusion (DEI) and social justice. For transparency and accountability, the first of four quarterly updates for my 10 Action Item Plan (<https://www.esu.edu/president/10-action-plan.cfm>) is now available for your review.

During the past few months, we have made strides associated with these actions and I wish to thank those who helped move these action items forward. I encourage all of you to visit the webpage to learn more about each action, but allow me to share a few highlights here:

- As of March 22, 2021, 67 percent of ESU employees and 40 percent of new students have completed DEI training for the year. Actions are being taken to ensure all employees complete this required training and the university is exploring options to increase completion rates of new students.
- ESU's Time, Place and Manner Policy (aimed to provide guidelines to facilitate engagement in expressive activity and designate areas for such) and the University's Non-Discrimination and Harassment Policy are under final review at the State System level and will be presented to the PA State System Board of Governors at their April 2021 Meeting.
- All employees serving on search committees have and will continue to receive anti-bias recruitment training.
- To help attract a diverse applicant pool, all external position searches will be advertised with professional organizations that have a diverse membership/subscription base.

While the items I identified in my 10 Action Item Plan are a priority, they only represent a small number of the initiatives that are taking place to improve the climate of our community. Each of these items is aligned with and helps support the broader goals we set as an institution relative to our [Inclusive Excellence Scorecard](#), which aims to increase diversity of faculty and staff; support systems for students of color; and improve ESU's retention and graduation rates. I want to once again thank the Diversity & Inclusion Committee and the many students, faculty, and staff doing this important work.

Let us continue working hard and moving forward, capitalizing on our shared momentum. Please continuously refer to the DEI webpage to stay informed of what we are doing to better our university and to get quarterly updates on the 10 Action Plan.

Thank you.

Kenneth Long
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