

**From:** Official ESU Email

**Sent:** Friday, October 1, 2021

**Subject:** Message from Interim President Kenneth Long on DEI Action Items - Friday, October 1, 2021

Warriors,

I continue to enjoy my interactions with you as a campus community. For those of you who are new to ESU, in February, I announced my commitment to creating a campus environment free of discrimination, harassment, and racism as well as my support for the efforts of the Diversity and Inclusion Committee. At that time, I outlined 10 structural and operational actions that I would lead to create a more inclusive and equitable campus.

Despite the fact that we have not fully been back on campus until just a few weeks ago, we continue to make significant progress toward a socially just and welcoming community. This message provides you with a quarterly update of the work that continues. I encourage everyone – faculty, staff, and students – to visit the [10 Action Item Plan](#) webpage to become familiar with, and gain a greater understanding for, the work we are doing together to make ESU a place where all Warriors belong.

Here are a few highlights from our quarterly report (July – September 2021):

- **Action Item 1 – Current Employee Training** - During this quarter, 100% of full-time employees completed the DEI Online Training.
- **Action Item 2 – New Student Training** - All new and transfer students received information on how to complete the EVERFI DEI Online Training in August, and 37.5% of them completed the training.
- **Action Item 5 – New Employee Training** - All new employees are assigned DEI and anti-bias training as a part of onboarding.
- **Action Item 6 – Search Committee Training** - All employees participating on search committees have completed anti-bias recruitment training.
- **Action Item 7 – Applicant Pools** - The University continues to improve the diversification of applicant pools by expanding job networks.
- **Action Item 8 – University Policies** - The Time, Place and Manner Policy has been finalized.
- **Action Item 10 – Annual Report** – The annual report will be completed in December 2021 and will be shared with the campus community in January 2022 with other quarterly updates.

These updates, as well as the 10 Action Items, are intended to support the University's [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 thank the [Diversity & Inclusion Committee](#) and the many students, faculty, and staff doing this important work. Please look for our next quarterly update in January 2022.

**Kenneth Long**  
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